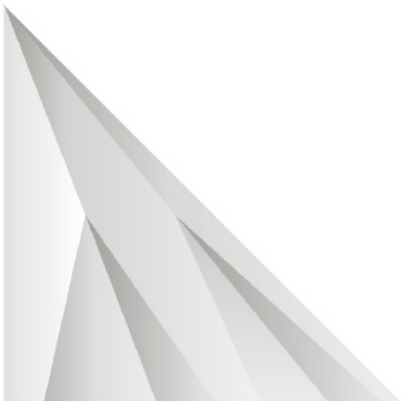




TTI  
SUCCESS  
INSIGHTS®

**TriMetrix® HD**  
Comparison Report

**Eric Smith and Ryan Jackson**  
Operations Manager  
11-2-2018





## Introduction Where Opportunity Meets Talent

The TTI Success Insights® TriMetrix® HD Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to four distinct areas: behaviors, driving forces, acumen and competencies. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

**The following is a comparative summary in the three main areas:**

### Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

### Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

### Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.

### Acumen Indicators

This section of the report will help you understand how each person analyzes and interprets experiences. Each person's acumen, keenness and depth of perception or discernment, is directly related to their level of performance.

### Competencies

This section presents 25 key competencies and ranks them from top to bottom, defining each person's major strengths. The skills at the top highlight well-developed capabilities and reveal where each person is naturally most effective in focusing their time.



## Checklist for Communicating

*Most people are aware of and sensitive to the ways in which they prefer to be communicated to but may not understand the styles of others. Most find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides a list of things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.*

### Ways to Communicate with Eric

- Respect his quiet demeanor.
- Keep at least three feet away from him.
- Use the proper buzz words that are appropriate to his expertise.
- Provide solid, tangible, practical evidence.
- Provide details in writing.
- Listen to him.
- Use an unemotional approach.
- Give him time to analyze the data before making a decision.

### Ways to Communicate with Ryan

- Appeal to the benefits he will receive.
- Read the body language for approval or disapproval.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Use a motivating approach, when appropriate.
- Talk about him, his goals and the opinions he finds stimulating.
- Use a balanced, objective and emotional approach.
- Provide "yes" or "no" answers--not maybe.
- Clarify any parameters in writing.



## Checklist for Communicating *Continued*

*This section of the report is a list of things NOT to do while communicating with either Eric and Ryan. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.*

### Ways **NOT** to Communicate with Eric

- Overuse gestures.
- Pretend to be an expert, if you are not.
- Dillydally, or waste time.
- Rush the decision-making process.
- Say "trust me"--you must prove it.
- Make statements about the quality of his work unless you can prove it.
- Stand too close--give two to three feet of space.
- Overuse emotion.

### Ways **NOT** to Communicate with Ryan

- "Dream" with him or you'll lose time.
- Talk down to him.
- Drive on to facts, figures, alternatives or abstractions.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.
- Legislate or muffle--don't overcontrol the conversation.
- Be dictatorial.
- Let him overpower you with verbiage.



## Value to the Organization

*This section of the report identifies the specific talents and behavior Eric and Ryan each bring to the job. These statements showcase the value each person brings to the organization. This can be used to develop a system to capitalize on the particular value each person contributes.*

### Eric's Value:

- Always concerned about quality work.
- Objective--"The anchor of reality."
- Objective and realistic.
- Conscientious and steady.
- Always looking for logical solutions.
- Presents the facts without emotion.
- Can make decisions without getting emotionally involved.
- Suspicious of people with shallow ideas.

### Ryan's Value:

- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Negotiates conflicts.
- Bottom line-oriented.
- Positive sense of humor.
- Team player.
- Self-reliant.
- Creative problem solving.



# Behavioral Descriptors

Based on Eric's and Ryan's responses, the report has marked those words that describe each of their personal behavior styles. These words describe how each person solves problems and meets challenges, influences people, responds to the pace of the environment and how they respond to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	E.K. Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	E.K. Steady	Balanced Judgment
Venturesome	Trusting	Stable	R.C. Diplomatic
<b>Dominance</b>	<b>Influencing</b>	<b>Steadiness</b>	<b>Compliance</b>
E.K. Calculating	R.C. Reflective	Mobile	Firm
Cooperative	E.K. Factual	Active	Independent
Hesitant	Calculating	Restless	R.C. Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

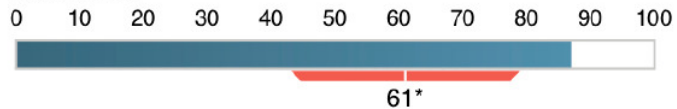


## Primary Behavioral Cluster

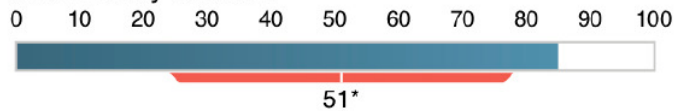
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

### Eric

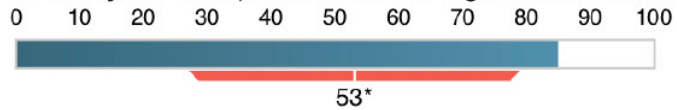
**1. Persistence** - Finish tasks despite challenges or resistance.



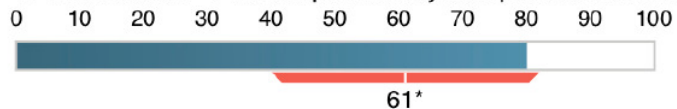
**2. Organized Workplace** - Establish and maintain specific order in daily activities.



**3. Analysis** - Compile, confirm and organize information.

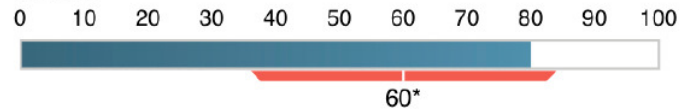


**4. Consistent** - Perform predictably in repetitive situations.

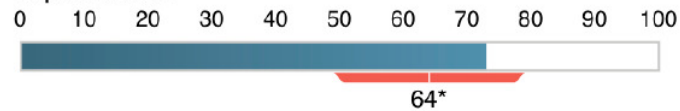


### Ryan

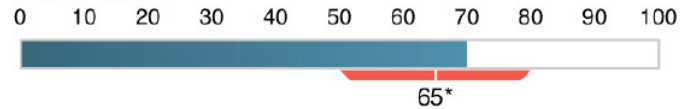
**1. Interaction** - Frequently engage and communicate with others.



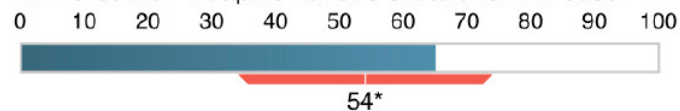
**2. Customer-Oriented** - Identify and fulfill customer expectations.



**3. People-Oriented** - Build rapport with a wide range of individuals.



**4. Versatile** - Adapt to various situations with ease.

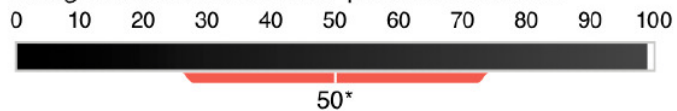


## Primary Driving Forces Cluster

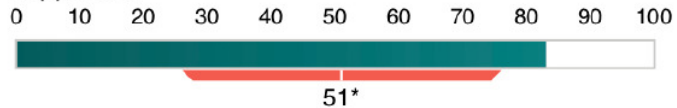
The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces.

### Eric

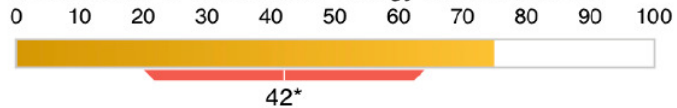
**1. Commanding** - People who are driven by status, recognition and control over personal freedom.



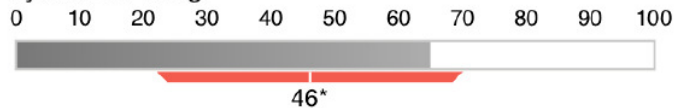
**2. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



**3. Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

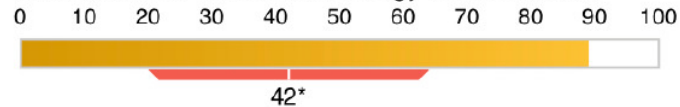


**4. Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

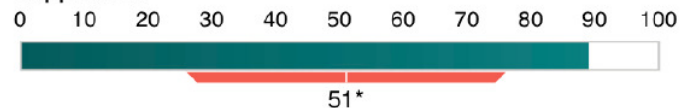


### Ryan

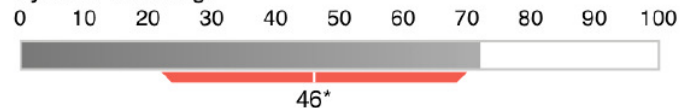
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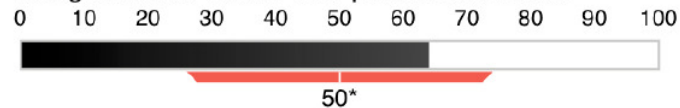
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**3. Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



**4. Commanding** - People who are driven by status, recognition and control over personal freedom.







## Driving Forces Descriptors

Based on Eric's and Ryan's responses, the report has listed the words that describe each of their primary driving forces. These words describe why each person does what they do and serve as a filter or driver of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

Eric	Ryan
<b>Commanding</b>	<b>Resourceful</b>
Status Recognition Individuality	Return on Investment Practical Results Efficiency
<b>Intentional</b>	<b>Intentional</b>
Opportunity Self Interests Personal Benefit	Opportunity Self Interests Personal Benefit
<b>Resourceful</b>	<b>Receptive</b>
Return on Investment Practical Results Efficiency	New Methods Options Possibilities
<b>Receptive</b>	<b>Commanding</b>
New Methods Options Possibilities	Status Recognition Individuality



## Potential Behavioral and Motivational Strengths

*This section describes the potential areas of strength between Eric's and Ryan's behavioral styles and top four driving forces. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.*

### Eric's Strengths

- Gives clear instruction to what is needed to accomplish his goals.
- Holds others to high standards.
- Brings organization for those striving for the same goal.
- Anticipates challenges within the process in order to maximize success.
- Expectations are clear, tangible and have a bottom-line focus.
- Completes a due diligence process when making investments or taking risks.
- Will try to do things right the first time even if it hasn't been done before.
- Asks detailed questions that protect the future of the organization.

### Ryan's Strengths

- Resourceful and influential in creating effective results.
- Sees the positive in all resources and will want to use resources accordingly.
- Sings the praises of peers when they contribute to the bottom-line.
- Good at promoting causes that show potential return.
- Willing to talk to all types of people about multiple topics.
- Always looking to do new and different things.
- Willing to be the spokesperson for the team.
- Utilizes people to win and accomplish goals.



## Potential Behavioral and Motivational Conflict

*This section describes the potential areas of conflict between Eric's and Ryan's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.*

### Eric's Conflicts

- Nothing is good enough, unless it's the best.
- May set unreachable standards for himself and others.
- May micro manage and in turn, unintentionally alienate others.
- A desire to utilize others is preceded with a tendency to over correct.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Only looks for the safe investment of time and resources.
- May find fault in current systems, which he perceived as out dated.
- May struggle with the big picture by over-focusing on details of the need for a new system.

### Ryan's Conflicts

- Overestimates what others will contribute.
- May overlook details when weighing results.
- May overestimate the impact he can have on driving results.
- Would rather move on to a new person than have a difficult conversation with a direct report.
- May use inappropriate forums to express new ideas.
- Will be frustrated when new and exciting opportunities can't be incorporated with the system.
- May struggle with hearing and applying constructive criticism.
- As a leader may over focus on self and his own needs.



## Ideal Environment

*People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Eric's and Ryan's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.*

### Eric's Ideal Environment

- Ability to control the review and storage of facts and data.
- Rewards for strict adherence to processes and procedures.
- Provide functional ways to help motivated people achieve results.
- Have resources and tools in proper order to help like-minded and precise people.
- An environment where accurate and systematic standards are required to achieve results.
- The ability to maximize return on investment by achieving goals in a logical and practical manner.
- Rewards based on improvements to established procedures.
- Recognition for creatively accomplishing tasks in the absence of a set procedure.

### Ryan's Ideal Environment

- People-oriented returns are rewarded higher than task-oriented returns.
- A manager that brings people and excitement into the act of doing business.
- A forum to work with people as it relates to moving the organization forward.
- An environment where interacting with others in an effort to achieve results.
- Ability to blend his creative and optimistic problem-solving approaches.
- An environment that rewards the communication of changes in the system.
- A "can-do" environment filled with optimistic people.
- An environment where he can "lead the parade".

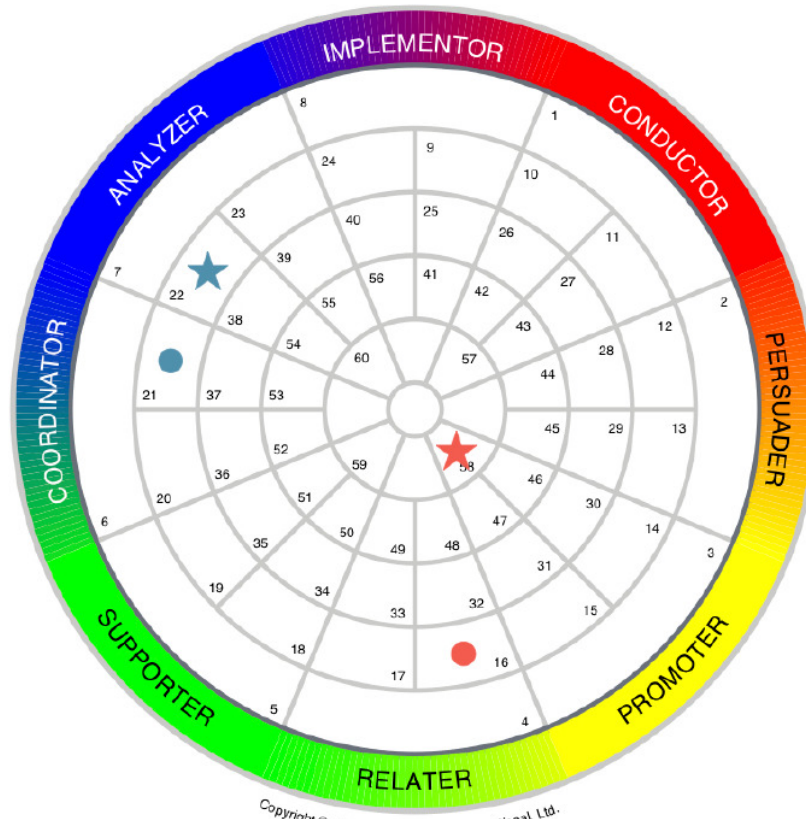


TTI SUCCESS INSIGHTS®  
DISCOVER • ENGAGE • ADVANCE • PERFORM

# The Success Insights® Wheel

■ Eric

■ Ryan



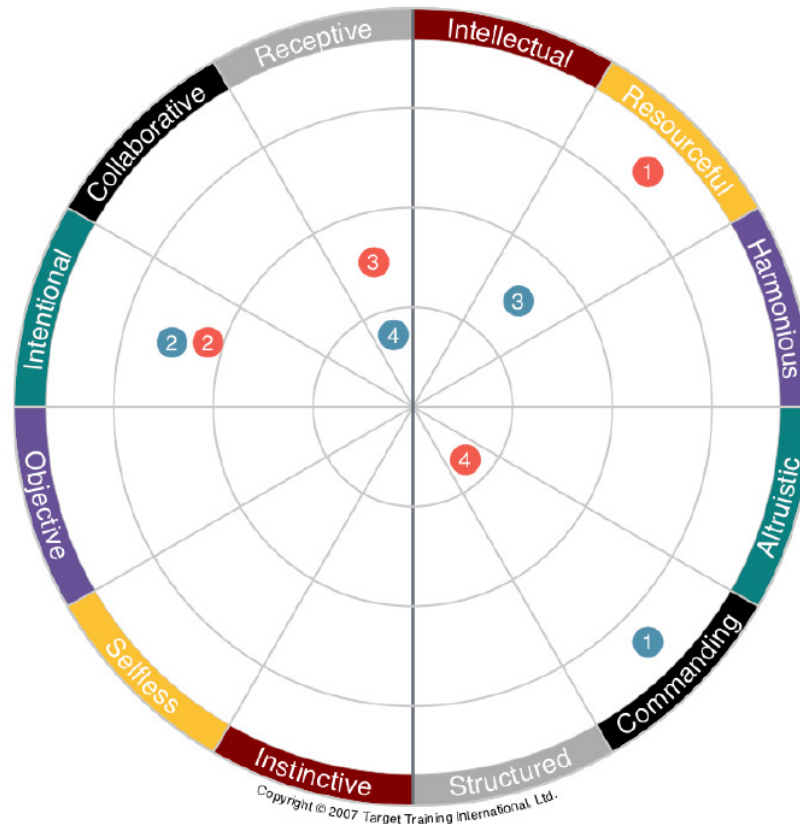
★ Adapted

● Natural



## Primary Cluster Driving Forces Wheel

- Eric
- Ryan

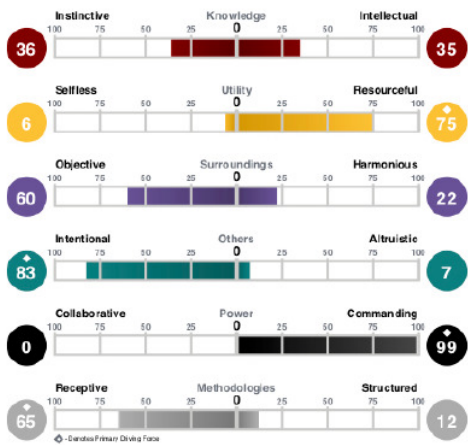
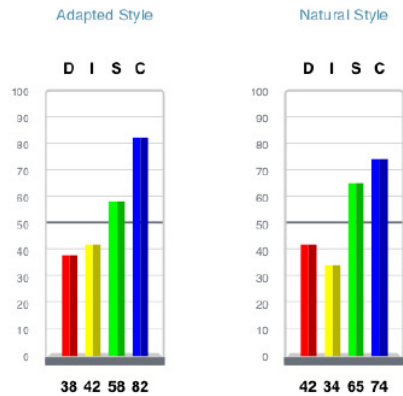


1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force

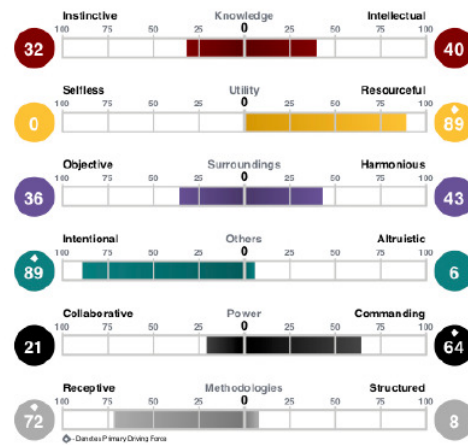
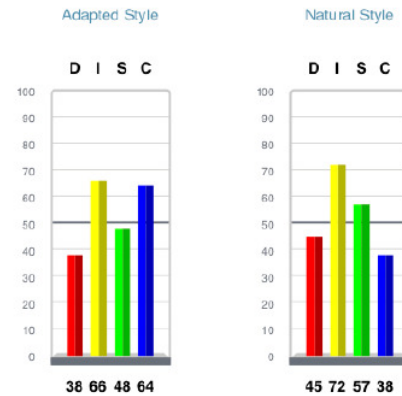


# Behaviors and Driving Forces Graphs

Eric



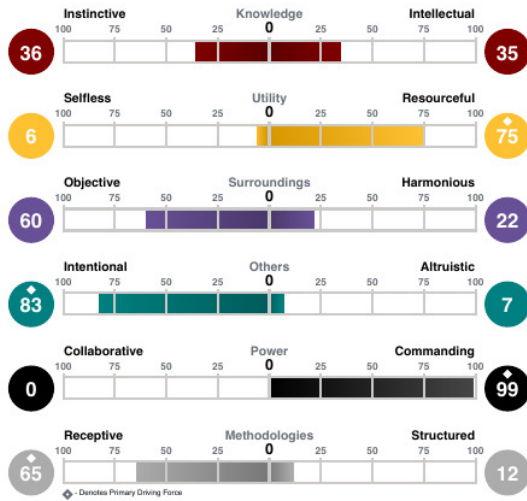
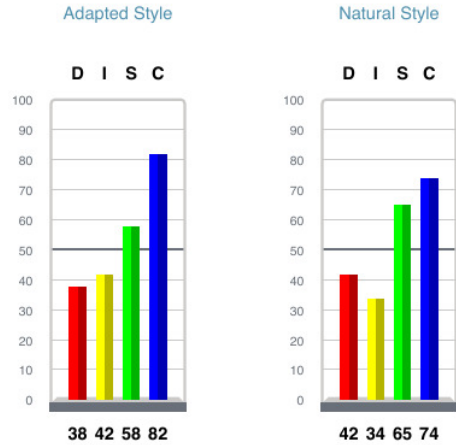
Ryan



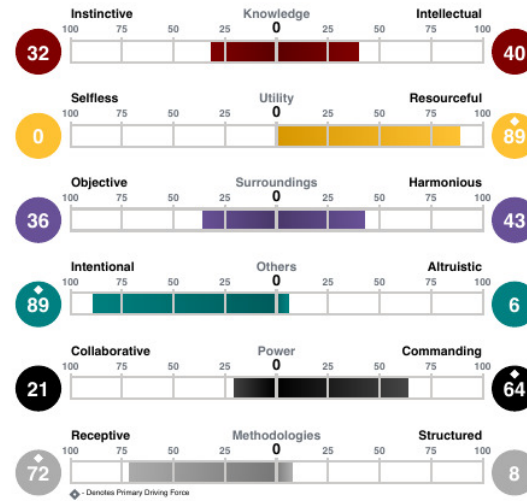
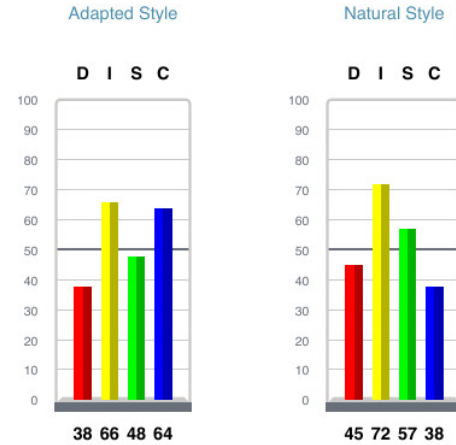


# Behaviors and Driving Forces Graphs

Eric



Ryan





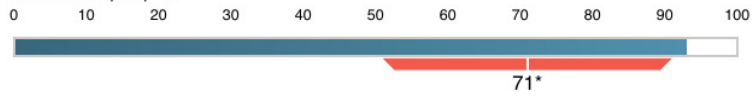


# Competencies Hierarchy

This section displays the top seven job related competencies for Eric and Ryan.

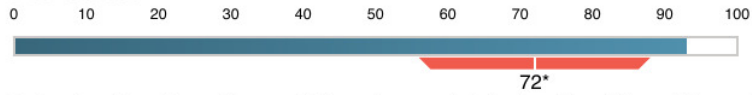
## Eric

**1. Interpersonal Skills** - Effectively communicating, building rapport and relating well to all kinds of people.



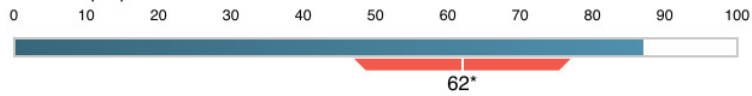
93

**2. Goal Orientation** - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



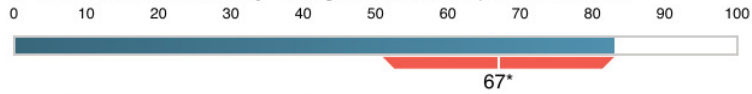
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**3. Leadership** - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



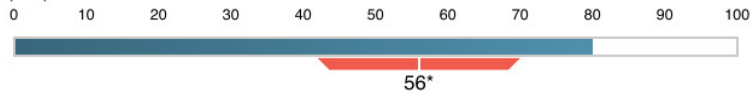
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**4. Personal Accountability** - Being answerable for personal actions.



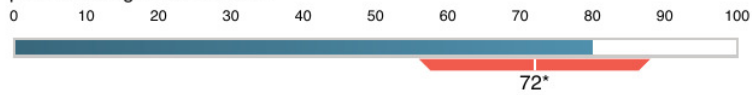
83

**5. Project Management** - Identifying and overseeing all resources, tasks, systems and people to obtain results.



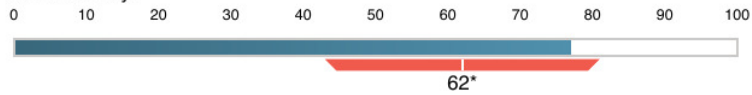
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**6. Employee Development/Coaching** - Facilitating, supporting and contributing to the professional growth of others.



80

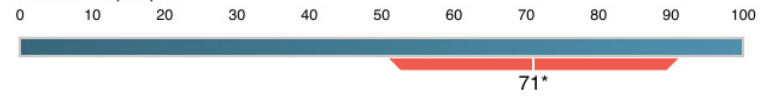
**7. Conflict Management** - Understanding, addressing and resolving conflict constructively.



77

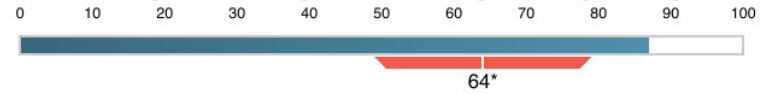
## Ryan

**1. Interpersonal Skills** - Effectively communicating, building rapport and relating well to all kinds of people.



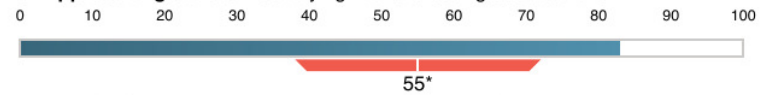
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**2. Self Starting** - Demonstrating initiative and willingness to begin working.



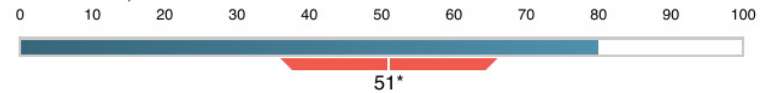
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**3. Appreciating Others** - Identifying with and caring about others.



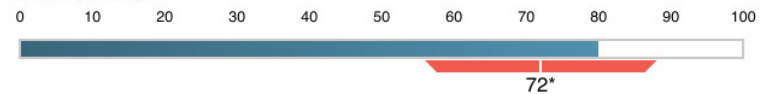
83

**4. Negotiation** - Listening to many points of view and facilitating agreements between two or more parties.



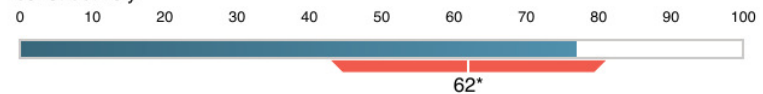
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**5. Goal Orientation** - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



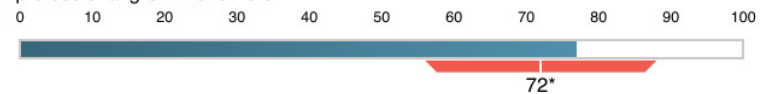
80

**6. Conflict Management** - Understanding, addressing and resolving conflict constructively.



77

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77



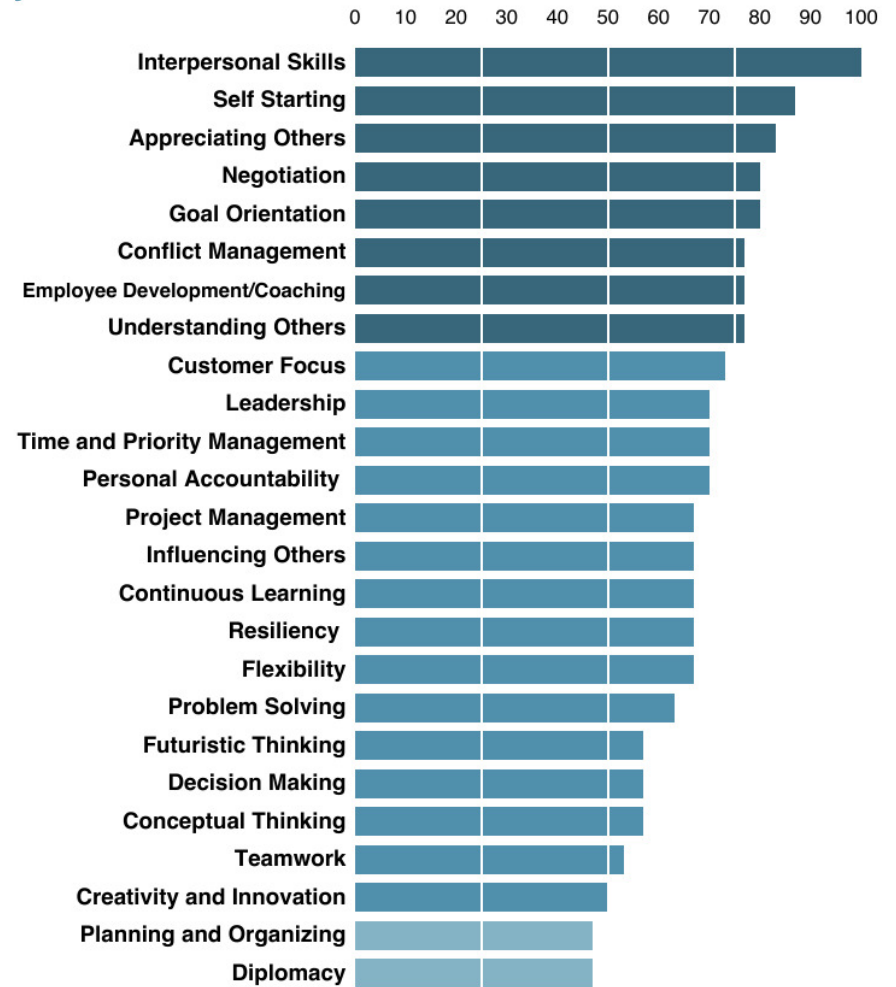
# Development Indicator

The Development Indicator displays a ranking of each individual's 25 personal skills.

Eric



Ryan

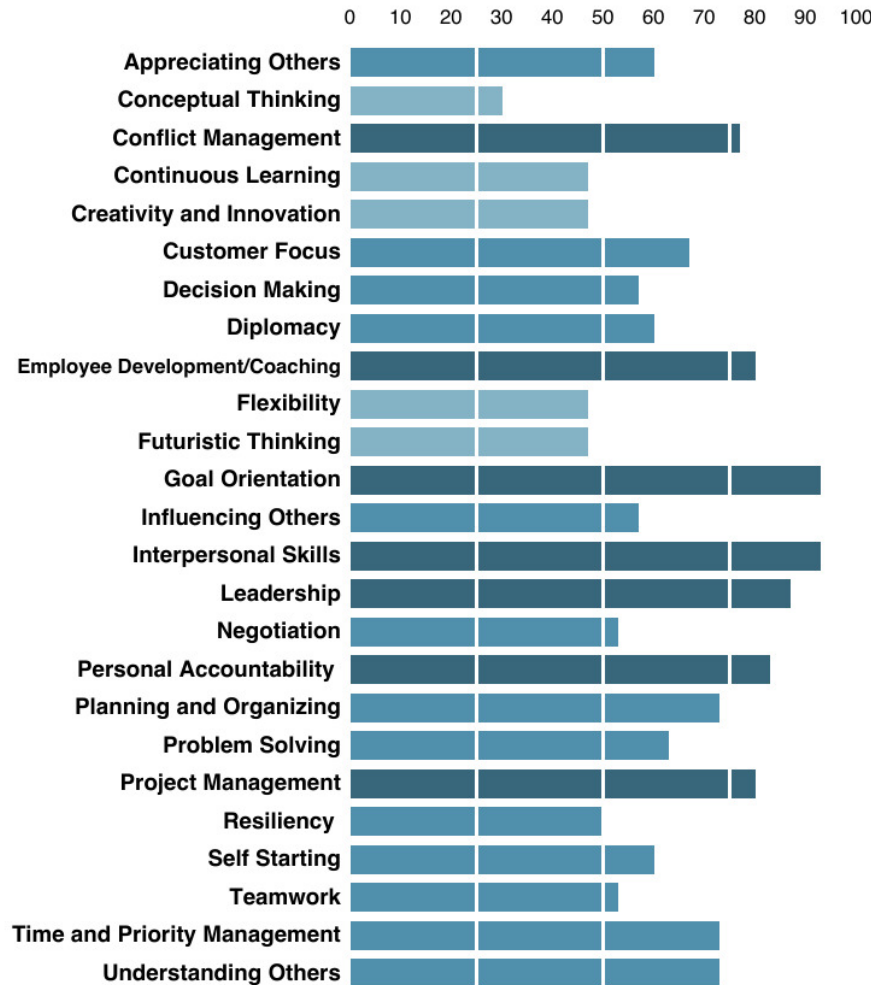




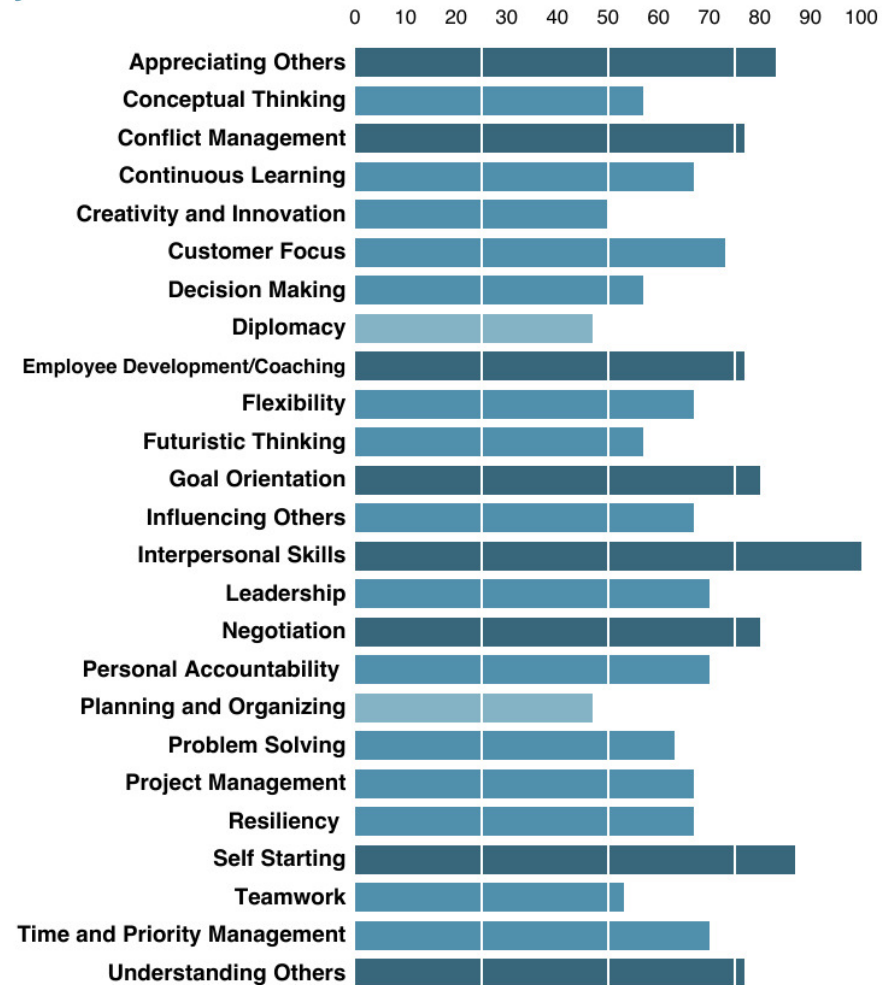
# Development Indicator

The Development Indicator displays a ranking of each individual's 25 personal skills in alphabetical order.

Eric



Ryan





## World View

*Each person has their own unique view of the world. The section identifies Eric's and Ryan's clarity and understanding of people, tasks and systems.*

### Eric

- Eric focuses on solutions to problems to achieve goals.
- Eric clearly sees what he needs to emphasize or focus on, depending on the situation.
- Eric enjoys forming and maintaining close affiliations with others.
- Eric can relate to and deal with other people well.
- Eric may benefit from asking authority figures to explain the reason for certain rules or systems to better understand them.
- Eric looks at problems according to systems or rules that apply to the situation.

### Ryan

- Ryan clearly sees what he needs to emphasize or focus on, depending on the situation.
- Ryan will try to find a way to accomplish objectives, even if he doesn't have the necessary resources.
- Ryan can relate to and deal with other people well.
- Ryan gives other people support and motivation by encouraging their efforts and ideas.
- Ryan does things according to a plan or system.
- Ryan has the ability to come up with new ideas.



## Self View

*This section identifies Eric's and Ryan's clarity and understanding of themselves, their own roles in life and direction for their future.*

### Eric

- Eric doesn't have a strong understanding of his life roles.
- Eric does not have a strong sense of understanding with his primary roles and activities in life.
- Eric could benefit from developing a deeper understanding and appreciation of himself.
- Eric could benefit from continuously challenging himself in order to continue to grow.
- Eric focuses on the directional aspects of life, where he is going and who he will become.
- Eric focuses on planning and organizing as it relates to his future.

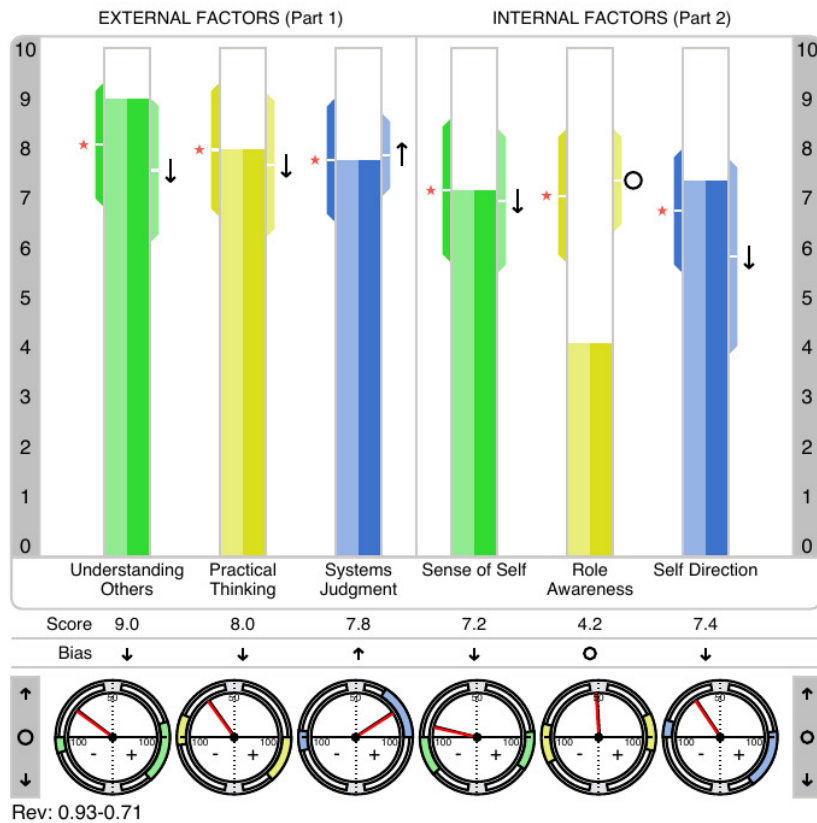
### Ryan

- Ryan could benefit from developing a stronger understanding of his current roles and activities.
- Ryan places emphasis on actually performing and fulfilling various role responsibilities.
- Ryan has a clear image of himself.
- Ryan tends to persevere in the face of adversity based on his strong sense of self.
- Ryan has a clear picture of his plans for the future.
- Ryan relies on his future direction for strength.



# Dimensional Balance

Eric



Ryan

