



TTI
SUCCESS
INSIGHTS®

TriMetrix® DNA

Comparison Report

John Smith and Frank Jones

9-24-2026

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Introduction



Where Opportunity Meets Talent

The TTI Success Insights® TriMetrix® DNA Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces 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.

Behaviors

The information dives into the realm of individual behavioral styles, with the aim of highlighting both the similarities and distinctions between yourself and another individual. Proficiency in effective communication holds the potential to be a pivotal factor in determining success or failure in both one's professional and personal spheres. The foundation of effective communication is rooted in the deeper understanding of oneself and the potential outcomes of engaging with another individual.

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.

Competencies

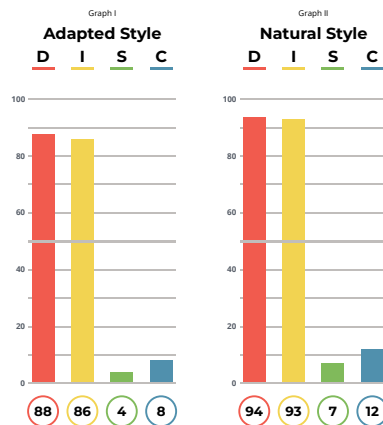
This section presents 25 key competencies and ranks them from top to bottom, defining each person's major strengths. The skills at the top highlight well-developed capabilities and reveal where each person is naturally most effective in focusing their time.

Behavioral Characteristics



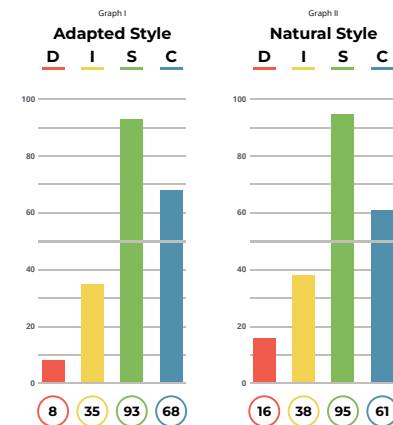
The following report is designed to help John and Frank become more self-aware and aware of each other in order to raise their level of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW John and Frank prefer to do what they do.

John embraces visions not always seen by others. John's creative mind allows him to see the "big picture." He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. John is extremely results-oriented, feeling a sense of urgency to complete projects quickly. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. John seeks his own solutions to problems. In this way, his independent nature comes into play. He is a goal-oriented individual who believes in harnessing people to achieve goals. He needs people with other strengths on his team.



John

Frank needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He is a good team member, but he will, if forced, go it alone. At times, Frank would like to slow the world down and cut out some of the activities people want him involved in. He likes to start and finish activities. Others who work with him know they can depend on him. Loyalty and being a team player are usually his goals. He is a good, steady, and dependable team member. He wins through hard work and persistence. He likes to focus on one task until it is completed. He strives to maintain the status quo, since he tends to resist change, particularly when it is unexpected or sudden. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking the necessary data. Under pressure, Frank can be extremely tenacious and will follow through with his commitments until he is satisfied. He is extremely conscientious and is painstaking with work that requires attention to detail and accuracy.

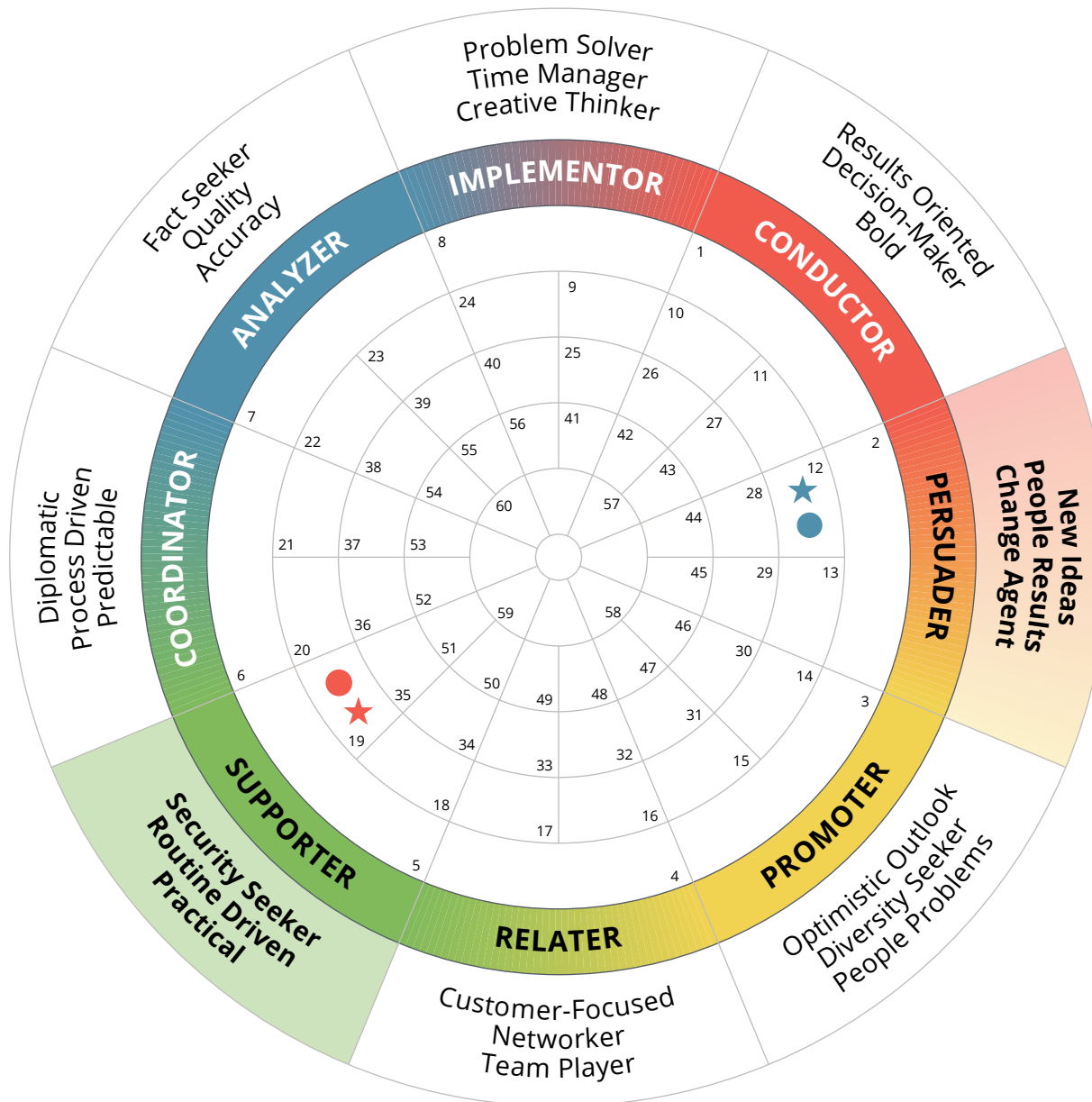


Frank

The TTI Success Insights® Wheel



■ John
■ Frank



Behavioral Styles Descriptors



Based on John's and Frank'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.

J.S. Driving Ambitious Pioneering Strong-Willed Determined Competitive Decisive Venturesome	J.S. Inspiring Magnetic Enthusiastic Persuasive Convincing Poised Optimistic Trusting	Relaxed Passive Patient Possessive Predictable Consistent Steady Stable F.J.	Cautious Careful Exacting Systematic Accurate Open-minded Balanced Judgment Diplomatic F.J.
Dominance	Influence	Steadiness	Compliance
Calculating Cooperative Hesitant Cautious Agreeable Modest Peaceful Unobtrusive F.J.	Reflective Factual Calculating Skeptical Logical Suspicious Matter-of-Fact Incisive F.J.	Mobile Active Restless Impatient Pressure-oriented Eager Flexible Impulsive J.S.	Firm Independent Self-willed Obstinate Unsystematic Uninhibited Arbitrary Unbending J.S.

Primary Cluster

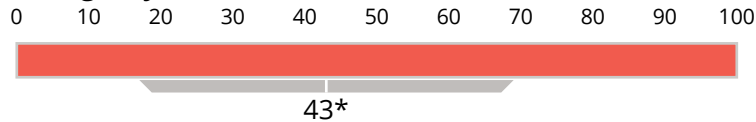
Behavioral Styles Characteristics



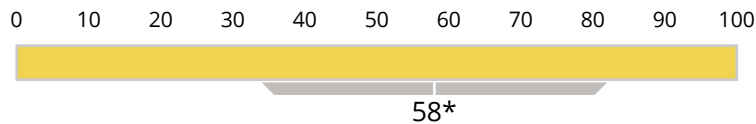
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

John

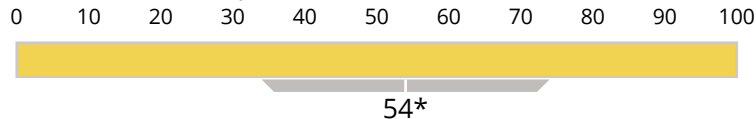
1. Urgency - Take immediate action.



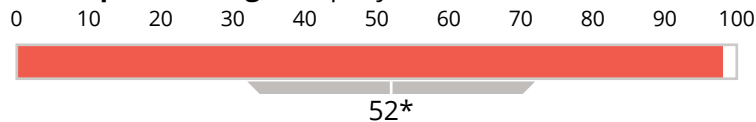
2. Interaction - Frequently engage and communicate with others.



3. Versatile - Adapt to various situations with ease.



4. Frequent Change - Rapidly shift between tasks.



100
EP

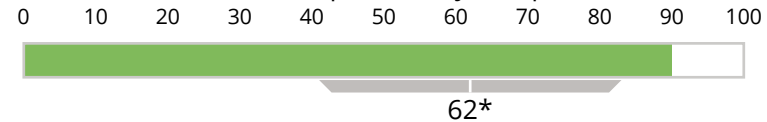
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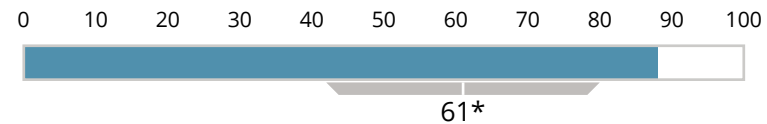
98
EP

Frank

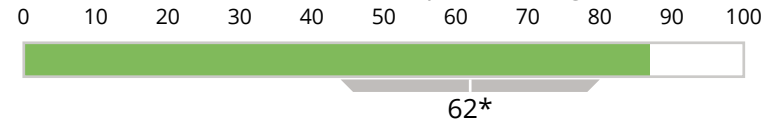
1. Consistent - Perform predictably in repetitive situations.



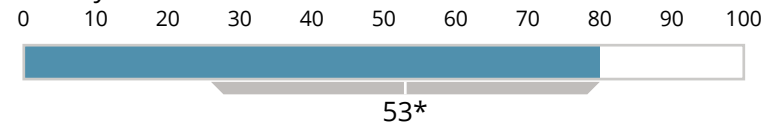
2. Following Policy - Adhere to rules, regulations, or existing methods.



3. Persistence - Finish tasks despite challenges or resistance.



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



90
P

88
P

87
P

80
M

- (EP) Extreme Passionate - Three standard deviations above the mean
- (P) Passionate - Two standard deviations above the mean
- (M) Mainstream - One standard deviation above or below the mean

- (I) Indifferent - Two standard deviations below the mean
- (EI) Extreme Indifferent - Three standard deviations below the mean

Behavioral Styles Hierarchy



The Behavioral Styles Hierarchy table compares the behavioral tendencies of the two individuals. The "Diff" column highlights the score differences between the two. Pay attention where differences exceed 10 points as this difference could indicate potential areas for conflict.

	Mean	John	Frank	Diff.
D Dominance - How you respond to Problems and Challenges.				
1. Competitive - Want to win or gain an advantage.	49	90	20	70
2. Frequent Change - Rapidly shift between tasks.	52	98	22	76
3. Urgency - Take immediate action.	43	100	11	89
I Influence - How you influence People and Contacts.				
4. Interaction - Frequently engage and communicate with others.	58	100	40	60
5. People-Oriented - Build rapport with a wide range of individuals.	64	50	65	15
6. Versatile - Adapt to various situations with ease.	54	100	30	70
S Steadiness - How you respond to Pace and Consistency.				
7. Consistent - Perform predictably in repetitive situations.	62	12	90	78
8. Customer-Oriented - Identify and fulfill customer expectations.	63	37	68	31
9. Persistence - Finish tasks despite challenges or resistance.	62	22	87	65
C Compliance - How you respond to Procedures and Constraints.				
10. Analysis - Compile, confirm and organize information.	54	15	80	65
11. Following Policy - Adhere to rules, regulations, or existing methods.	61	18	88	70
12. Organized Workplace - Establish and maintain specific order in daily activities.	53	18	80	62

Ways to Communicate



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 ideas that each person could consider when communicating with one another. Read each statement and highlight the 3 or 4 statements which are most important to each person.

John

1. Plan interaction that supports his dreams and intentions.
2. Offer special, immediate, and continuing incentives for his willingness to take risks.
3. Ask for his opinions/ideas regarding people.
4. Support the results, not the person, if you agree.
5. Support and maintain an environment where he can be efficient.
6. Present the facts logically; plan your presentation efficiently.
7. Use enough time to be stimulating, fun-loving, and fast-moving.
8. Read the body language—look for impatience or disapproval.

Frank

1. Keep conversation at discussion level.
2. Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
3. Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
4. Be sincere and use a tone of voice that shows sincerity.
5. Provide tangible and practical evidence.
6. Present your case softly, non-threateningly, with a sincere tone of voice.
7. Use a scheduled timetable when implementing new action.
8. Take time to be sure that he is in agreement and understands what you said.

Ways Not to Communicate



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

John

1. Ramble or waste his time.
2. Be dictatorial.
3. Come with a ready-made decision or make it for him.
4. Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
5. Let disagreement reflect on him personally.
6. Talk down to him.
7. Direct or order.
8. Take credit for his ideas.

Frank

1. Overuse gestures.
2. Rush headlong into business or the agenda.
3. Be vague; don't offer opinions and probabilities.
4. Overuse emotions.
5. Keep deciding for him, less he'll lose initiative. Don't leave him without backup support.
6. Make promises you cannot deliver.
7. Be domineering or demanding; don't threaten with a position of power.
8. Force him to respond quickly to your objectives. Don't say, "Here's how I see it."

Value to the Organization



This section of the report identifies the specific talents and behavior John and Frank 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.

John's Value

1. Thinks big.
2. Self-starter.
3. Forward-looking and future-oriented.
4. Positive sense of humor.
5. Optimistic and enthusiastic.
6. Usually makes decisions with the bottom line in mind.
7. Will join organizations to represent the company.
8. Team player.

Frank's Value

1. Will gather data for decision making.
2. Good at reconciling factions—is calming and adds stability.
3. Builds good relationships.
4. Consistent and steady.
5. Patient and empathetic.
6. Concerned about quality.
7. Service-oriented.
8. Dependable team player.

Perceptions



How Others May View John and Frank

How might one's actions be perceived by others? Realizing other's perspectives can be an uncomfortable exercise, but a good step toward better communication. Below, outlines how John and Frank see themselves and how others might perceive them.

John usually sees himself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident



Frank usually sees himself as being:

- ✓ Considerate
- ✓ Thoughtful
- ✓ Good-natured
- ✓ Dependable

Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive



Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Nondemonstrative
- ✓ Hesitant
- ✓ Unconcerned
- ✓ Inflexible

Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated



Under extreme pressure, stress, or fatigue, others may see him as being:

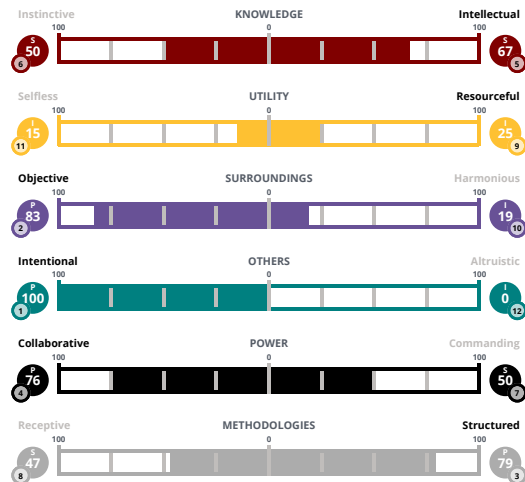
- ✓ Possessive
- ✓ Stubborn
- ✓ Detached
- ✓ Insensitive

Driving Characteristics



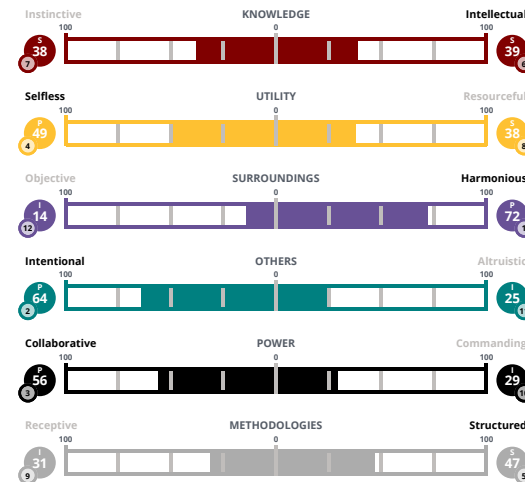
Based on John's and Frank's responses, the report has generated statements to provide a broad understanding of WHY THEY DO WHAT THEY DO. These statements identify the motivation that each person brings to the job. However, they could have a potential Me-You conflict when two driving forces seem to conflict with each other. Use the driving characteristics to gain a better understanding of each other's driving forces.

John views people as a resource to achieve results. He can buffer the feelings of others to drive business. He sees the world as a toolset with which to accomplish his goals. He can separate the personal and professional dynamics within relationships. John will thrive in an environment filled with chaos. He will compartmentalize issues to keep the momentum moving forward. He sees the importance of following a system and how he can apply it in business situations. He looks for proven methods to accomplish everyday objectives. John likes to be behind the scenes and get things done. He focuses on the greater good versus advancing his position. If knowledge of a specific subject is not of interest, or is not required for success, John will have the tendency to rely on his intuition or practical information in this area. In those areas where John has a special interest, he will be good at integrating past knowledge to solve current problems.



John

Frank will flourish in an environment where he has the opportunity to create harmony and balance in his surroundings and relationships. He is most comfortable working in an aesthetically pleasing environment. Looking and feeling good enhances his daily productivity. He may be firm in his decisions and not be swayed by unfortunate circumstances. Frank is willing to help others if they are working to achieve his goals. He will struggle if helping others is in conflict with his own self-interest. As long as Frank's beliefs are not threatened, he will allow others to set the tone and direction of his work. He does not let his ego get in the way of the work that needs to be done. Frank may often give freely of time, talent, and resources. He tends to see money as a necessary tool rather than a measurement of success. At times Frank sees the importance of following a system and how he can apply it to a specific situation. In those areas where Frank has a special interest, he will be good at integrating past knowledge to solve current problems.

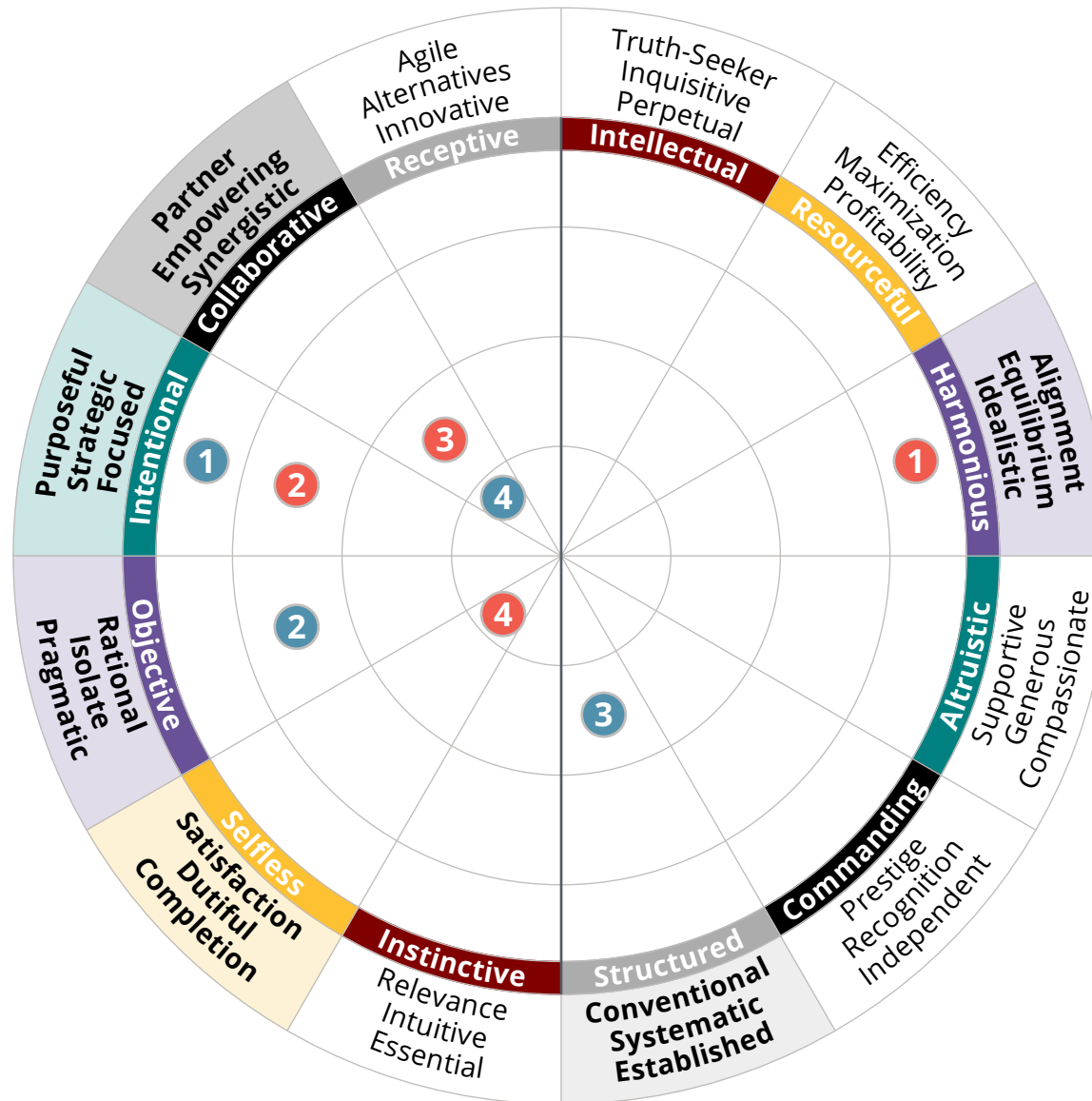


Frank

Primary Cluster Driving Forces Wheel



- John
- Frank



1 = 1st Driving Force, 2 = 2nd Driving Force, 3 = 3rd Driving Force, 4 = 4th Driving Force

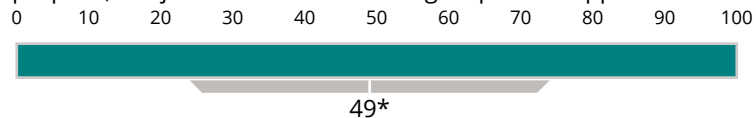
Primary Driving Forces Cluster



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. Discuss how similar or different your drivers are and how you might leverage one another's strengths to create a more collaborative relationship.

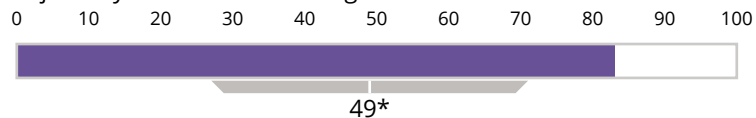
John

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



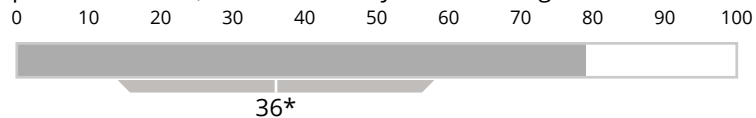
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2. Objective - People who are driven by the functionality and objectivity of their surroundings.



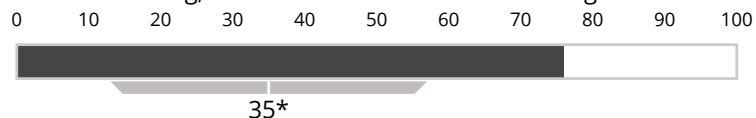
83
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3. Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.



79
P

4. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.

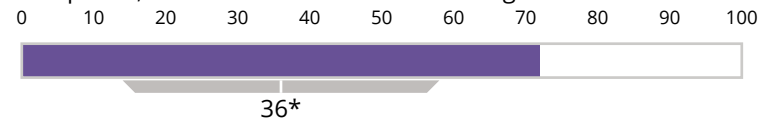


76
P

- (EP) Extreme Passionate - Three standard deviations above the mean
- (P) Passionate - Two standard deviations above the mean
- (M) Mainstream - One standard deviation above or below the mean

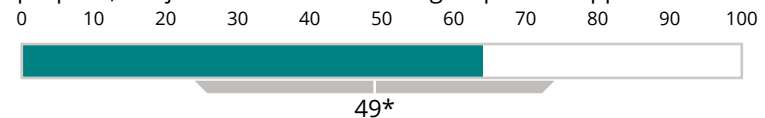
Frank

1. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.



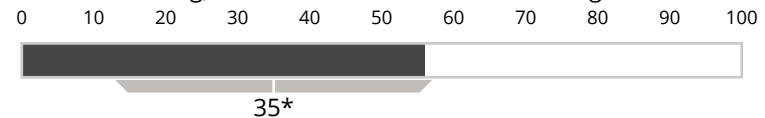
72
P

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



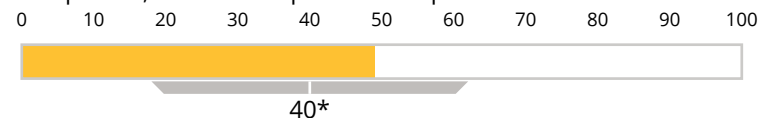
64
M

3. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.



56
M

4. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



49
M

- (I) Indifferent - Two standard deviations below the mean
- (EI) Extreme Indifferent - Three standard deviations below the mean

Driving Forces Hierarchy



The Driving Forces Hierarchy table compares the drivers of the two individuals. The "Diff" column highlights the score differences between the two. Pay attention where differences exceed 10 points as this difference could indicate potential areas for conflict.

	Mean	John	Frank	Diff.
 Knowledge				
1. Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.	29	50	38	12
2. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.	53	67	39	28
 Utility				
3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	40	15	49	34
4. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.	42	25	38	13
 Surroundings				
5. Objective - People who are driven by the functionality and objectivity of their surroundings.	49	83	14	69
6. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.	36	19	72	53

Driving Forces Hierarchy

Continued



	Mean	John	Frank	Diff.
 Others				
7. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	49	100	64	36
8. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.	35	0	25	25
 Power				
9. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.	35	76	56	20
10. Commanding - People who are driven by status, recognition, and control over personal freedom.	49	50	29	21
 Methodologies				
11. Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.	47	47	31	16
12. Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.	36	79	47	32

Potential Strengths



The following section will give you a general understanding of the strengths of John's and Frank's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of a strength can be perceived as a weakness to others.

John's Strengths

1. John will help others when others are willing to work hard.
2. He will seek to develop or help others when he can see future opportunities.
3. He will downplay emotions when making decisions concerning people.
4. He focuses on the function and not on the appearance.
5. John will isolate personal challenges and remain focused on the task.
6. He protects and promotes principles and beliefs.
7. He works behind the scenes to accomplish outcomes.

Frank's Strengths

1. Frank may focus on the emotions and balance in the environment.
2. He can value the journey as much as the destination.
3. He can see the importance of the experience.
4. He may downplay emotions when making decisions concerning people.
5. Frank might expect others to be self-reliant and resists intervening until necessary.
6. He sometimes focuses on what he contributes rather than focusing on advancing his position.
7. He may accomplish tasks simply for the sake of accomplishment.

Potential Limitations



The following section will give you a general understanding of the limitations of John's and Frank's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster.

John's Limitations

1. John may create scenarios that benefit himself more than others.
2. He may expect something in return each time he helps or serves others.
3. He tends to value people as an opportunity or resource rather than as an individual.
4. He may ignore environments that are potentially distracting for others.
5. John can over compartmentalize and miss the issues of the whole picture.
6. He may place personal ideology before that of the organization.
7. He tends to back down on issues important to him to not "rock the boat".

Frank's Limitations

1. His pursuit of experiences supersedes practical concerns.
2. Frank's subjective feeling can conflict with objective reality.
3. He may be unable to perform when he feels out of balance.
4. He tends to value people as an opportunity or resource rather than as an individual.
5. Frank may focus on himself, perhaps at the expense of others.
6. He may be overlooked because he does not promote himself.
7. He may view activity as productivity.

Potential Energizers



The following section will give you a general understanding of the energizers of John's and Frank's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of an energizer can be perceived as a stressor to others.

John's Energizers

1. John is energized by purposeful people.
2. He likes to develop internal advocates.
3. He relies on himself.
4. He is able to compartmentalize.
5. John is energized by chaos.
6. He enjoys fitting within a structure.
7. He joins supportive environments.

Frank's Energizers

1. Frank enjoys experiencing his surroundings.
2. He is energized when able to express imagination.
3. He is energized by improving his environment.
4. He relies on himself.
5. Frank seeks out a personal benefit from others.
6. He is energized when connected to a team.
7. He utilizes resources freely.

Potential Stressors



The following section will give you a general understanding of the stressors of John's and Frank's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster.

John's Stressors

1. John does not act without personal benefit.
2. He does not like to make emotion-based decisions.
3. He gets frustrated when his contribution is disregarded.
4. He does not enjoy subjectivity.
5. John does not like the pursuit of intangible ideas.
6. He does not like the redesigning of existing systems.
7. He gets frustrated when he is chosen to lead involuntarily.

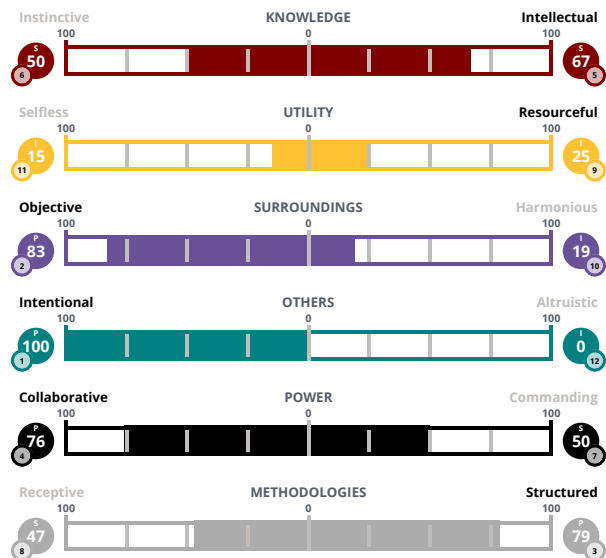
Frank's Stressors

1. Frank gets frustrated with a disregard for balance.
2. He does not like an overemphasis on function.
3. He is stressed when in an unappealing environment.
4. He gets frustrated when his contribution is disregarded.
5. Frank gets stressed when supporting others in need.
6. He does not enjoy working alone.
7. He does not enjoy when time is restricted.

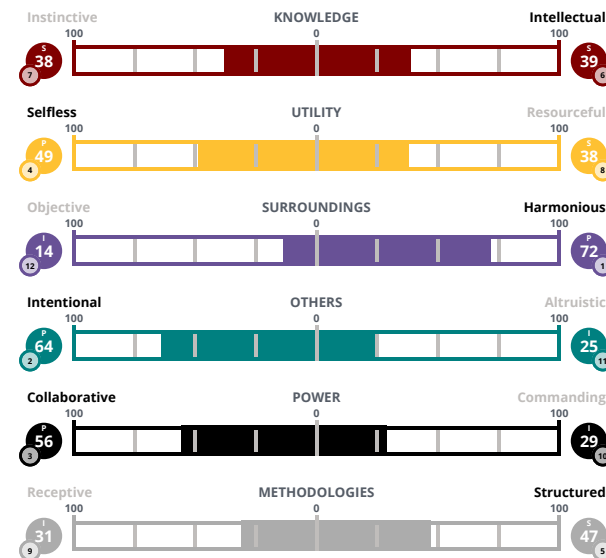
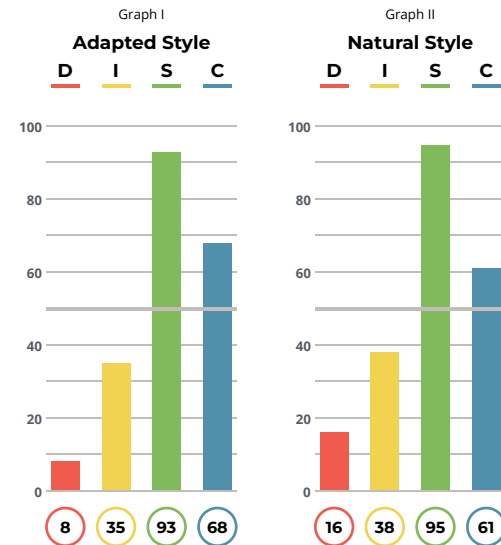
DISC and Driving Forces Graphs



John



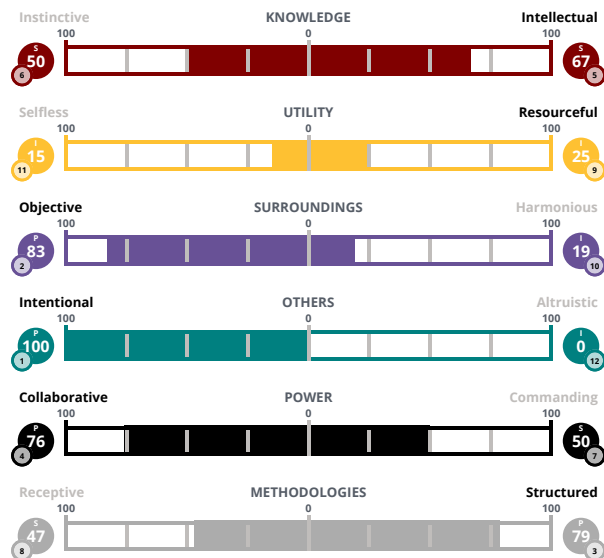
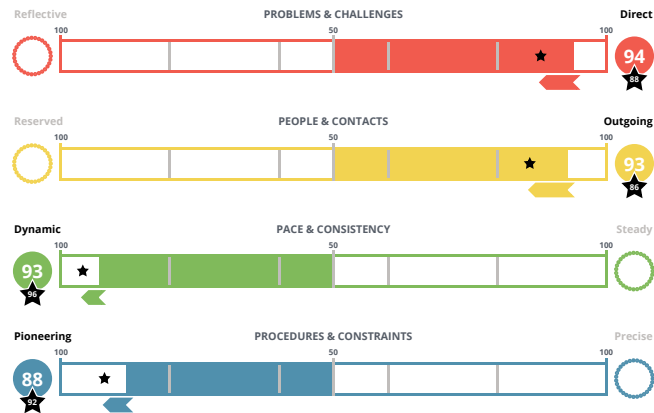
Frank



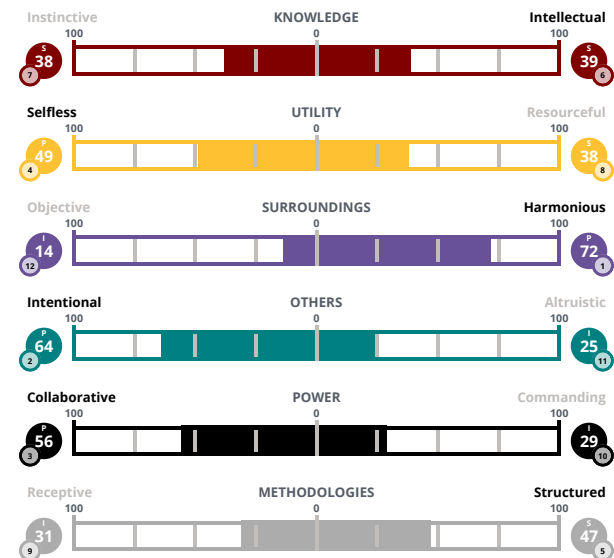
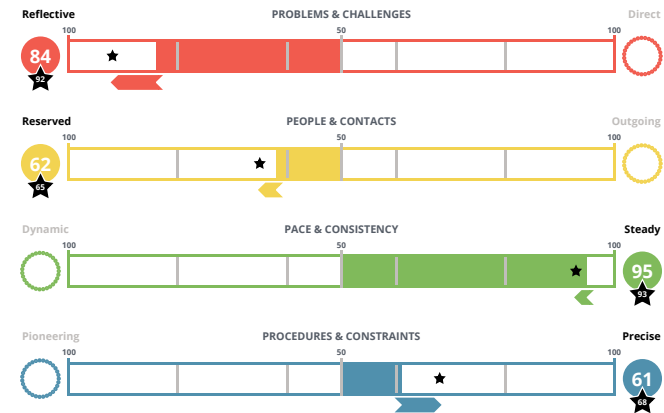
DISC and Driving Forces Continuums



John



Frank



Potential Behavioral & Motivational Strengths



This section describes the potential areas of strength between John's and Frank'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.

John's Strengths

1. Calculated with their time, talent, and resources.
2. Will champion a worthy cause, as a challenge, if they see a potential return.
3. Will initiate action even during chaos.
4. Initiates action to stir up activity.
5. A leader for those who share his traditions.
6. Will champion change and be bottom-line focused for results within the system of living.
7. Looks for ways to improve a situation for the good of the company.
8. Focused on supporting others to solve problems.

Frank's Strengths

1. Supports a leader and a cause that brings about beauty or creativity.
2. Steady, consistent, and subjective member of the team.
3. Accommodating and pleasing others is one of his natural talents, which is maximized when there is a potential personal gain.
4. Strong supporter of others and willing to help when working toward a common goal.
5. Will support a leader in a quiet and methodical way.
6. Will take a quiet but firm stance when his security or loyalty is questioned.
7. Takes a methodical approach to implementing changes that can positively impact people and the company.
8. When stability is established, he will focus on completing objectives.

Potential Behavioral & Motivational Conflict



This section describes the potential areas of conflict between John's and Frank'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.

John's Conflicts

1. Has a direct method of developing others if he sees a future return.
2. May try to utilize many people to obtain results.
3. May over focus on productivity over appearance.
4. Will only see his objectives in the here and now.
5. May contradict his beliefs to get results.
6. A desire for better results may be prohibited by his way of living.
7. Tends to display his support by solving problems or challenges.
8. May not realize how his quick decisions can impact co-workers.

Frank's Conflicts

1. Dislikes unwarranted change in his environment because of the disruption of balance.
2. Difficulty dealing with diverse situations involving objective views.
3. Difficulty correcting others, as he wants to get results but not offend.
4. Struggles with delivering a tough message, even if it's to the company's benefit.
5. Will forgive but has a hard time forgetting.
6. May tolerate others' criticisms for the good of the company.
7. May put all his "eggs in one basket" with little regard for return.
8. May have difficulty breaking habits that hinder accomplishments.

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 John's and Frank's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

John's Ideal Environment

1. Rewards based on group "wins", as well as individual contributions.
2. The opportunity to show others their potential in order to achieve the desired outcomes.
3. An environment where keeping the momentum moving is critical and rewarded.
4. Fast-paced chaotic based situations.
5. An environment that aligns with his system for solving problems and making decisions.
6. Opportunity to make an existing system quicker, better, and faster.
7. Opportunities to complete tasks and projects for the sake of getting things done.
8. The opportunity to assertively express his desire to collaborate within a group setting.

Frank's Ideal Environment

1. An environment that supports time-tested, proven processes for completing tasks.
2. A leader that appreciates and understands the value of team harmony and follow up and follow through.
3. Work on a team that is viewed as a resource to achieve results.
4. An opportunity to achieve his goals without being in the limelight.
5. Opportunities to challenge change for the sake of change in a private setting.
6. An environment where knowing when to be the gatekeeper of information and when to share materials is rewarded.
7. Time to allow for the completion of current tasks or projects, prior to making a change.
8. Working behind the scenes is an important part of accomplishing the task.

Primary Competencies Cluster



This section displays the primary job related competencies (seven) for each individual.

John's Primary

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

0 10 20 30 40 50 60 70 80 90 100



77

2. Teamwork - Cooperating with others to meet objectives.

0 10 20 30 40 50 60 70 80 90 100



67

3. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.

0 10 20 30 40 50 60 70 80 90 100



67

4. Personal Accountability - Being answerable for personal actions.

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67

5. Understanding Others - Understanding the uniqueness and contributions of others.

0 10 20 30 40 50 60 70 80 90 100



63

6. Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.

0 10 20 30 40 50 60 70 80 90 100



63

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

0 10 20 30 40 50 60 70 80 90 100



57

Frank's Primary

1. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.

0 10 20 30 40 50 60 70 80 90 100



100

2. Conflict Management - Understanding, addressing and resolving conflict constructively.

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93

3. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.

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93

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

0 10 20 30 40 50 60 70 80 90 100



87

5. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.

0 10 20 30 40 50 60 70 80 90 100



87

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

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83

7. Understanding Others - Understanding the uniqueness and contributions of others.

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83

Development Indicator

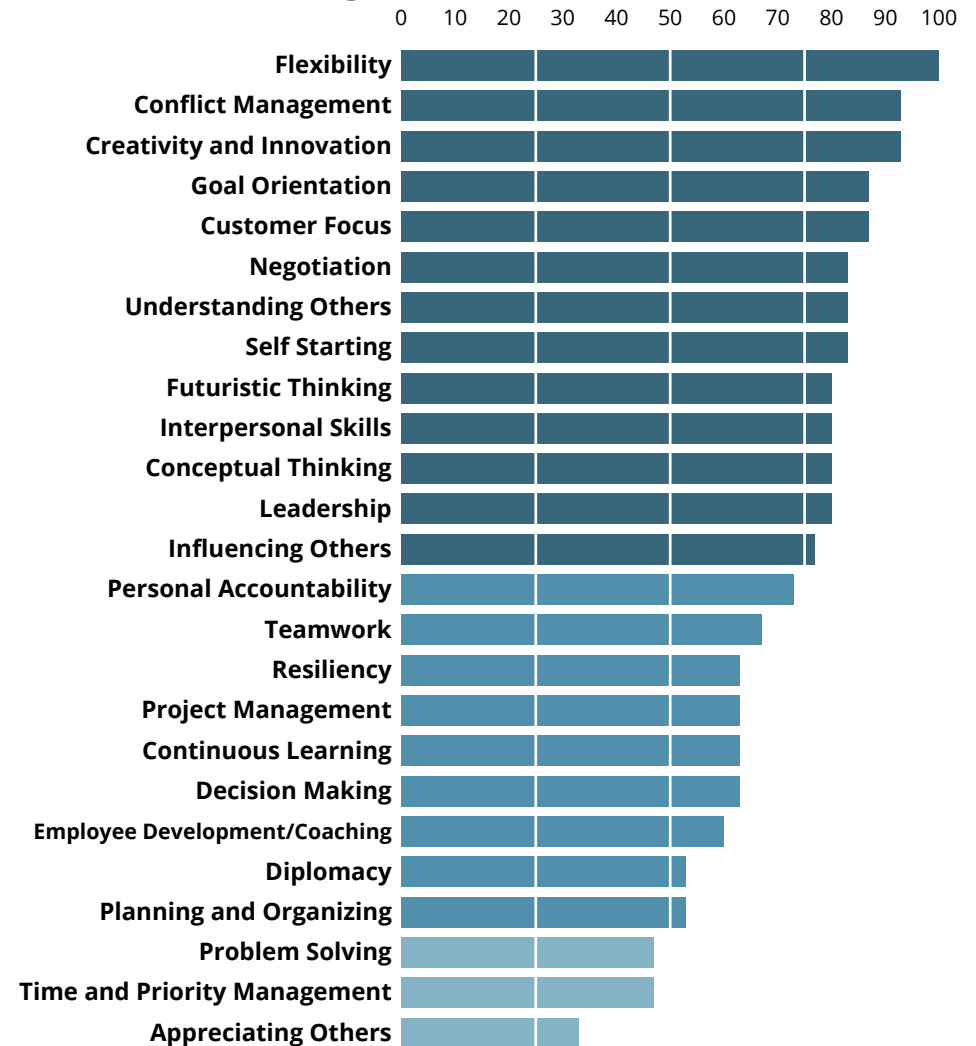


The Development Indicator displays a ranking of each individual's 25 competencies.

John's Ranking Order



Frank's Ranking Order

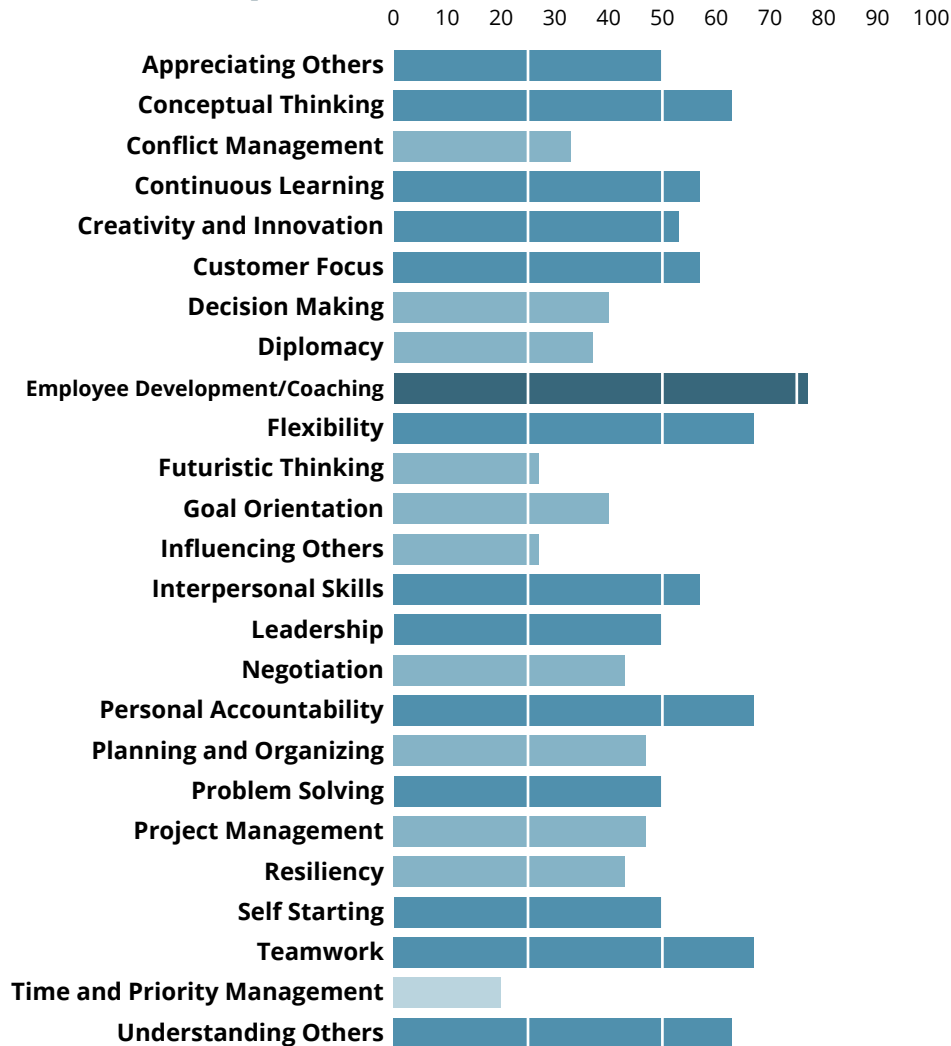


Development Indicator



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

John's Alphabetical Order



Frank's Alphabetical Order

