



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Talent Indicator

Samuel Sample

VP of Samples

TTI

9-24-2026

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Introduction



TTI Success Insights Talent Indicator Report is a comprehensive tool designed to enhance the recruitment process and personal development within organizations. This assessment integrates distinct scientific measures that contribute to a unique perspective on an individual's talent profile and potential compatibility with a specific role. Within this report there will be metrics that target attributes that have been identified as necessary for superior performance within the targeted role.

Behavioral Style

Behavioral Style is the first of these sciences, focusing on the 'how' of individual action and communication. It assesses observable behavior through four primary dimensions: Dominance, Influence, Steadiness, and Compliance (DISC theory). By understanding a person's behavioral tendencies, organizations can predict how they might perform within a role, a team, communicate under stress, and adapt to the organizational culture.

Driving Forces

Driving Forces, the second science, explores the 'why' behind an individual's actions, highlighting intrinsic motivations and values. This dimension is crucial for aligning an individual's personal drivers with the core values and mission of the organization. It identifies what motivates an individual to excel and remain committed to their role, thereby ensuring a deeper level of engagement and satisfaction.

25 Work Skill Competencies

25 Work Skill Competencies represents the third science, offering a comprehensive analysis of the 'what' aspect—specific skills and competencies that are critical for success. This section measures an individual's proficiency across a broad range of competencies, such as leadership potential, customer focus, and analytical thinking. This objective assessment allows organizations to pinpoint areas of strengths and limitations, facilitating targeted personal development.

Acumen

Acumen, the fourth science, examines how individuals interact with the world and perceive their value within it. It offers data that reveals insights into an individual's ability to make value judgments by understanding what they value and how they value it. This science provides a comprehensive understanding of a person's capacity to organize their intellectual and emotional reasoning. Additionally, it highlights how biases or blind spots might affect their ability to effectively address various situations. Through this analysis, Acumen assists in identifying areas for personal growth and improvement in decision-making processes.

TriMetrix HD Report

The TriMetrix HD report synthesizes data from these four sciences to create a multifaceted profile of an individual. This profile is then compared against a Job Benchmark report, which defines the ideal traits and competencies for a specific role, based on the same four sciences. The comparison yields valuable insights into the alignment between an individual's natural behaviors, motivational drivers, skill set and value judgements based on the demands of the job.

Interpreting the Results



The Talent Indicator report provides a color-coded evaluation to assess how well an individual matches to a job benchmark. This system simplifies the evaluation process by using specific colors to represent the degree of alignment between an individual's attributes and a position's requirements. The scoring process involves:

1. Individual Attribute Measurement: Each attribute is measured against the position's benchmark target score.
2. Top Four Attributes Composite Score: The average of the key attributes is calculated and color-coded to reflect how closely a candidate aligns with the position requirements.
3. Composite Score: Displayed at the top of the page, this score aggregates the average from all the assessed traits across different sciences, providing an overall match level.

Color-Coded Match Levels:

Blue - Excellent

Individuals in this category are highly likely to excel in the role as they possess the essential attributes that closely match the role requirements.

Green - Good

These individuals align well with the role's needs and demonstrate many of the desired traits, indicating potential for successful performance and growth.

Yellow - Fair

Representing a moderate alignment, individuals here possess some relevant qualities but might require additional training and support.

Pink - Poor

This score indicates a significant mismatch, where individuals are likely to struggle without substantial adaptation efforts.

This advanced methodology allows for precise decision-making, enhancing the likelihood of placing individuals who are not only capable but also a good fit with the culture and demands of the position. By leveraging the detailed insights provided in this report, organizations can better align their talent management approach with their long-term goals and contribute to the ongoing development of a legacy that positively impacts both individuals and the organizational ecosystem.

Talent Match Summary



Samuel Sample

53

Fair Match

Indicates the individual partially aligns to the role; may require additional training and development to be successful.

87 Behaviors

	Role	Samuel	Match
1. Interaction	82	100	88
2. Competitive	72	90	88
3. Urgency	69	100	86
4. Frequent Change	72	98	85

68 Driving Forces

	Role	Samuel	Match
1. Objective	71	83	90
2. Intentional	74	100	86
3. Commanding	73	50	68
4. Selfless	62	15	29

26 Competencies

	Role	Samuel	Match
1. Flexibility	85	67	55
2. Creativity and Innovation	88	53	25
3. Customer Focus	93	57	24
4. Personal Accountability	96	67	24
5. Negotiation	86	43	20
6. Self Starting	93	50	17
7. Futuristic Thinking	87	27	16

● Excellent

● Good

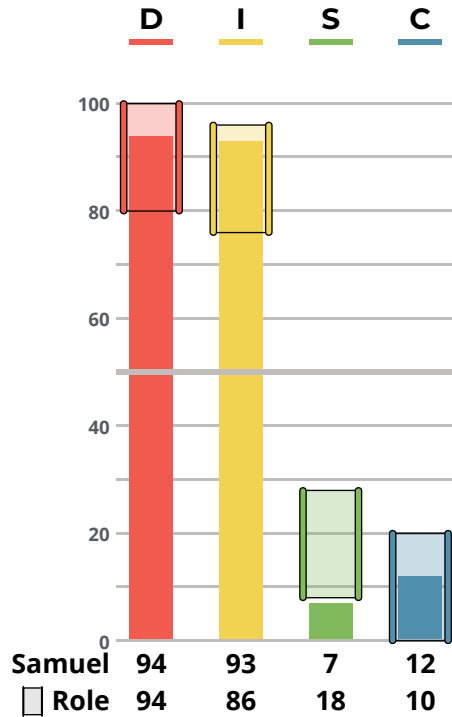
● Fair

● Poor

Samuel Sample

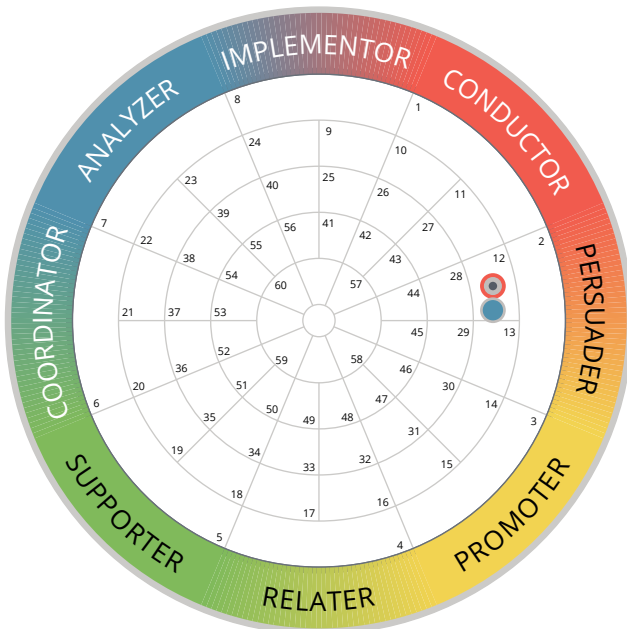
Behaviors Overview

Samuel Sample



DISC Graph

- D** **Dominance** - How you respond to problems and challenges.
- I** **Influence** - How you influence others with your point of view.
- S** **Steadiness** - How you respond to the pace of the environment.
- C** **Compliance** - How you respond to rules and procedures.

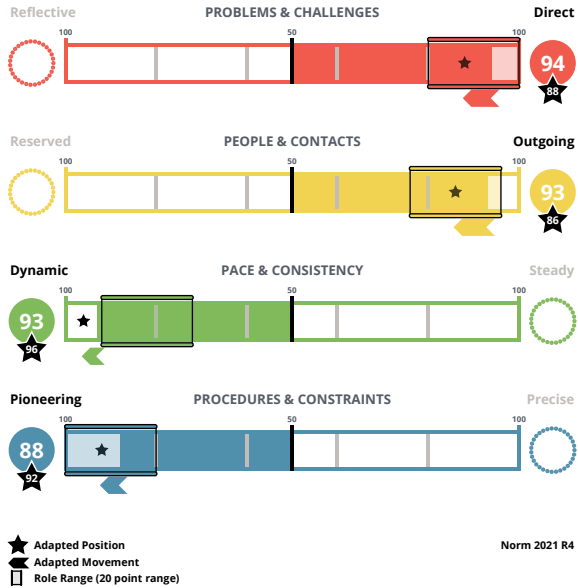


TTI Success Insights DISC Wheel

- Role - (12) Conducting Persuader** - People who tend to convince others by appealing to reason, understanding, or emotion.
- Samuel - (12) Conducting Persuader** - People who tend to convince others by appealing to reason, understanding, or emotion.

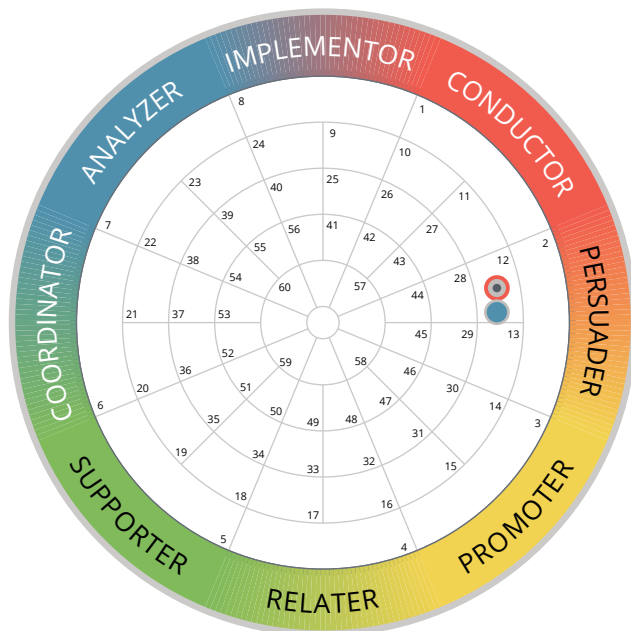
Behaviors Overview

Samuel Sample



DISC Graph

- D** **Dominance** - How you respond to problems and challenges.
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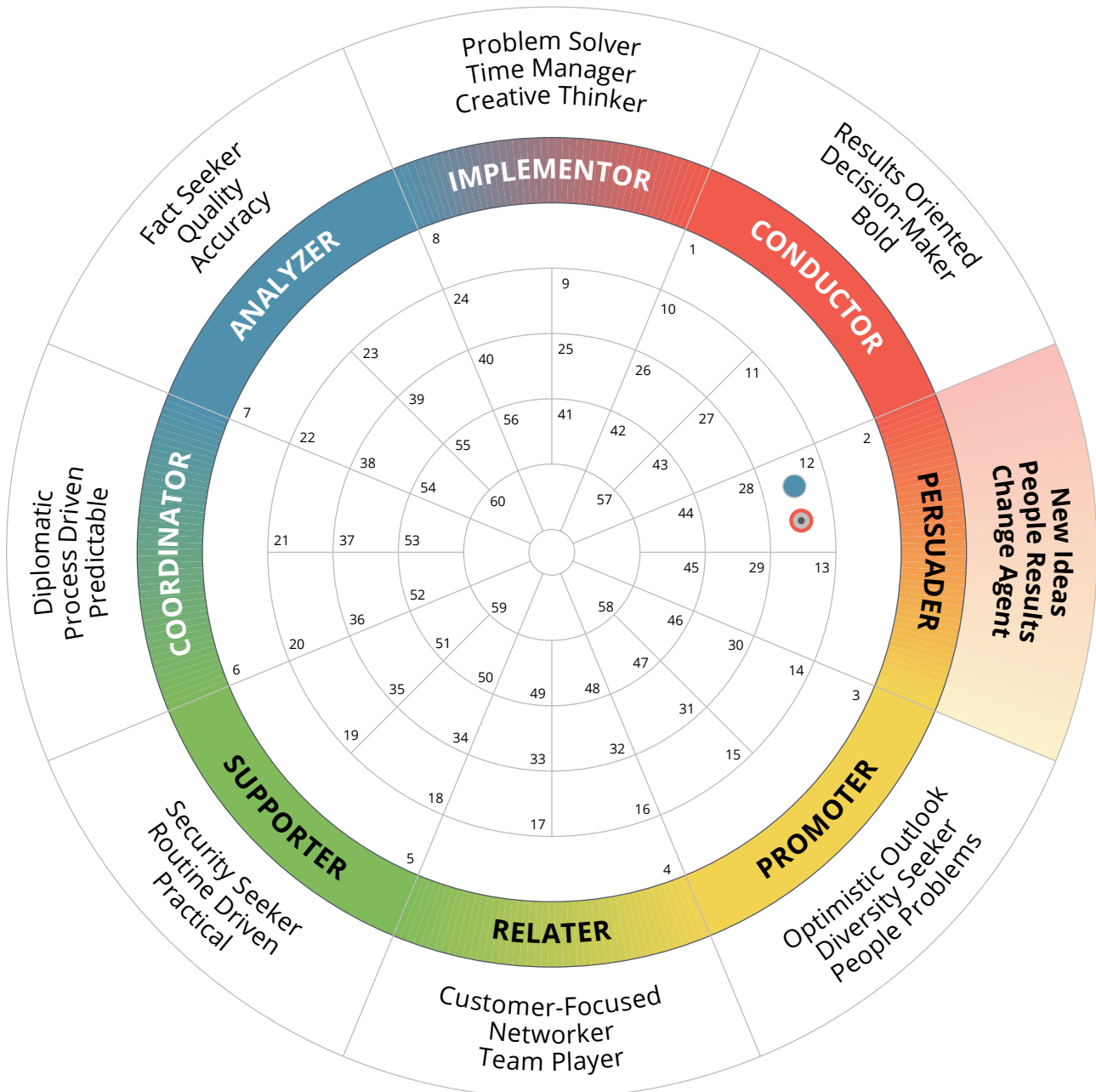
TTI Success Insights DISC Wheel

- Role - (12) Conducting Persuader** - People who tend to convince others by appealing to reason, understanding, or emotion.
- Samuel - (12) Conducting Persuader** - People who tend to convince others by appealing to reason, understanding, or emotion.

The TTI Success Insights® Wheel



Samuel Sample



- **Role** - (12) Conducting Persuader
- **Samuel** - (12) Conducting Persuader

Behavior Analysis

Samuel Sample

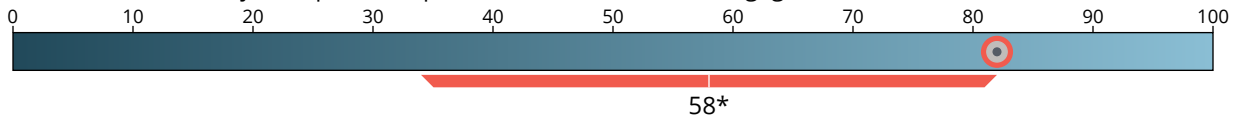


87

Good Match

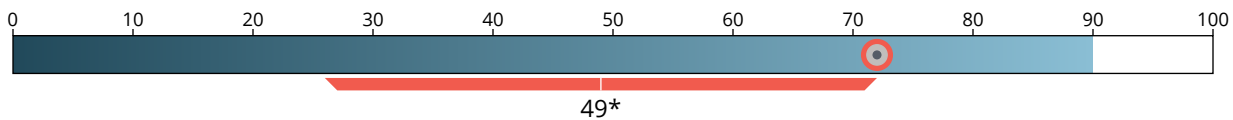
Indicates the individual is well aligned to the role, with some minor gaps.

1. Interaction - The job requires frequent communication and engagement with others.



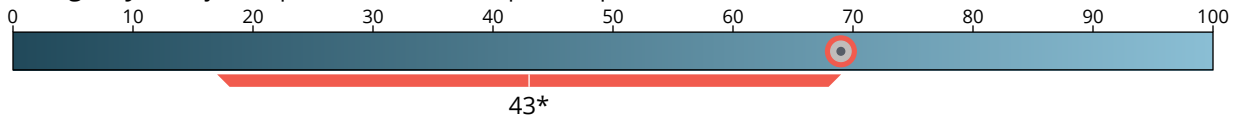
88

2. Competitive - The job requires assertiveness and a "will to win" when dealing with highly competitive situations.



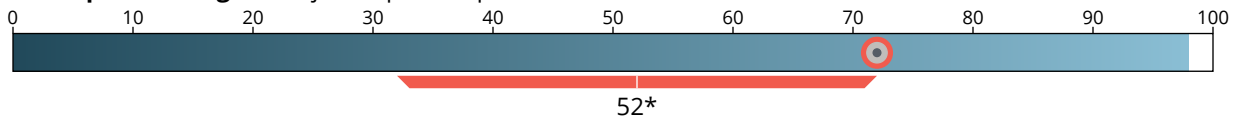
88

3. Urgency - The job requires decisiveness, quick response, and fast action.



86

4. Frequent Change - The job requires rapid shifts between tasks.



85

Remaining Behaviors

Role

Samuel

Match

Versatile - The job requires adapting to various situations with ease.	74	100	85
People-Oriented - The job requires building rapport with a wide range of individuals.	79	50	33
Organized Workplace - The job requires establishing and maintaining specific order in daily activities.	80	18	26
Analysis - The job requires compiling, confirming, and organizing information.	80	15	23
Customer-Oriented - The job requires identification and fulfillment of customer expectations.	78	37	20
Consistent - The job requires predictable performance in repetitive situations.	83	12	17
Persistence - The job requires finishing tasks despite challenges or resistance.	80	22	17
Following Policy - The job requires adhering to rules, regulations, or existing methods.	80	18	17



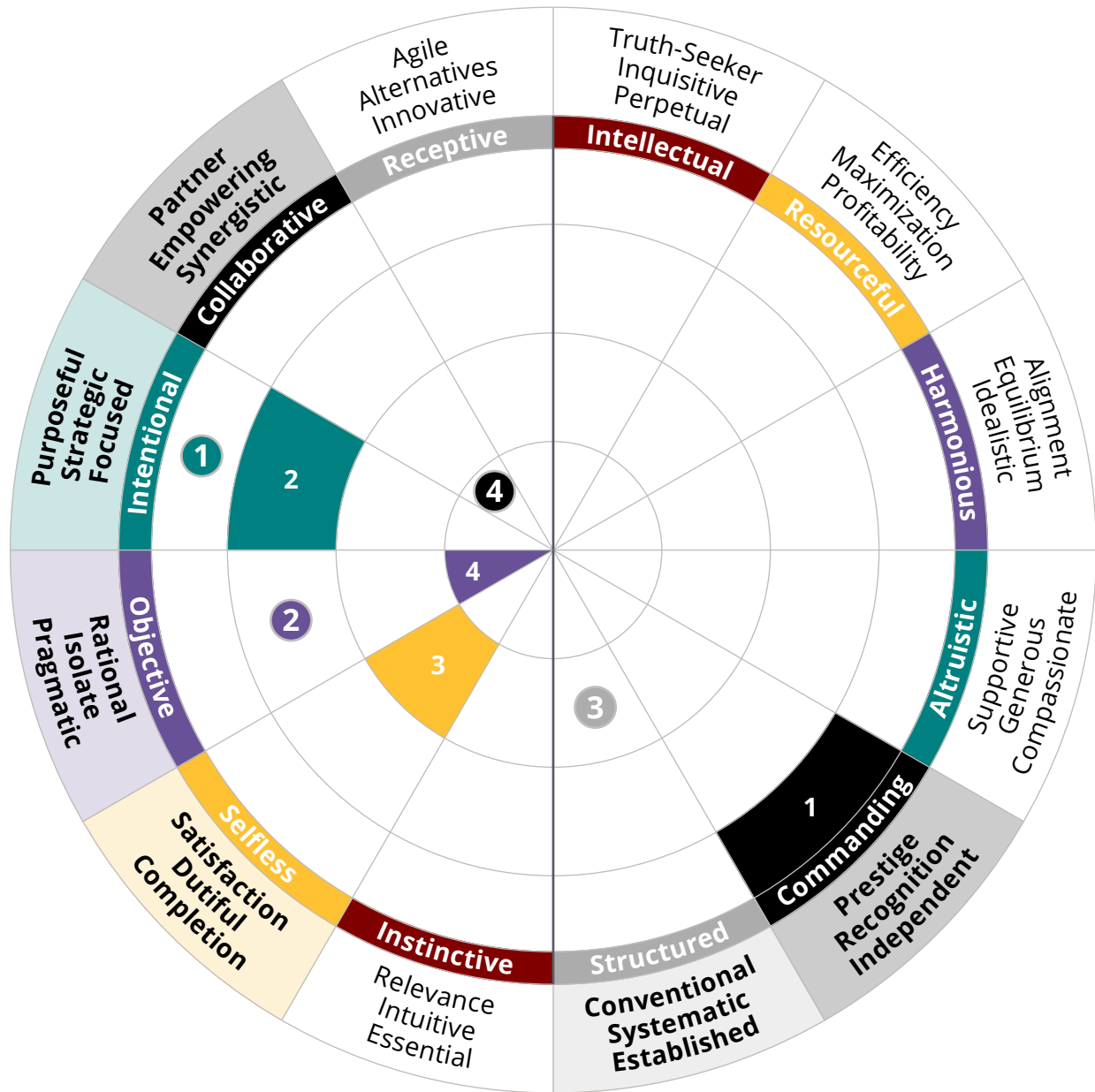
* Mean



Samuel Sample

Driving Forces Primary Cluster

Samuel Sample



Role's Top 4 Driving Forces

- 1** Commanding
- 2** Intentional
- 3** Selfless
- 4** Objective

Samuel's Top 4 Driving Forces

- 1** Intentional
- 2** Objective
- 3** Structured
- 4** Collaborative

Driving Forces Analysis

Samuel Sample

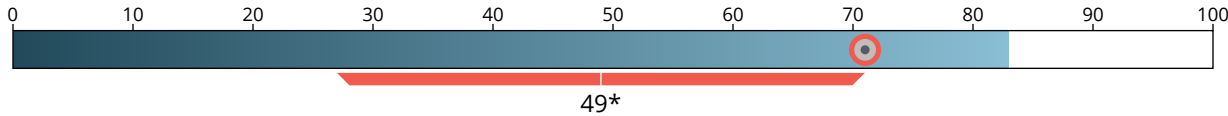


68

Fair Match

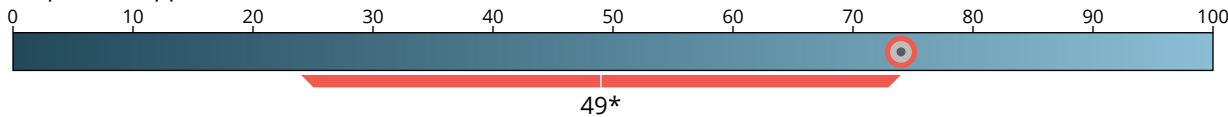
Indicates the individual partially aligns to the role; may require additional training and development to be successful.

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



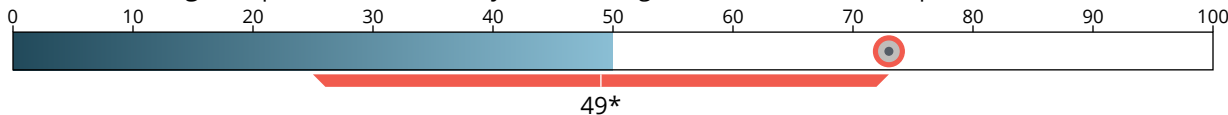
90

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



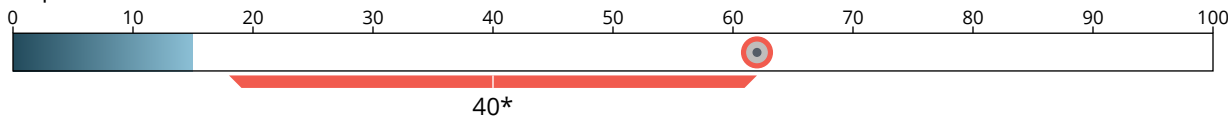
86

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



68

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



29

Remaining Driving Forces	Role	Samuel	Match
Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.	50	50	100
Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.	77	67	88
Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.	58	79	87
Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.	57	76	87
Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.	71	47	66
Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.	64	25	38
Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.	58	19	38
Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.	59	0	23

● Role
 * Mean
 ● Excellent
 ● Good
 ● Fair
 ● Poor

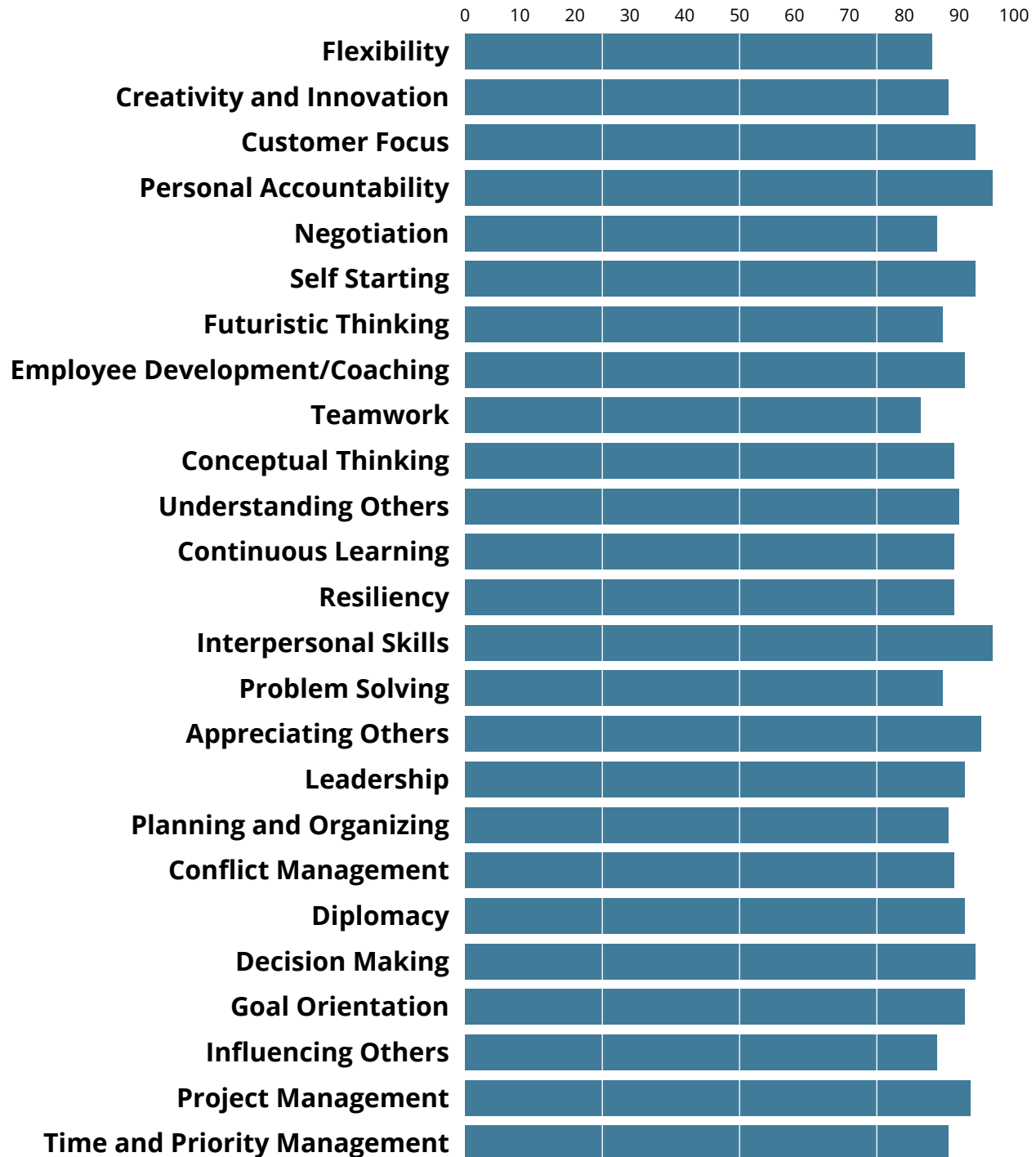
Samuel Sample

Competencies Overview

Role Benchmark



Based on the detailed analysis of the job benchmark questionnaire feedback, specific competencies have emerged as critical for superior performance. This ranking of competencies reflects their level of significance in contributing to the excellence of an individual within a specific role.



Competency Analysis

Samuel Sample

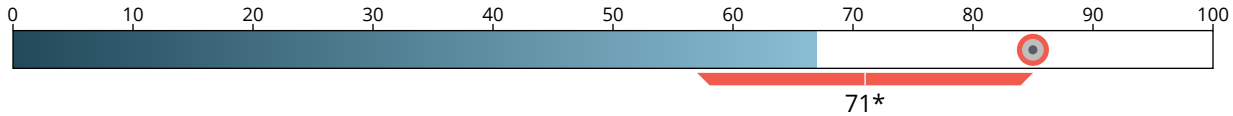


26

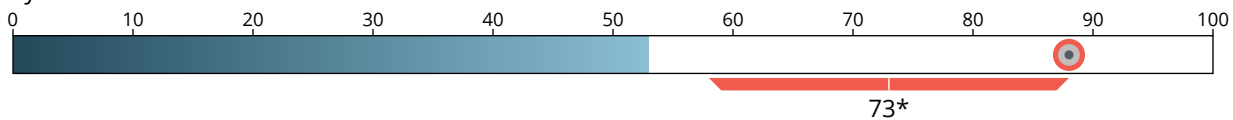
Poor Match

Indicates a significant misalignment; they may struggle to meet the role's demands effectively.

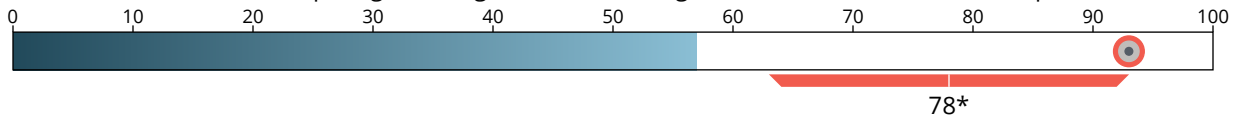
1. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



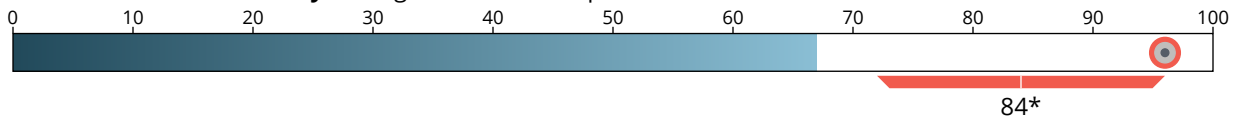
2. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



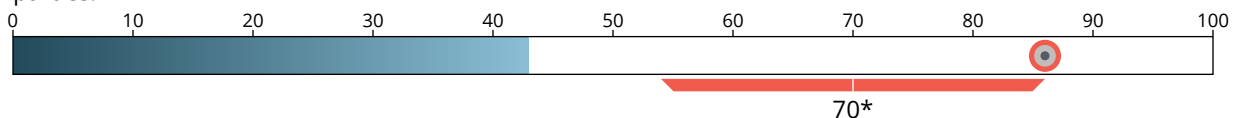
3. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



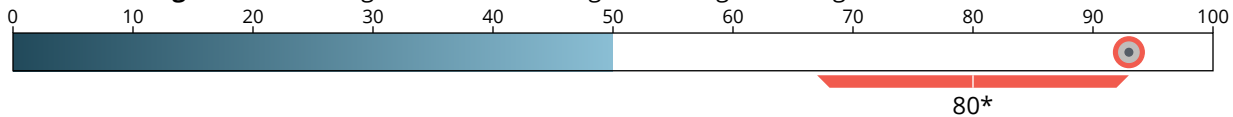
4. Personal Accountability - Being answerable for personal actions.



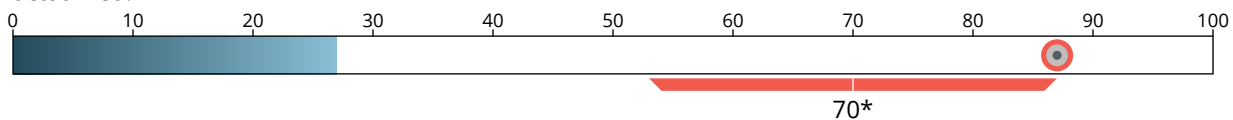
5. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.



6. Self Starting - Demonstrating initiative and willingness to begin working.



7. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



● Role * Mean ● Excellent ● Good ● Fair ● Poor

Samuel Sample

Competency Analysis

Samuel Sample



Remaining Competencies	Role	Samuel	Match
Employee Development/Coaching - Facilitating, supporting and contributing to the professional growth of others.	91	77	66
Teamwork - Cooperating with others to meet objectives.	83	67	60
Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.	89	63	35
Understanding Others - Understanding the uniqueness and contributions of others.	90	63	30
Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.	89	57	26
Resiliency - Quickly recovering from adversity.	89	43	20
Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.	96	57	18
Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.	87	50	18
Appreciating Others - Identifying with and caring about others.	94	50	17
Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.	91	50	17
Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.	88	47	17
Conflict Management - Understanding, addressing and resolving conflict constructively.	89	33	16
Diplomacy - Effectively and tactfully handling difficult or sensitive issues.	91	37	16
Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.	93	40	16
Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.	91	40	16
Influencing Others - Personally affecting others actions, decisions, opinions or thinking.	86	27	16
Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.	92	47	16
Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.	88	20	16

Role
 Mean
 Excellent
 Good
 Fair
 Poor

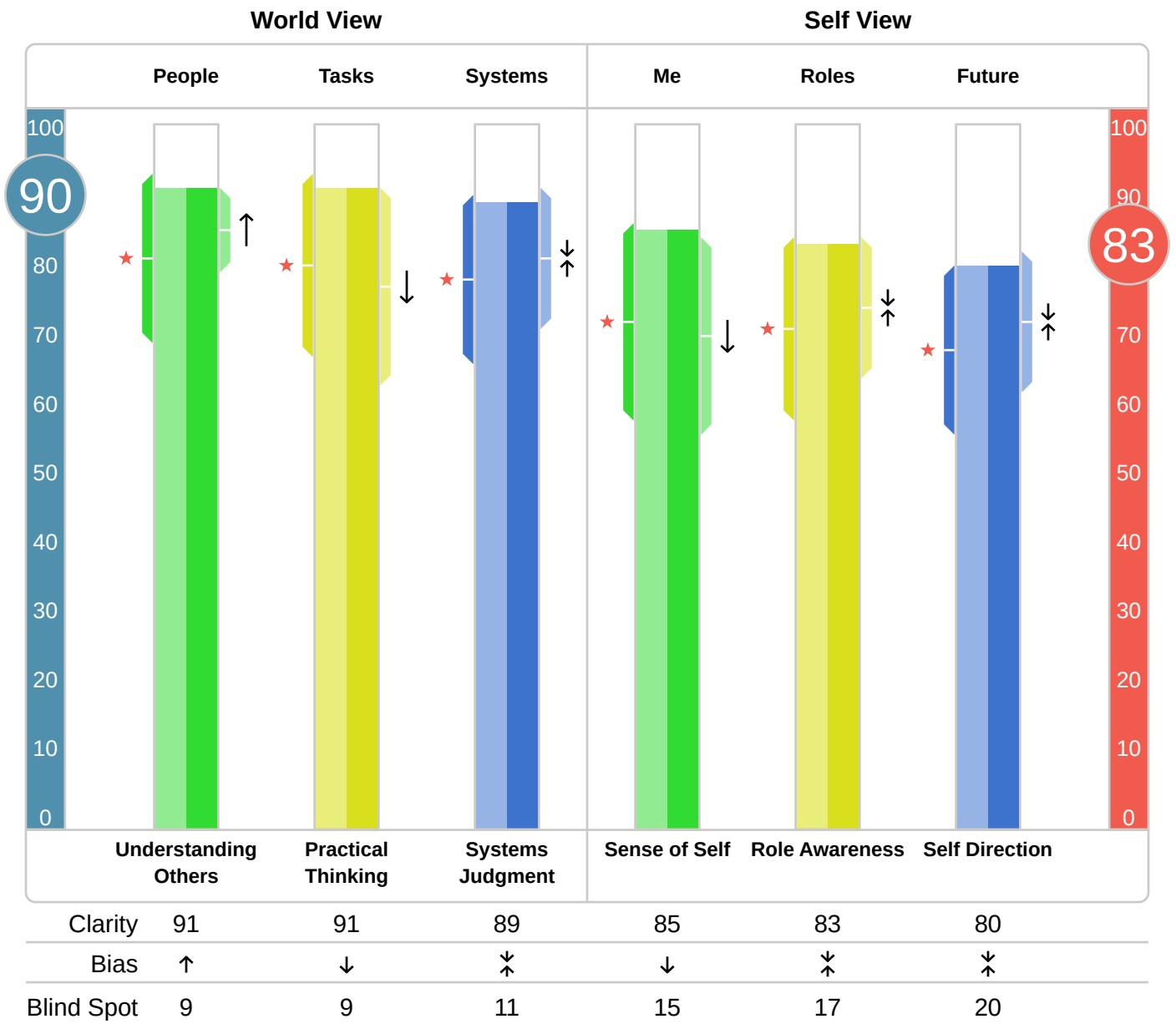
Samuel Sample

Acumen Overview

Role Benchmark



The scores in this section identify the requirements for exceptional performance in a specific job role. They are calculated based on the Intrinsic, Extrinsic, and Systemic value dimensions, viewed from two perspectives: World View (blue) and Self View (red). Each of the six dimensions includes a Clarity score and features a Bias indicator, which can be Undervalued (-), Mixed (0), or Overvalued (+).



- ↑ Overvaluation
- ✕ Mixed valuation
- ↓ Undervaluation
- Intrinsic
- Extrinsic
- Systemic
- ★ Population mean
- 90 External Clarity Average
- 83 Internal Clarity Average

Acumen Analysis

Samuel Sample



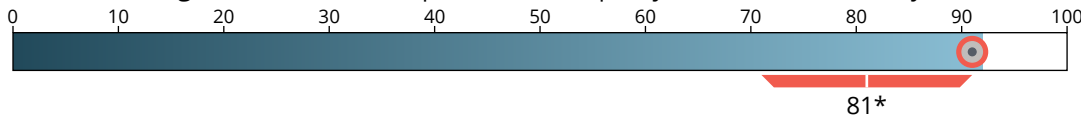
93

Excellent Match

Indicates a strong alignment, and a high likelihood of superior performance in the role.

World View

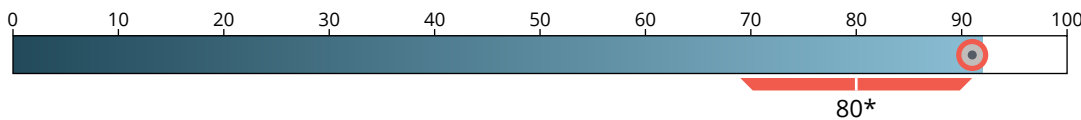
Understanding Others - The development of the capacity to discern individuality in others.



98



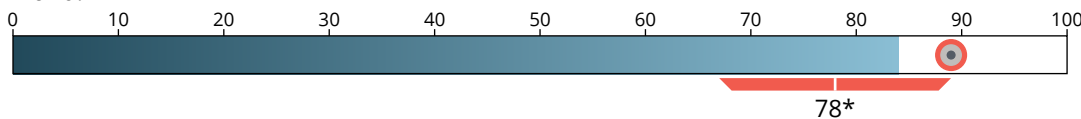
Practical Thinking - The development of the capacity to discern practical values in situations in the outside world.



98



Systems Judgment - The development of the capacity to discern systems and order in the world.

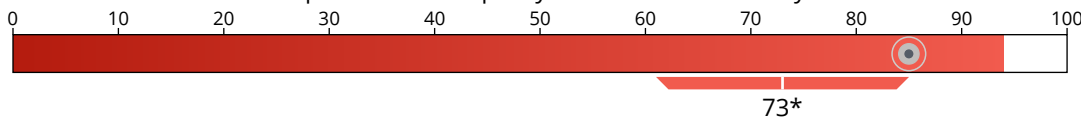


87



Self View

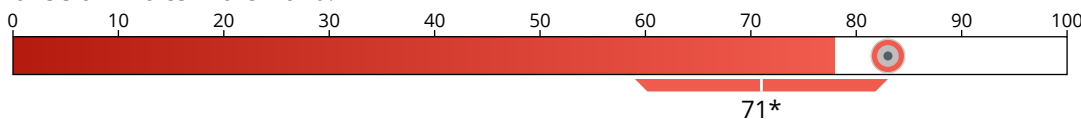
Sense of Self - The development of the capacity to discern individuality in one's self.



88



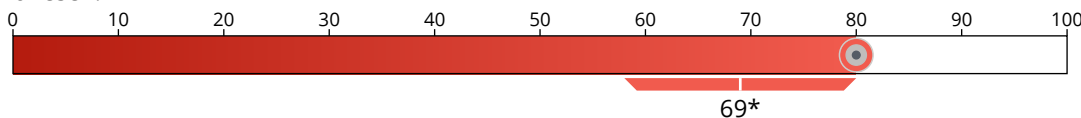
Role Awareness - The development of the capacity to discern practical values in situations in one's own roles in the world.



88



Self Direction - The development of the capacity to discern systems and order within oneself.



100



Role

* Mean

Excellent

Good

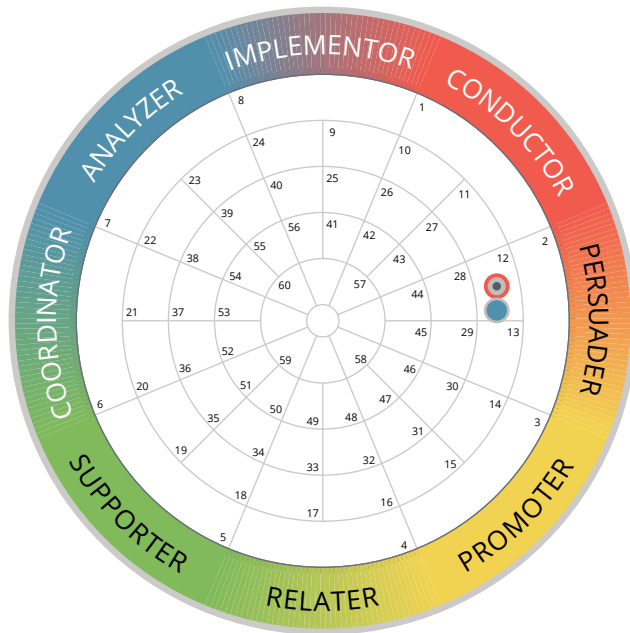
Fair

Poor

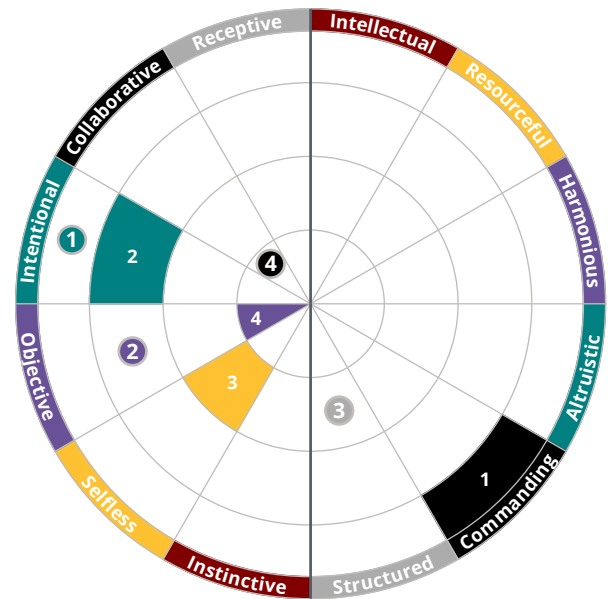
Samuel Sample

Talent Overview

Samuel Sample

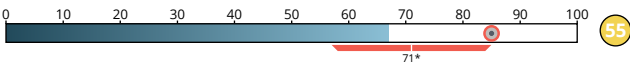


- Role - (12) Conducting Persuader
- Samuel - (12) Conducting Persuader

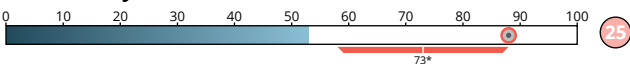


- # Role
- # Samuel

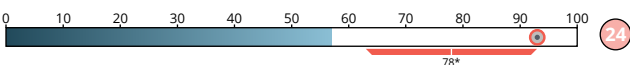
1. Flexibility



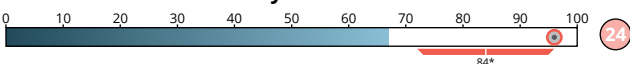
2. Creativity and Innovation



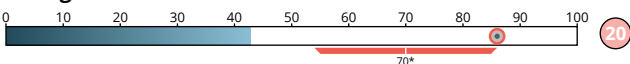
3. Customer Focus



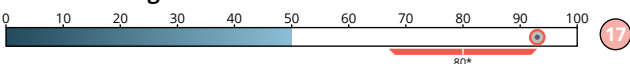
4. Personal Accountability



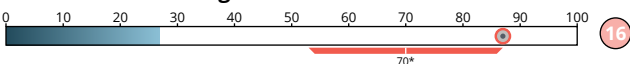
5. Negotiation



6. Self Starting



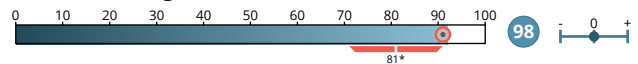
7. Futuristic Thinking



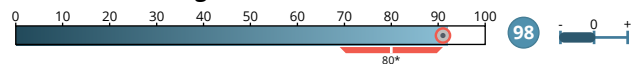
- Role

World View

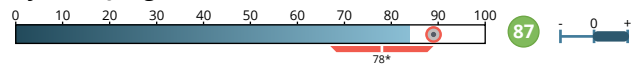
Understanding Others



Practical Thinking

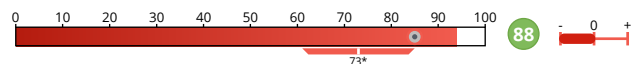


Systems Judgment

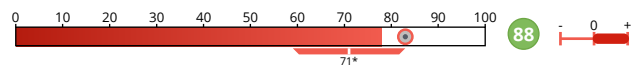


Self View

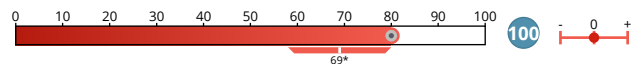
Sense of Self



Role Awareness



Self Direction



Samuel Sample

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