



TTI TriMetrix[®]
Gap Report

Monica D'Antoni

8-7-2008

InnerActive
ASSESSMENTS

Getting You to the Next Level

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INTRODUCTION

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

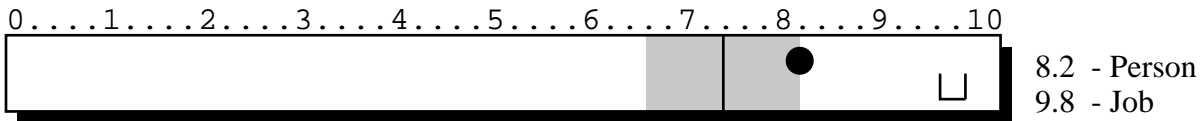


Section 1

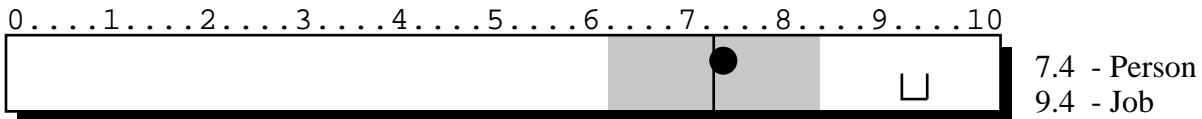
PERSONAL SKILLS HIERARCHY

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

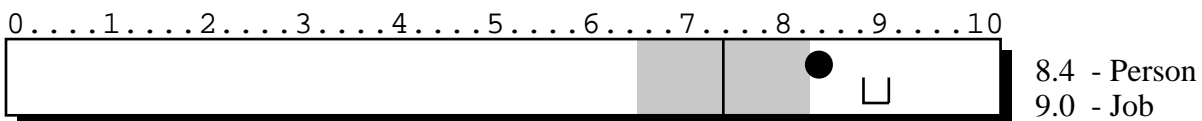
1. **DECISION MAKING:** The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



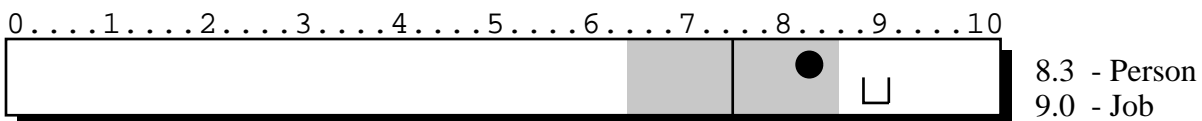
2. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.



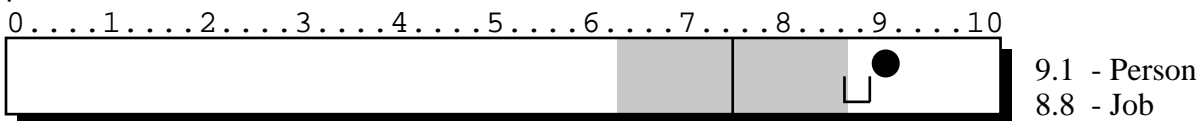
3. **SELF MANAGEMENT:** The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



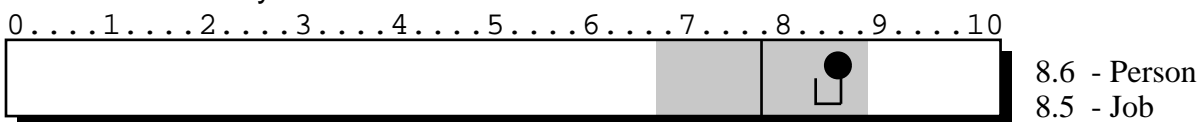
4. **ACCOUNTABILITY FOR OTHERS:** The ability to take responsibility for others' actions.



5. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.



6. **CONFLICT MANAGEMENT:** The ability to resolve different points of view constructively.



□ - Job ● - Person

Rev: 0.95-0.90

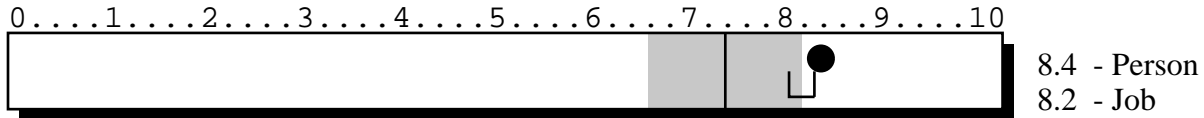
* 68% of the population falls within the shaded area.



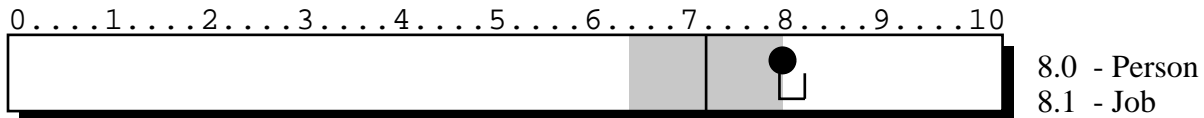
Section 1

PERSONAL SKILLS HIERARCHY

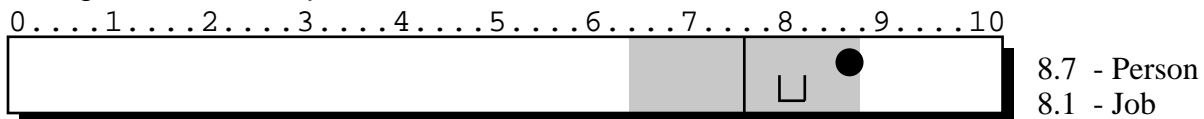
7. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



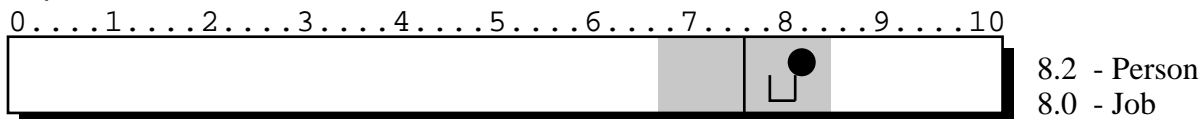
8. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



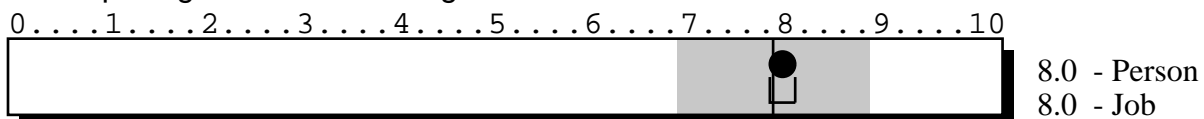
9. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



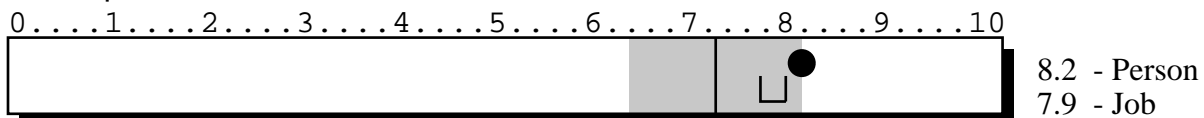
10. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



11. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



12. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



□ - Job ● - Person

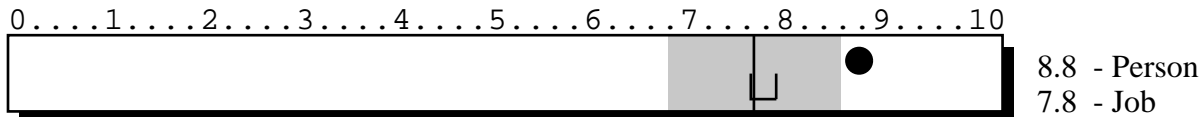
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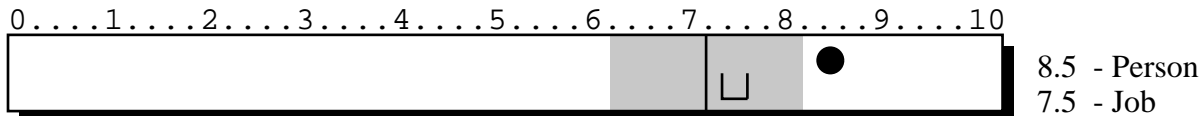
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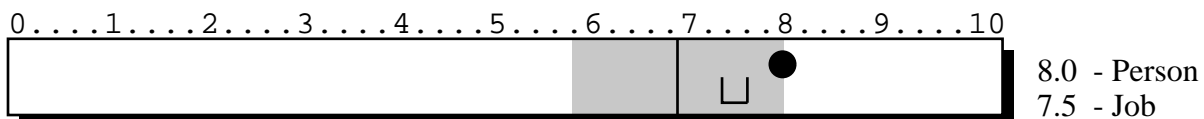
13. **PLANNING AND ORGANIZATION:** The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



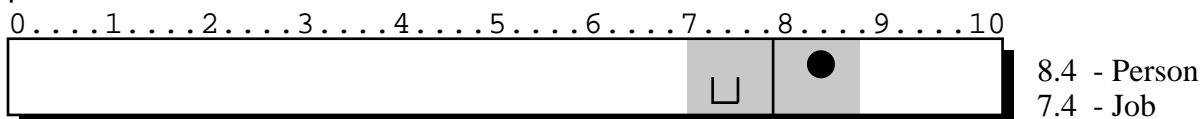
14. **RESILIENCY:** The ability to quickly recover from adversity.



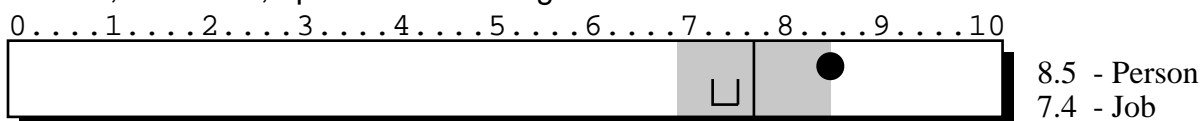
15. **SELF STARTING:** The ability to initiate and sustain momentum without external stimulation.



16. **INTERPERSONAL SKILLS:** The ability to interact with others in a positive manner.



17. **INFLUENCING OTHERS:** The ability to personally affect others' actions, decisions, opinions or thinking.



□ - Job ● - Person

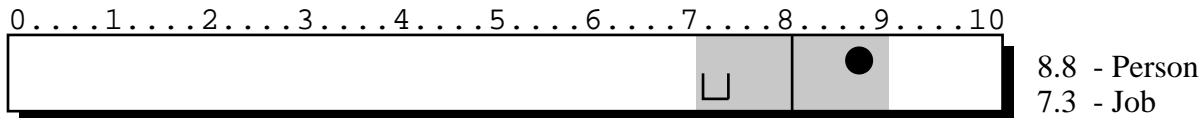
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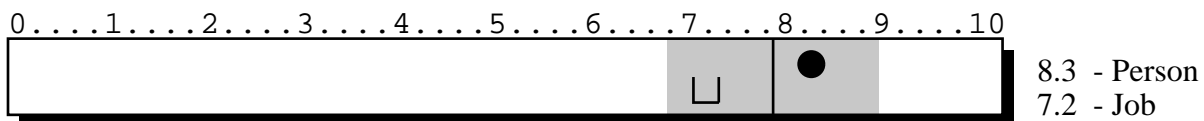
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PERSONAL SKILLS HIERARCHY

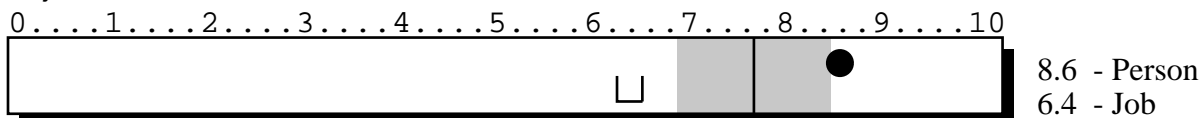
18. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



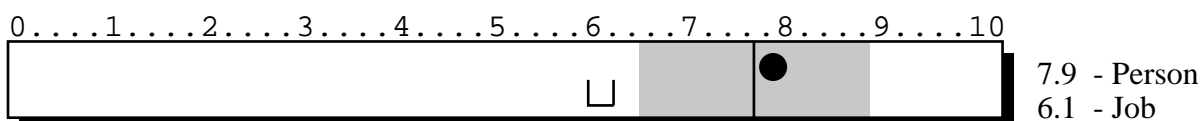
19. CUSTOMER FOCUS: A commitment to customer satisfaction.



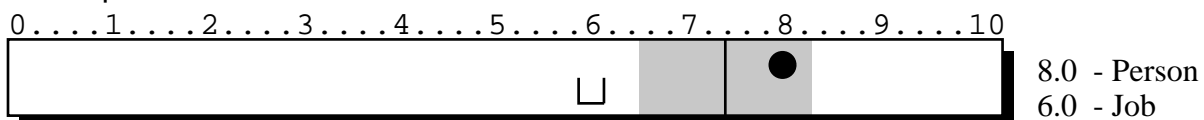
20. TEAMWORK: The ability to cooperate with others to meet objectives.



21. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



22. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



□ - Job ● - Person

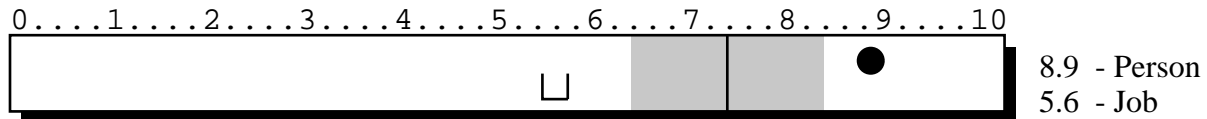
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Section 1

PERSONAL SKILLS HIERARCHY

23. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



□ - Job ● - Person

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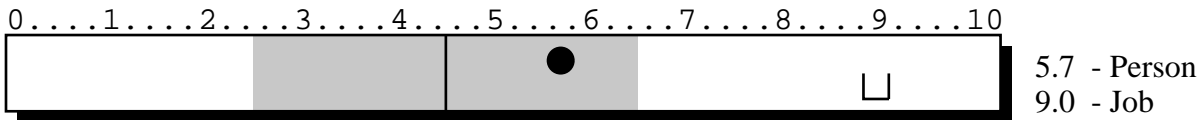


Section 2

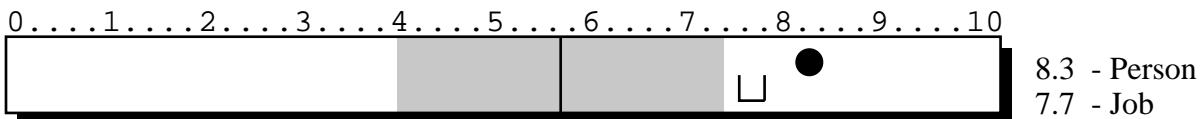
JOB REWARDS/CULTURE HIERARCHY

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

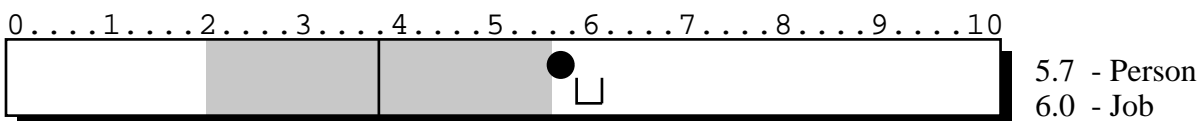
1. TRADITIONAL/REGULATORY



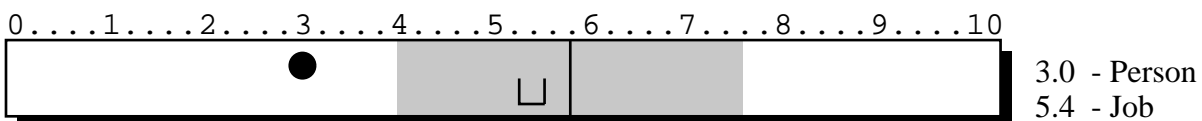
2. SOCIAL



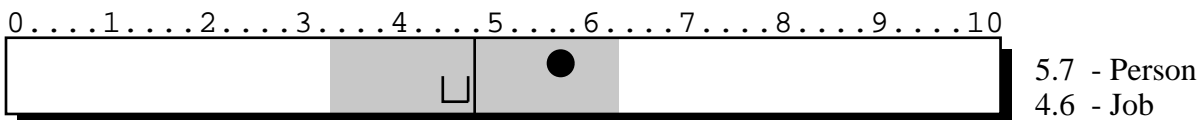
3. AESTHETIC



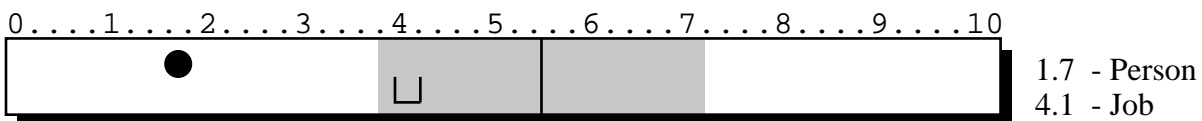
4. UTILITARIAN/ECONOMIC



5. INDIVIDUALISTIC/POLITICAL



6. THEORETICAL



□ - Job ● - Person

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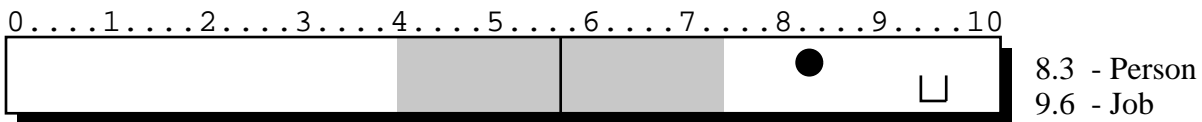


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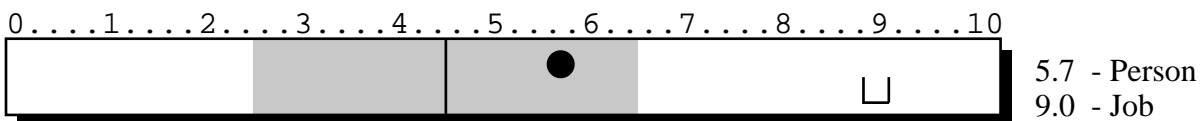
ORGANIZATIONAL REWARDS/CULTURE HIERARCHY

This section identifies the rewards/culture system of a specific organization. Matching a person's passion to an organization that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the organization to the lowest.

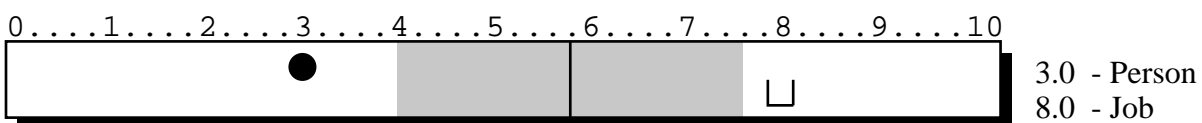
1. SOCIAL



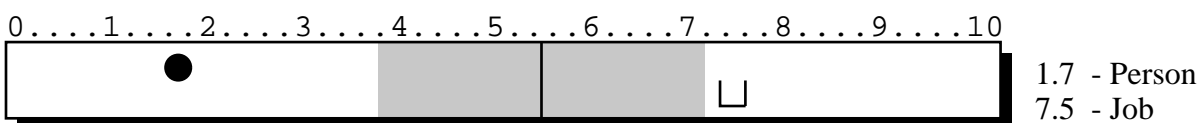
2. TRADITIONAL/REGULATORY



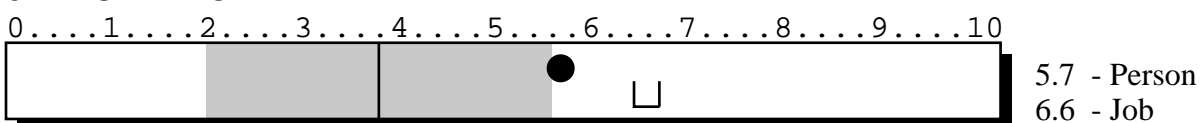
3. UTILITARIAN/ECONOMIC



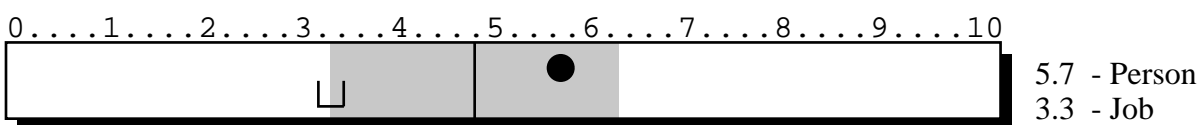
4. THEORETICAL



5. AESTHETIC



6. INDIVIDUALISTIC/POLITICAL



□ - Job ● - Person

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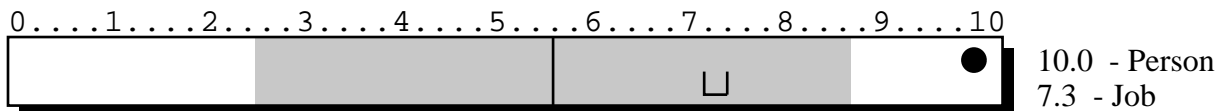


Section 3

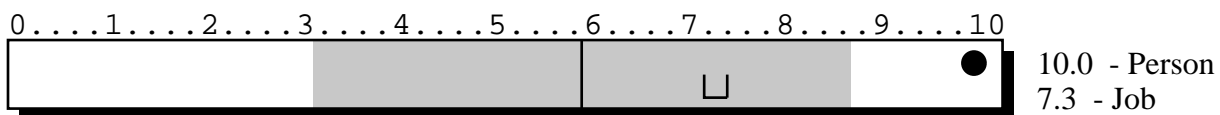
BEHAVIORAL HIERARCHY

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

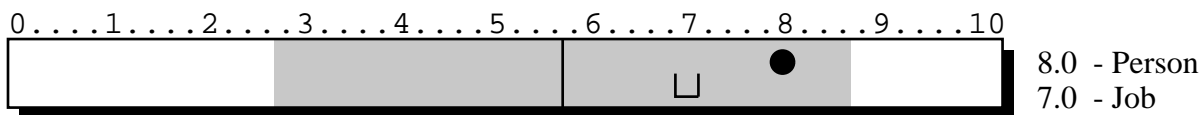
1. ORGANIZED WORKPLACE



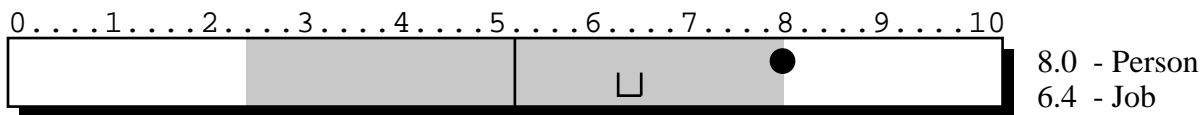
2. ANALYSIS OF DATA



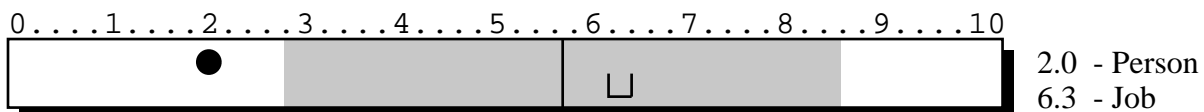
3. COMPETITIVENESS



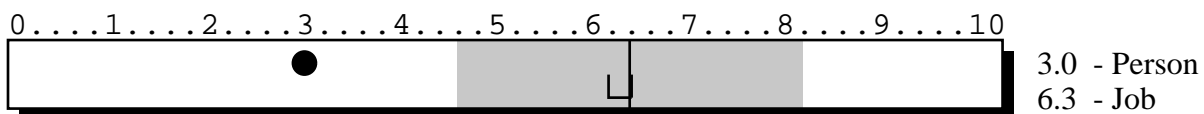
4. URGENCY



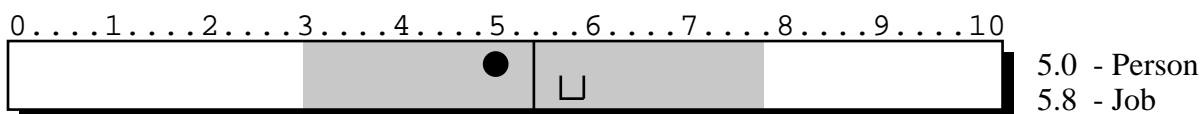
5. FREQUENT INTERACTION WITH OTHERS



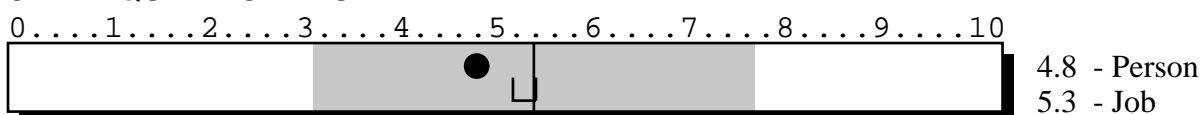
6. CUSTOMER ORIENTED



7. VERSATILITY



8. FREQUENT CHANGE



□ - Job ● - Person

SIA: 48-41-69-85 (22) SIN: 79-18-25-90 (24)

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DIMENSIONAL BALANCE

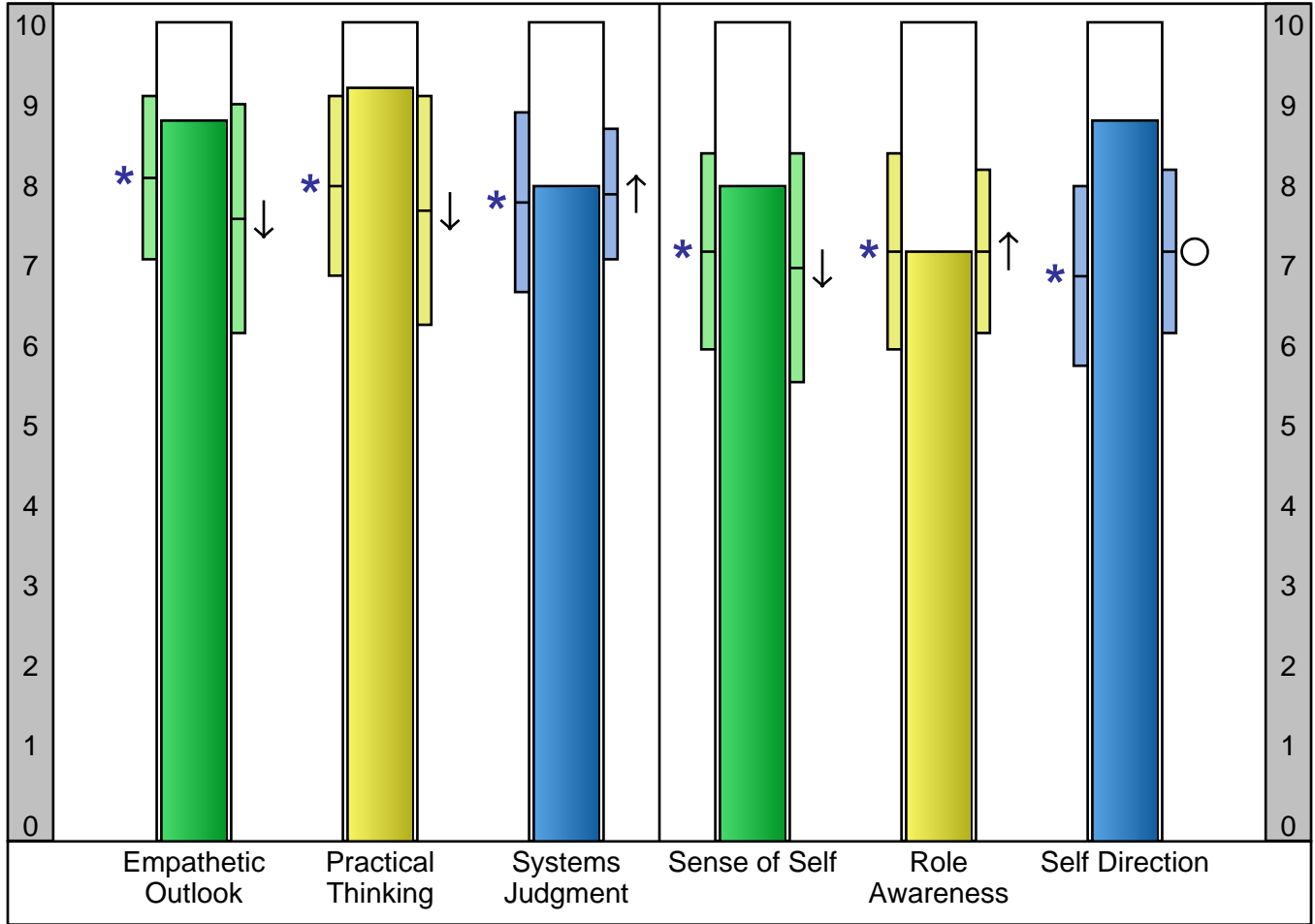
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- * Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

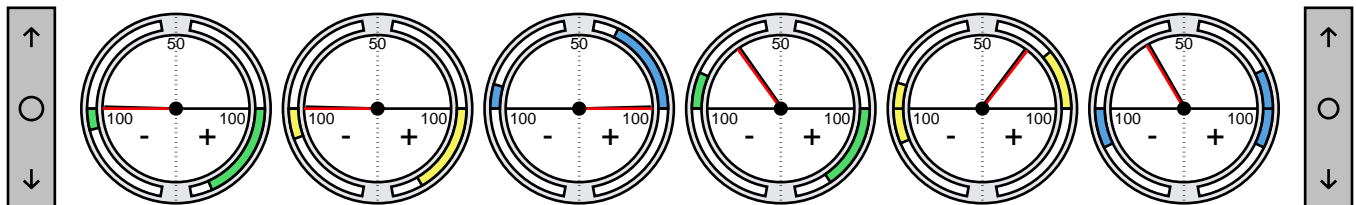
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.8 9.2 8.0 8.0 7.2 8.8

Bias ↓ ↓ ↑ ↓ ↑ ○





CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.7	7.9	Proactive Thinking	8.2	7.7	Evaluating Others
9.3	7.5	Quality Orientation	8.2	7.6	Using Common Sense
9.2	7.7	Sense of Belonging	8.2	7.9	Emotional Control
9.2	8.0	Practical Thinking	8.2	7.5	Sense of Timing
9.1	7.5	Problem Solving	8.2	7.6	Status and Recognition
9.1	7.1	Role Confidence	8.1	7.6	Concrete Organization
9.0	8.1	Self Improvement	8.1	7.7	Realistic Expectations
9.0	8.0	Material Possessions	8.1	7.1	Internal Self Control
8.9	8.0	Attention to Detail	8.0	7.2	Personal Accountability
8.9	7.9	Conveying Role Value	8.0	7.4	Developing Others
8.9	7.4	Handling Rejection	8.0	7.9	Leading Others
8.9	7.6	Integrative Ability	8.0	7.3	Sense of Self
8.8	8.3	Theoretical Problem Solving	8.0	6.9	Initiative
8.8	7.1	Personal Drive	8.0	7.8	Systems Judgment
8.8	7.8	Persuading Others	8.0	7.2	Taking Responsibility
8.8	8.1	Empathetic Outlook	7.9	7.7	Evaluating What is Said
8.8	6.9	Self Direction	7.8	7.1	Gaining Commitment
8.8	7.3	Sense of Mission	7.7	7.4	Enjoyment of the Job
8.7	7.0	Intuitive Decision Making	7.6	7.0	Balanced Decision Making
8.7	8.1	Understanding Motivational Needs	7.6	7.3	Project Scheduling
8.7	7.6	Long Range Planning	7.5	6.9	Meeting Standards
8.7	7.2	Persistence	7.4	7.3	Conceptual Thinking
8.6	8.2	Realistic Goal Setting for Others	7.2	7.1	Role Awareness
8.5	8.0	Following Directions			
8.5	7.3	Consistency and Reliability			
8.5	7.4	Self Confidence			
8.5	8.0	Respect for Policies			
8.5	7.3	Job Ethic			
8.5	8.2	Respect for Property			
8.5	7.8	Monitoring Others			
8.4	7.3	Surrendering Control			
8.4	6.7	Self Assessment			
8.4	7.6	Realistic Personal Goal Setting			
8.4	7.9	Correcting Others			
8.4	7.8	Relating to Others			
8.4	7.4	Self Management			
8.3	7.5	Accountability for Others			
8.3	7.9	Attitude Toward Others			
8.3	7.8	Freedom from Prejudices			
8.3	7.0	Handling Stress			
8.3	7.9	Sensitivity to Others			
8.3	8.1	Personal Relationships			
8.2	7.4	Project and Goal Focus			
8.2	7.3	Results Orientation			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
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8.9	8.0	Attention to Detail	8.5	8.0	Respect for Policies
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7.4	7.3	Conceptual Thinking	7.2	7.1	Role Awareness
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8.0	7.4	Developing Others	9.0	8.1	Self Improvement
8.2	7.9	Emotional Control	8.4	7.4	Self Management
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7.8	7.1	Gaining Commitment	8.4	7.3	Surrendering Control
8.9	7.4	Handling Rejection	8.0	7.8	Systems Judgment
8.3	7.0	Handling Stress	8.0	7.2	Taking Responsibility
8.0	6.9	Initiative	8.8	8.3	Theoretical Problem Solving
8.9	7.6	Integrative Ability	8.7	8.1	Understanding Motivational Needs
8.1	7.1	Internal Self Control	8.2	7.6	Using Common Sense
8.7	7.0	Intuitive Decision Making			
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8.7	7.6	Long Range Planning			
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8.2	7.4	Project and Goal Focus			
7.6	7.3	Project Scheduling			
9.3	7.5	Quality Orientation			
8.1	7.7	Realistic Expectations			
8.6	8.2	Realistic Goal Setting for Others			
8.4	7.6	Realistic Personal Goal Setting			



COMPARISON ANALYSIS

For consulting and coaching

Job Attributes Hierarchy	Zone Range	Person
1. DECISION MAKING	8.3 — 10.0	8.2
2. CONCEPTUAL THINKING	8.5 — 10.0	7.4
3. SELF MANAGEMENT	8.4 — 10.0	8.4
4. ACCOUNTABILITY FOR OTHERS	8.7 — 10.0	8.3
5. PROBLEM SOLVING	8.8 — 10.0	9.1
6. CONFLICT MANAGEMENT	7.9 — 8.9	8.6
7. GOAL ACHIEVEMENT	7.5 — 8.2	8.4
Job Rewards/Culture Hierarchy	Zone Range	Person
1. TRADITIONAL/REGULATORY	6.6 — 10.0	5.7
2. SOCIAL	7.5 — 10.0	8.3
3. AESTHETIC	5.7 — 10.0	5.7
Job Behavioral Hierarchy	Zone Range	Person
1. ORGANIZED WORKPLACE	5.7 — 8.7	10.0
2. ANALYSIS OF DATA	6.0 — 8.7	10.0
3. COMPETITIVENESS	5.8 — 8.7	8.0

