TTI SUCCESS INSIGHTS®

TriMetrix® DNA

Comparison Report

For more information:
Select, Assess & Train
Tel: 919-787-8395
info@selectassesstrain.com

Table of Contents

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.

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.

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 John

- Plan interaction that supports his dreams and intentions.

- Offer special, immediate and continuing incentives for his willingness to take risks.

- Ask for his opinions/ideas regarding people.

- Support the results, not the person, if you agree.

- Support and maintain an environment where he can be efficient.

- Present the facts logically; plan your presentation efficiently.

- Use enough time to be stimulating, fun-loving, fast-moving.

- Read the body language—look for impatience or disapproval.

Ways to Communicate with Frank

- Keep conversation at discussion level.

- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.

- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

- Be sincere and use a tone of voice that shows sincerity.

- Provide solid, tangible, practical evidence.

- Present your case softly, non-threateningly, with a sincere tone of voice.

- Use a scheduled timetable when implementing new action.

- Take time to be sure that he is in agreement and understands what you said.

Checklist for Communicating
Continued

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.

Ways <u>NOT</u> to Communicate with John

- Ramble on, or waste his time.

- Be dictatorial.

- Come with a ready-made decision or make it for him.

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.

- Let disagreement reflect on him personally.

- Talk down to him.

- Direct or order.

- Take credit for his ideas.

Ways <u>NOT</u> to Communicate with Frank

- Overuse gestures.

- Rush headlong into business or the agenda.

- Be vague; don't offer opinions and probabilities.

- Overuse emotions.

- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

- Make promises you cannot deliver.

- Be domineering or demanding; don't threaten with a position of power.

- 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:

- Thinks big.

- Self-starter.

- Forward-looking and future-oriented.

- Positive sense of humor.

- Optimistic and enthusiastic.

- Usually makes decisions with the bottom line in mind.

- Will join organizations to represent the company.

- Team player.

Frank's Value:

- Will gather data for decision making.

- Good at reconciling factions—is calming and adds stability.

- Builds good relationships.

- Consistent and steady.

- Patient and empathetic.

- Concerned about quality.

- Service-oriented.

- Dependable team player.

Behavioral 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.

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

John

1. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100

100

43*

2. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100

100

60*

3. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100

100

54*

4. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100

98

52*

Frank

1. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100

90

61*

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

0 10 20 30 40 50 60 70 80 90 100

88

60*

3. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100

87

61*

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

0 10 20 30 40 50 60 70 80 90 100

80

51*

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.
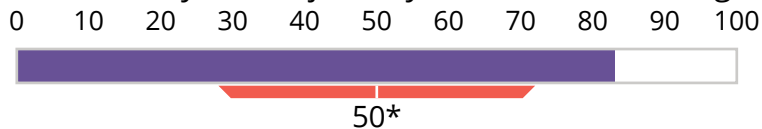
John

1. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
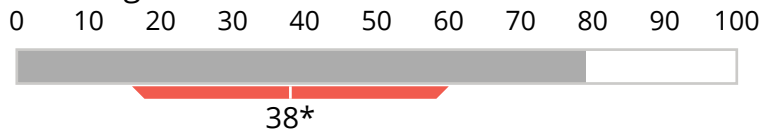
0 10 20 30 40 50 60 70 80 90 100

100

51*
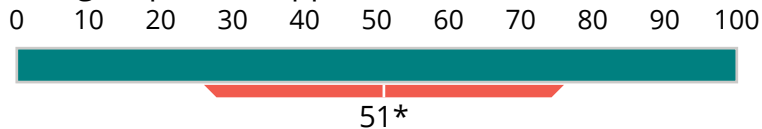
2. Objective - People who are driven by the functionality and objectivity of their surroundings.
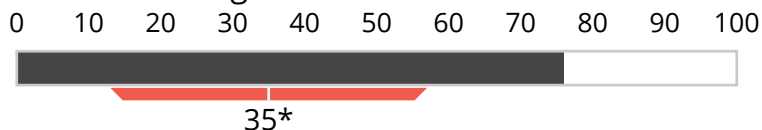
0 10 20 30 40 50 60 70 80 90 100

83

50*

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

0 10 20 30 40 50 60 70 80 90 100

79

38*

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

0 10 20 30 40 50 60 70 80 90 100

76

35*

Frank

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

0 10 20 30 40 50 60 70 80 90 100

72

35*

2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
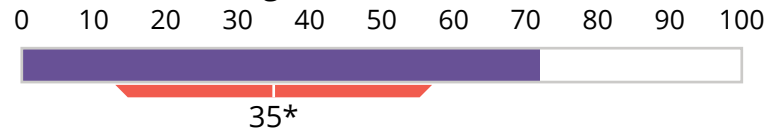
0 10 20 30 40 50 60 70 80 90 100

64

51*

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

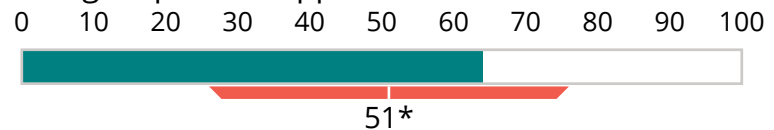0 10 20 30 40 50 60 70 80 90 100

56

35*
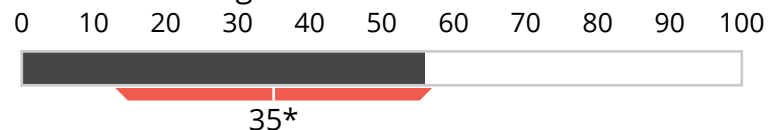
4. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

0 10 20 30 40 50 60 70 80 90 100

49

40*
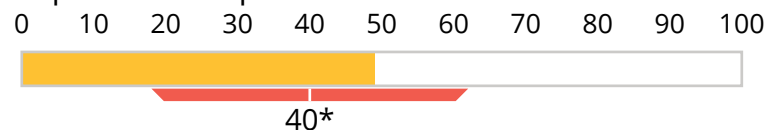
Driving Forces Descriptors

Based on John's and Frank'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.

| John	Frank
Intentional	**Harmonious**
Opportunity Self Interests Personal Benefit	Subjective Balance The Experience
Objective	**Intentional**
Function Compartmentalization Detachment	Opportunity Self Interests Personal Benefit
Structured	**Collaborative**
Ideology Proven Methods Structure	Supporting Cooperation Sharing
Collaborative	**Selfless**
Supporting Cooperation Sharing	Accomplishment Willing Accommodating

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

- Calculated with their time, talent, and resources.

- Will champion a worthy cause, as a challenge, if they see a potential return.

- Will initiate action even during chaos.

- Initiates action to stir up activity.

- A leader for those who share his traditions.

- Will champion change and be bottom-line focused for results within the system of living.

- Looks for ways to improve a situation for the good of the company.

- Focused on supporting others to solve problems.

Frank's Strengths

- Supports a leader and a cause that brings beauty or creativity.

- Steady, consistent and subjective member of the team.

- Accommodating and pleasing others is one of his natural talents, which is maximized when there is a potential personal gain.

- Strong supporter and willing to help when working toward a common goal.

- Will support a leader in a quiet and methodical way.

- Will take a quiet but firm stance when his security or loyalty is questioned.

- Takes a methodical approach to implementing changes that can positively impact the people and the company.

- 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

- Has a direct method of developing others if he sees a future return.

- May try to utilize many people to obtain results.

- May over focus on productivity over appearance.

- Will only see his objectives in the here and now.

- May contradict his beliefs to get results.

- A desire for better results may be prohibited by his way of living.

- Tends to display his support by solving problems or challenges.

- May not realize how his quick decisions can impact co-workers.

Frank's Conflicts

- Dislikes unwarranted change in his environment because of the disruption of balance.

- Difficulty dealing with diverse situations involving objective views.

- Difficulty correcting others, as he wants to get results but not offend.

- Struggles with delivering a tough message, even if it's to the company's benefit.

- Will forgive but has a hard time forgetting.

- May tolerate others' criticism for the good of the company.

- May put all his "eggs in one basket" with little regard for return.

- 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

- Rewards based on group "wins", as well as individual contributions.

- The opportunity to show others their potential in order to drive the desired outcomes.

- An environment where keeping the momentum moving is critical and rewarded.

- Fast-paced chaotic activity based situations.

- An environment that aligns with his system for solving problems and making decisions.

- Opportunity to make an existing system quicker, better and faster.

- Opportunities to complete tasks and projects for the sake of getting things done.

- Opportunity to assertively express his desire to collaborate within a group setting.

Frank's Ideal Environment

- An environment that supports time-tested, proven processes for completing tasks.

- A leader that appreciates and understands the value of team harmony and follow up and follow through.

- Work on a team that is viewed as a resource to achieve results.

- An opportunity to achieve his goals without being in the limelight.

- Opportunities to challenge change for the sake of change in a private setting.

- An environment where knowing when to be the gatekeeper of information and when to share materials is rewarded.

- Time to allow for completion of current tasks or projects, prior to making a change.

- Working behind the scenes is an important part of accomplishing the task.

The Success Insights® Wheel

John

Frank Jones
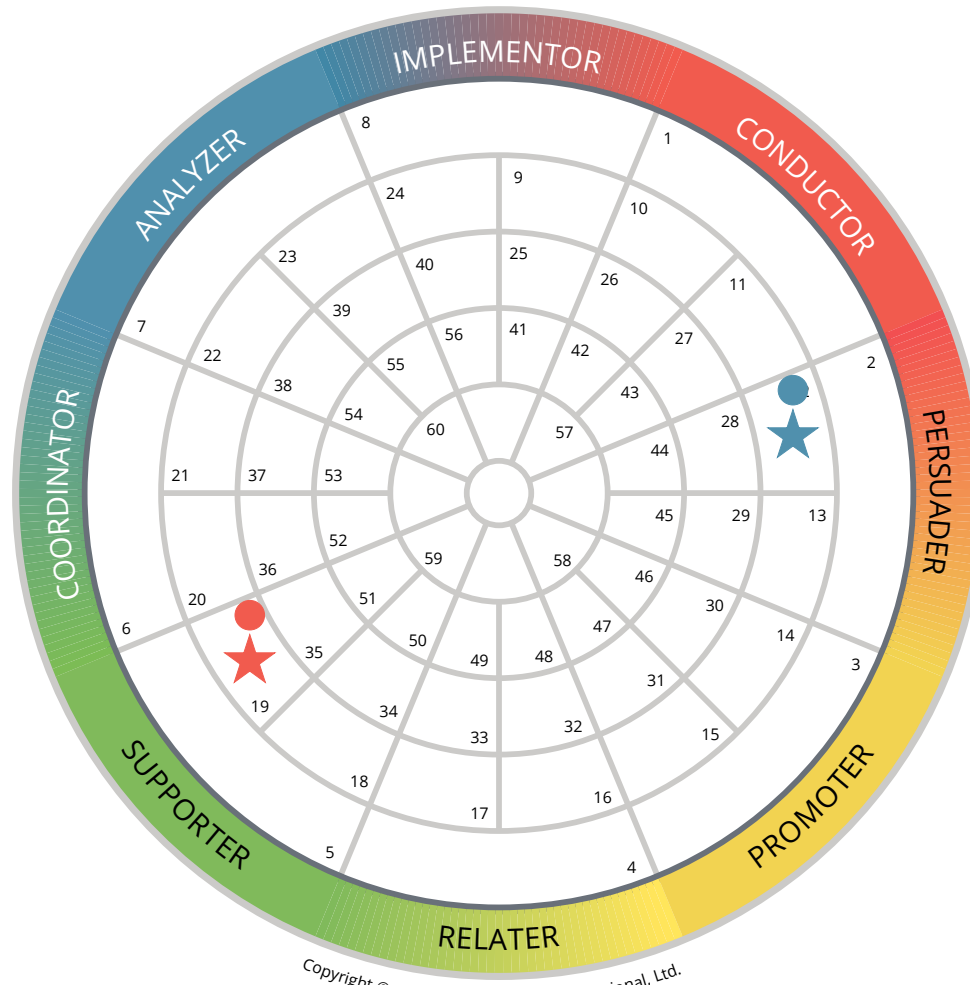
★ Adapted

● Natural

Primary Cluster Driving Forces Wheel

■ John

■ Frank Jones

Copyright © 2007 Target Training International, Ltd.

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

Behaviors & Driving Forces Graphs

John

Frank

John

Graph I	Graph II
Adapted Style	**Natural Style**
D I S C	D I S C

D: 88 I: 86 S: 4 C: 8

D: 94 I: 93 S: 7 C: 12

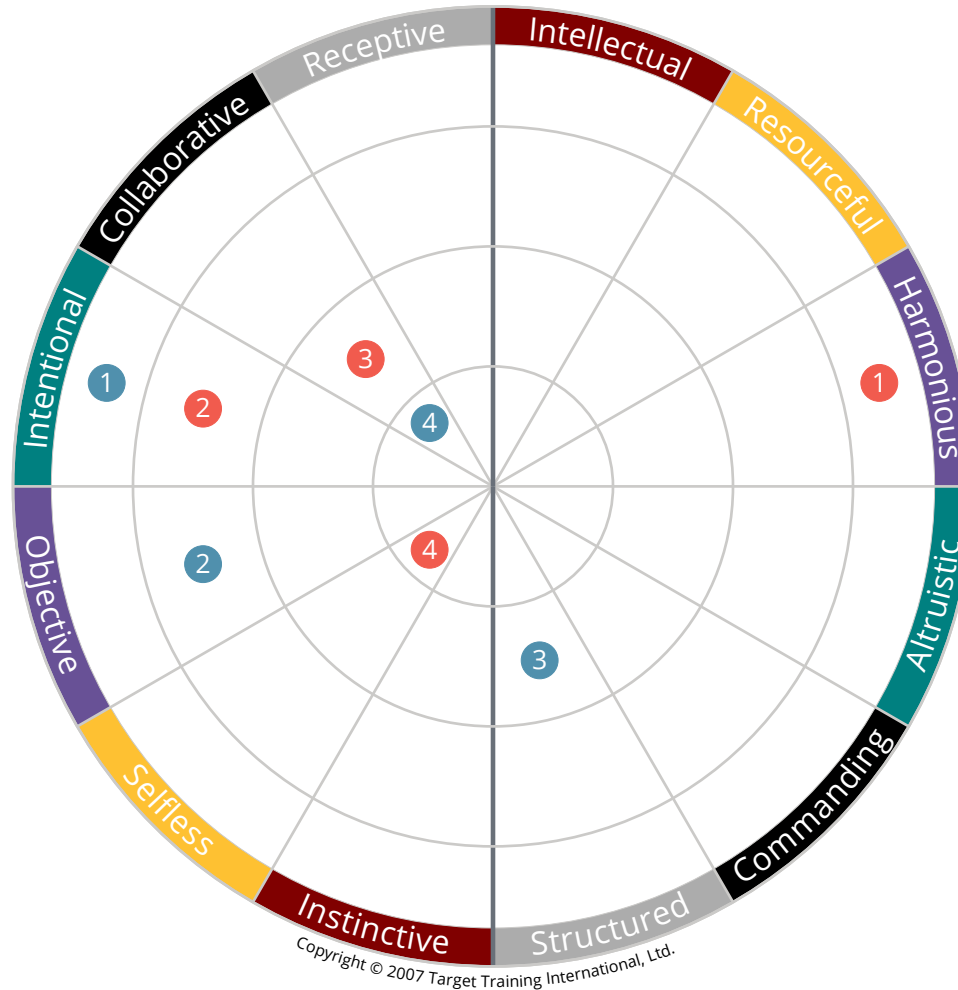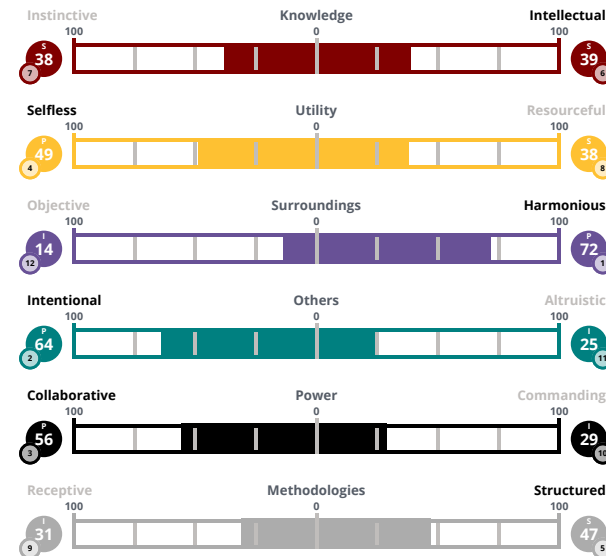|	Instinctive	Knowledge	Intellectual	
50				**67**

	Selfless	Utility	Resourceful	
15				**25**

	Objective	Surroundings	Harmonious	
83				**19**

	Intentional	Others	Altruistic	
100				**0**

	Collaborative	Power	Commanding	
76				**50**

	Receptive	Methodologies	Structured	
47				**79**

Frank

Graph I	Graph II
Adapted Style	**Natural Style**
D I S C	D I S C

D: 8 I: 35 S: 93 C: 68

D: 16 I: 38 S: 95 C: 61

	Instinctive	Knowledge	Intellectual	
38				**39**

	Selfless	Utility	Resourceful	
49				**38**

	Objective	Surroundings	Harmonious	
14				**72**

	Intentional	Others	Altruistic	
64				**25**

	Collaborative	Power	Commanding	
56				**29**

	Receptive	Methodologies	Structured	
31				**47**

Competencies Hierarchy

This section displays the top seven job related competencies for John and Frank.

John

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

72*

77

2. Teamwork - Cooperating with others to meet objectives.
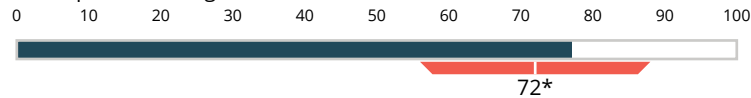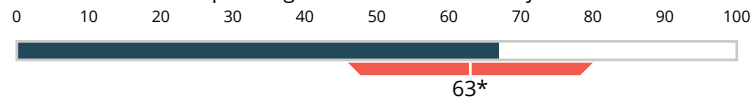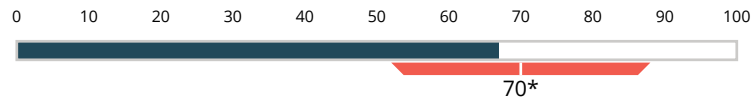
0 10 20 30 40 50 60 70 80 90 100

63*

67

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

0 10 20 30 40 50 60 70 80 90 100

70*

67

4. Personal Accountability - Being answerable for personal actions.
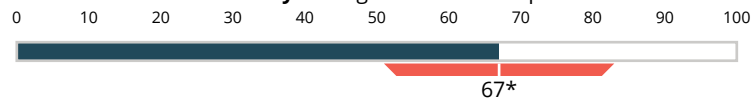
0 10 20 30 40 50 60 70 80 90 100

67*

67

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

0 10 20 30 40 50 60 70 80 90 100

76*
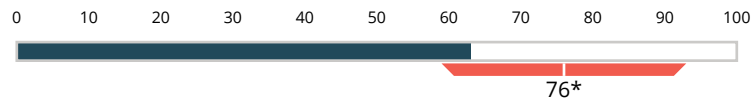
63

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

59*
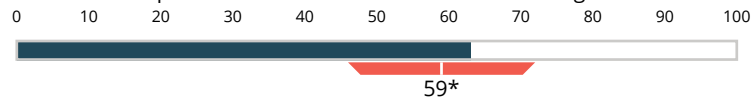
63

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

71*
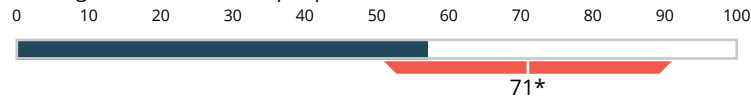
57

Frank

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

0 10 20 30 40 50 60 70 80 90 100

70*
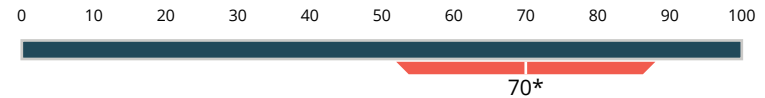
100

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

0 10 20 30 40 50 60 70 80 90 100

62*
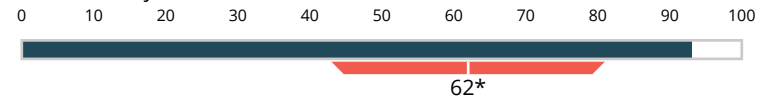
93

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

0 10 20 30 40 50 60 70 80 90 100

56*
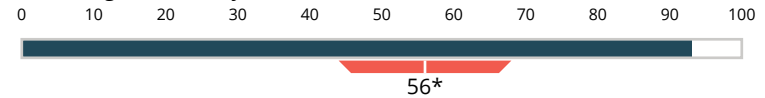
93

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

0 10 20 30 40 50 60 70 80 90 100

72*
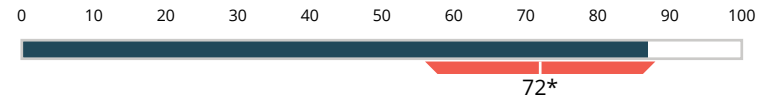
87

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

0 10 20 30 40 50 60 70 80 90 100

69*
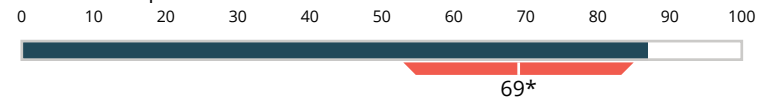
87

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

0 10 20 30 40 50 60 70 80 90 100

51*

83

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

0 10 20 30 40 50 60 70 80 90 100

76*

83

Development Indicator

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

John

Skill	Score
Employee Development/Coaching	~78
Teamwork	~67
Flexibility	~67
Personal Accountability	~67
Understanding Others	~62
Conceptual Thinking	~62
Interpersonal Skills	~57
Continuous Learning	~57
Customer Focus	~57
Creativity and Innovation	~53
Problem Solving	~50
Appreciating Others	~50
Self Starting	~50
Leadership	~50
Project Management	~46
Planning and Organizing	~46
Resiliency	~43
Negotiation	~43
Goal Orientation	~40
Decision Making	~40
Diplomacy	~37
Conflict Management	~33
Futuristic Thinking	~27
Influencing Others	~27
Time and Priority Management	~20

Frank

Skill	Score
Flexibility	~100
Conflict Management	~93
Creativity and Innovation	~92
Goal Orientation	~86
Customer Focus	~86
Negotiation	~83
Understanding Others	~83
Self Starting	~83
Futuristic Thinking	~80
Interpersonal Skills	~80
Conceptual Thinking	~80
Leadership	~80
Influencing Others	~77
Personal Accountability	~73
Teamwork	~67
Resiliency	~63
Project Management	~63
Continuous Learning	~63
Decision Making	~63
Employee Development/Coaching	~60
Diplomacy	~53
Planning and Organizing	~53
Problem Solving	~47
Time and Priority Management	~47
Appreciating Others	~33

Development Indicator

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

John

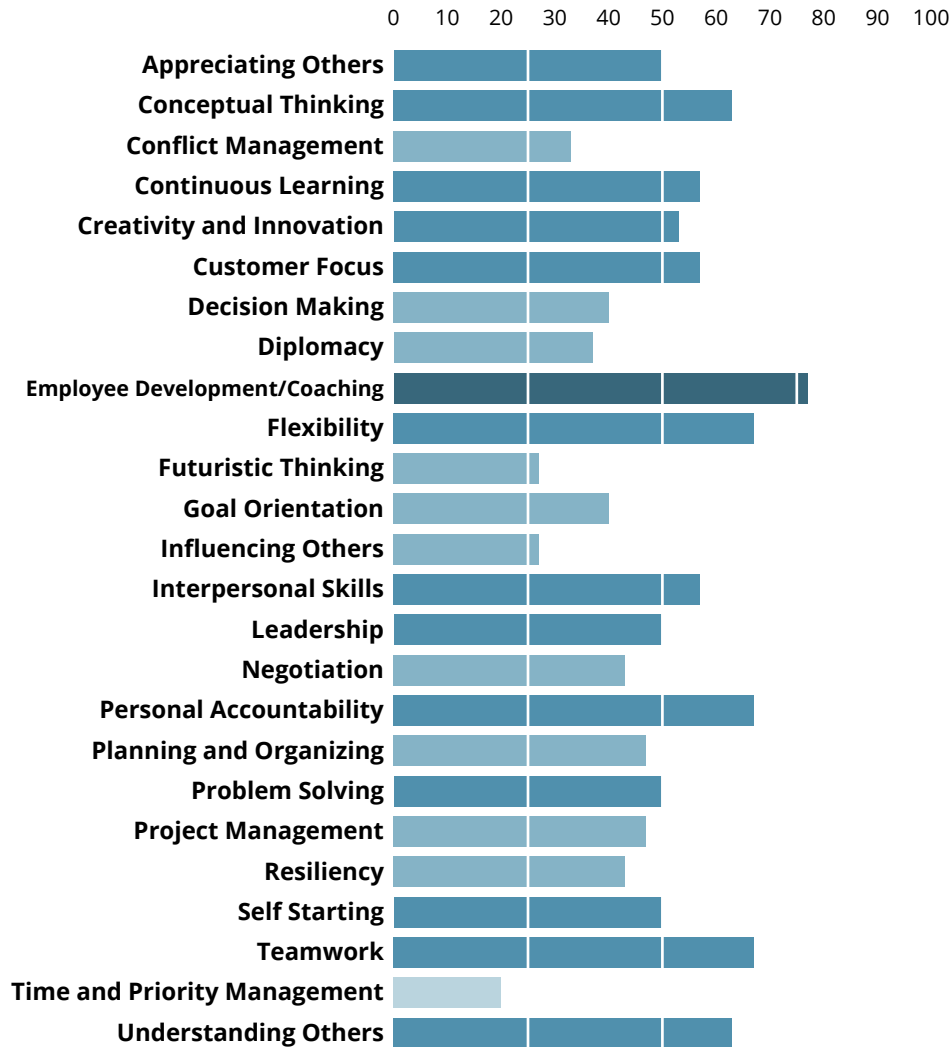| Skill	Value
Appreciating Others	50
Conceptual Thinking	62
Conflict Management	33
Continuous Learning	57
Creativity and Innovation	53
Customer Focus	57
Decision Making	40
Diplomacy	37
Employee Development/Coaching	75
Flexibility	65
Futuristic Thinking	27
Goal Orientation	40
Influencing Others	27
Interpersonal Skills	56
Leadership	50
Negotiation	43
Personal Accountability	66
Planning and Organizing	47
Problem Solving	50
Project Management	47
Resiliency	43
Self Starting	50
Teamwork	66
Time and Priority Management	20
Understanding Others	62

Frank

Skill	Value
Appreciating Others	33
Conceptual Thinking	80
Conflict Management	92
Continuous Learning	62
Creativity and Innovation	92
Customer Focus	85
Decision Making	62
Diplomacy	52
Employee Development/Coaching	60
Flexibility	99
Futuristic Thinking	80
Goal Orientation	86
Influencing Others	76
Interpersonal Skills	80
Leadership	80
Negotiation	83
Personal Accountability	72
Planning and Organizing	52
Problem Solving	46
Project Management	62
Resiliency	62
Self Starting	83
Teamwork	66
Time and Priority Management	46
Understanding Others	83