



Personal Plus Report

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Project Manager  
Your Company, Inc.  
1-19-2004

Prepared Especially for Your Company, Inc.

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# INTRODUCTION

*Where Talent Meets Opportunity™*

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Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent attributes, behavioral style and unique values. Your TriMetrix System Personal Talent Report can be compared with specific job requirements outlined in TriMetrix System Job and Job Plus Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

## SECTION 1: PERSONAL ATTRIBUTES HIERARCHY (23 AREAS)

This section presents 23 key personal attributes and ranks them from top to bottom, defining your major strengths. The attributes at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

## SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

## SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

## SECTION 4: PERSONAL ATTRIBUTES FEEDBACK

This section provides detail on your top seven talents. Apply your strongest talents to your job as appropriate and develop further talents as required.

## SECTION 5: PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

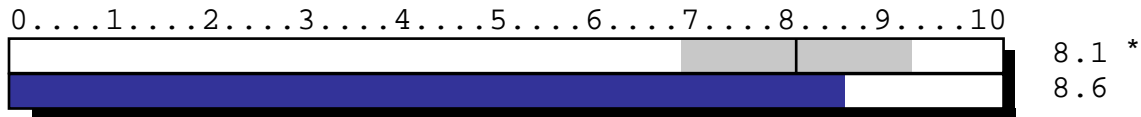
## SECTION 6: BEHAVIORAL FEEDBACK

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

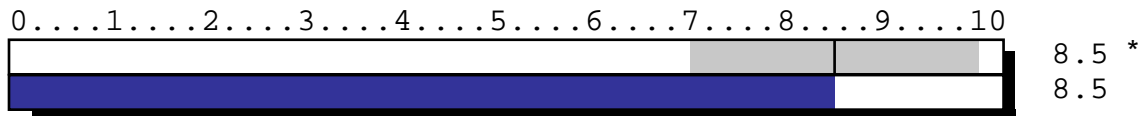
# PERSONAL ATTRIBUTES HIERARCHY

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

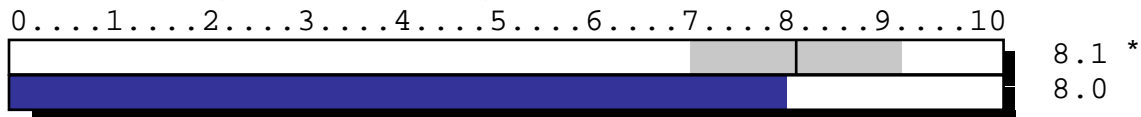
1. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



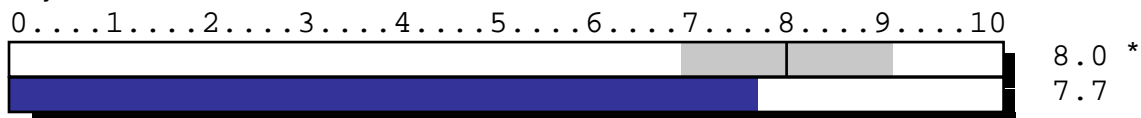
2. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



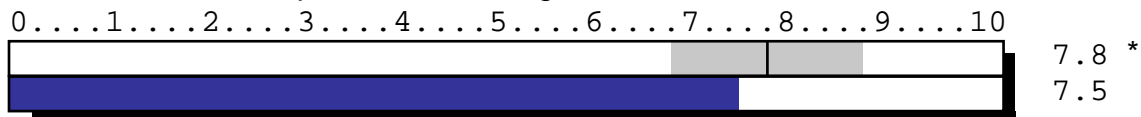
3. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



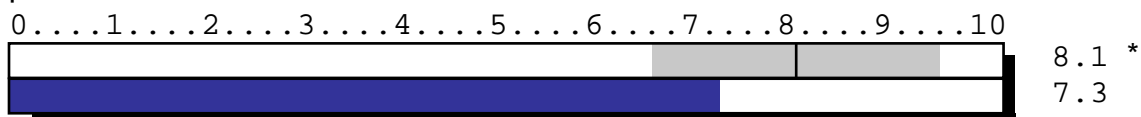
4. TEAMWORK: The ability to cooperate with others to meet objectives.



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



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

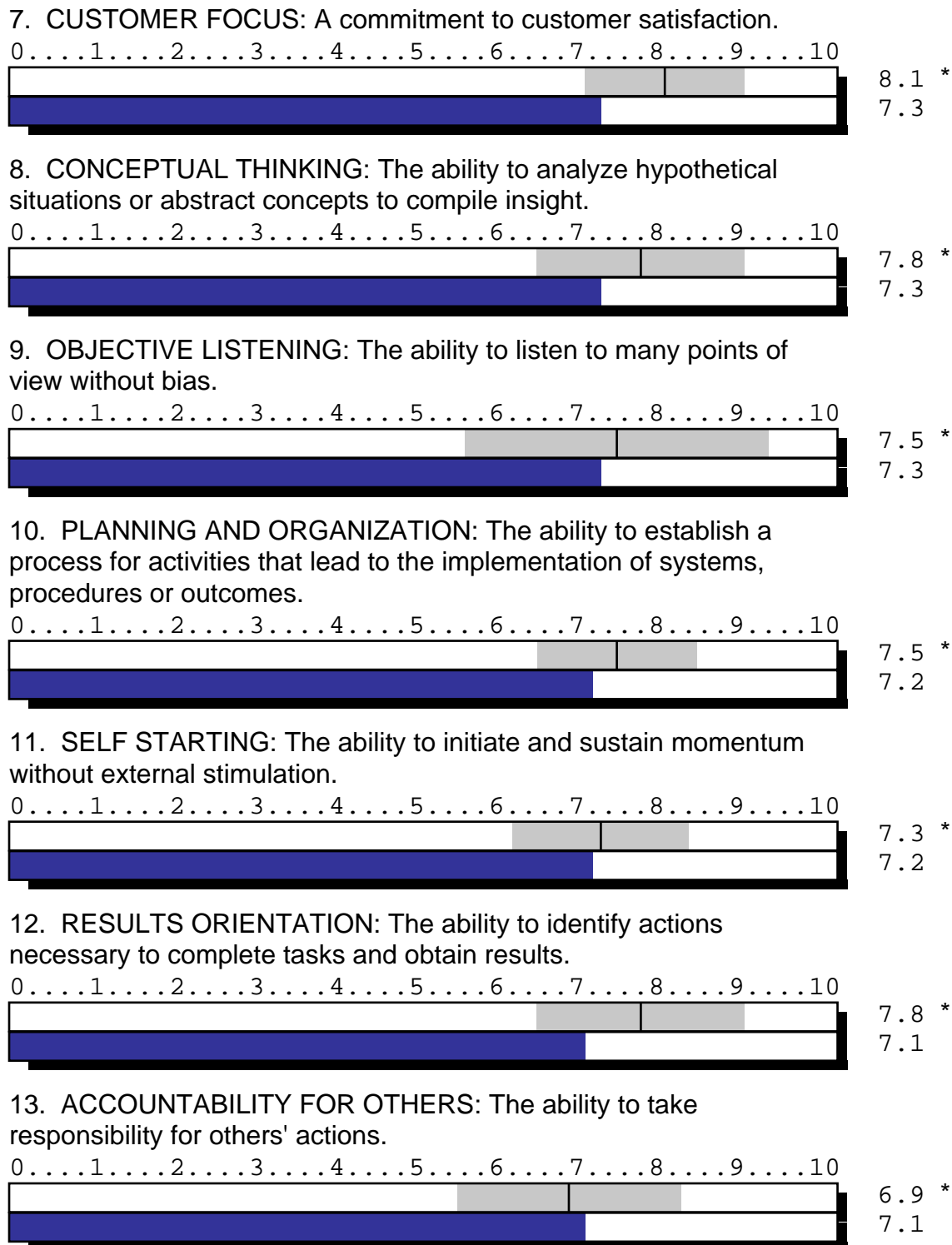


Rev: 0.87-0.80

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

EC:F-IC:F: [7.7:7.5-6.9:7.5]

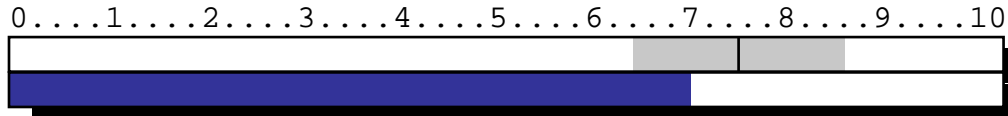
# PERSONAL ATTRIBUTES HIERARCHY



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

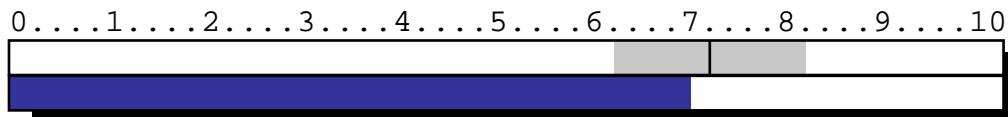
# PERSONAL ATTRIBUTES HIERARCHY

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



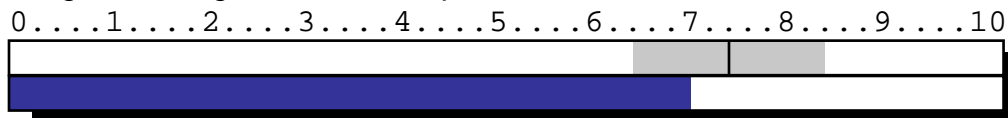
7.5 \*  
7.0

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



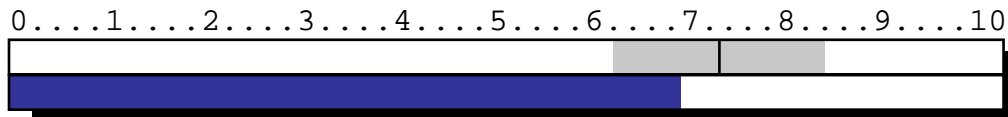
7.2 \*  
7.0

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



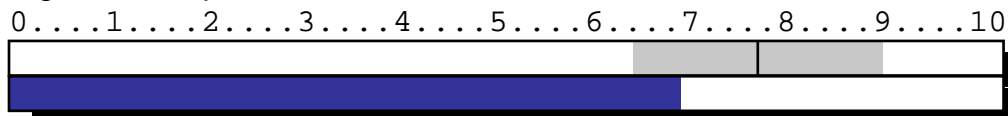
7.4 \*  
7.0

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



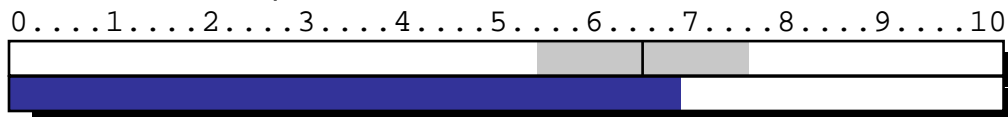
7.3 \*  
6.9

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



7.7 \*  
6.9

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



6.5 \*  
6.9

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

# PERSONAL ATTRIBUTES HIERARCHY

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



21. RESILIENCY: The ability to quickly recover from adversity.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10

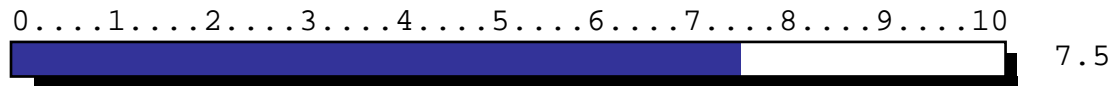


\* 68% of the population falls within the shaded area.

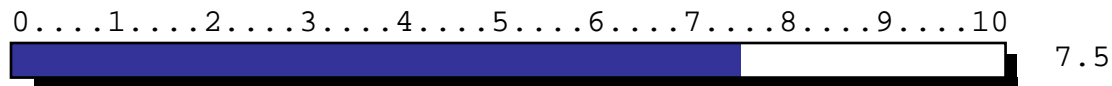
# PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

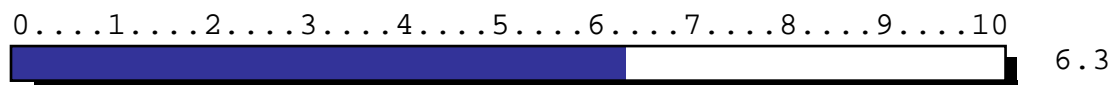
1. THEORETICAL



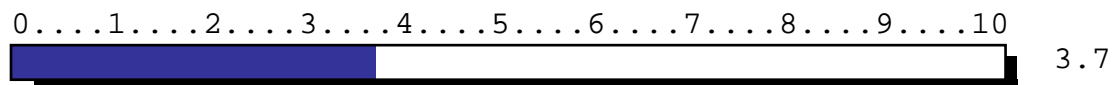
2. UTILITARIAN/ECONOMIC



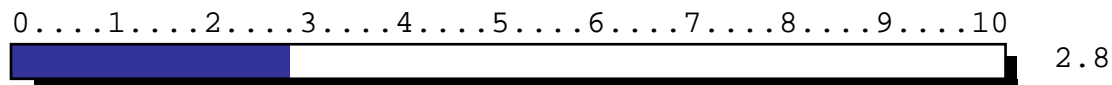
3. INDIVIDUALISTIC/POLITICAL



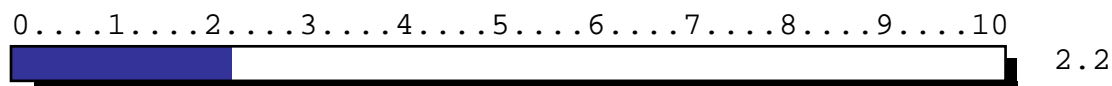
4. SOCIAL



5. TRADITIONAL/REGULATORY



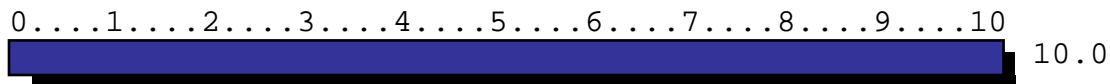
6. AESTHETIC



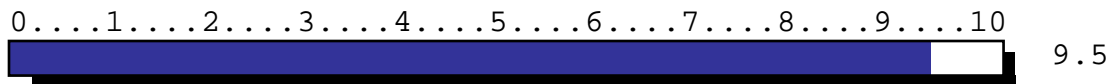
# BEHAVIORAL HIERARCHY

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. COMPETITIVENESS



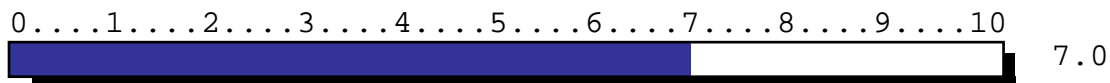
2. URGENCY



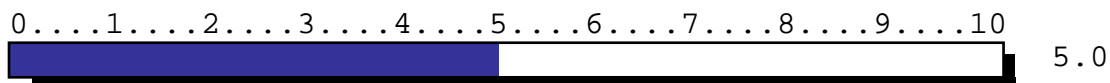
3. FREQUENT CHANGE



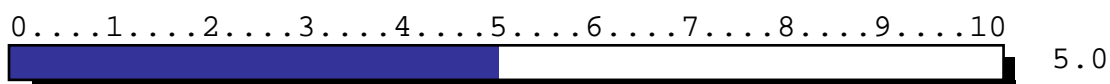
4. VERSATILITY



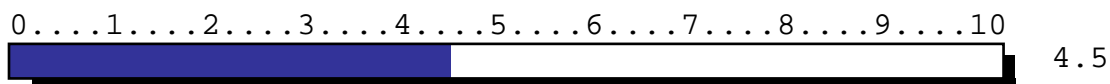
5. FREQUENT INTERACTION WITH OTHERS



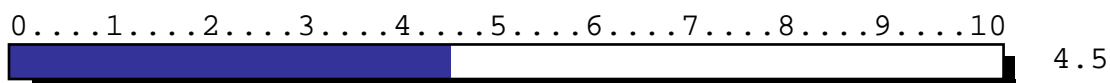
6. CUSTOMER ORIENTED



7. ORGANIZED WORKPLACE



8. ANALYSIS OF DATA



SIN: 100-52-11-33 (11)  
SIA: 95-05-08-62 (10)

# FEEDBACK

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Most people, when asked to describe their talents, have difficulty describing them.

The purpose of this section is to provide insights into your top talents in three areas: Personal Attributes (soft skills), Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.

# PERSONAL ATTRIBUTES FEEDBACK

*Your unique hierarchy of personal attributes is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest ranked personal attributes:*

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1. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.
  - Demonstrates awareness of how actions will directly and indirectly impact others
  - Listens to others attentively
  - Demonstrates regard for and sensitivity to the feelings of others
  - Values and respects the diversity of others and their beliefs
  
2. **DEVELOPING OTHERS:** The ability to contribute to the growth and development of others.
  - Strongly advocates for the growth and development of others
  - Devotes appropriate time to training, coaching and developing others
  - Understands the implications of varied learning styles and their importance to individual development
  - Regularly follows up and holds others accountable for their performance
  
3. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.
  - Inspires others with a compelling vision
  - Empowers others to accomplish common goals
  - Represents a positive, motivational example for others to emulate in becoming leaders
  - Supports others through providing clarity, direction, organization and purpose
  
4. **TEAMWORK:** The ability to cooperate with others to meet objectives.
  - Discards personal agenda to cooperate with other team members in meeting objectives
  - Contributes positively and productively to team projects
  - Builds and sustains a trust relationship with each member of the team
  - Supports other team members and team decisions

# PERSONAL ATTRIBUTES FEEDBACK

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5. **INFLUENCING OTHERS:** The ability to personally affect others' actions, decisions, opinions or thinking.
  - Effectively impacts others' actions
  - Gains commitment from others to achieve desired results
  - Analyzes others' opinions and leads them to understand and willingly accept desired alternatives
  - Persuades others in a positive manner
  
6. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.
  - Analyzes all data relative to a problem
  - Divides complex issues into simpler components in order to achieve clarity
  - Selects the best options available to solve specific problems
  - Applies all relevant resources to implement suitable solutions
  
7. **CUSTOMER FOCUS:** A commitment to customer satisfaction.
  - Consistently places a high value on customers and all issues related to customers
  - Objectively listens to, understands and represents customer feedback
  - Anticipates customer needs and develops appropriate solutions
  - Meets all promises and commitments made to customers

# PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

*Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:*

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1. THEORETICAL

- You value knowledge, continuing education and intellectual growth.

2. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.

3. INDIVIDUALISTIC/POLITICAL

- You value personal recognition, freedom and control over your own destiny and others.

# BEHAVIORAL FEEDBACK

*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 following are your 3 highest ranked behavioral traits:*

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## 1. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

## 2. URGENCY

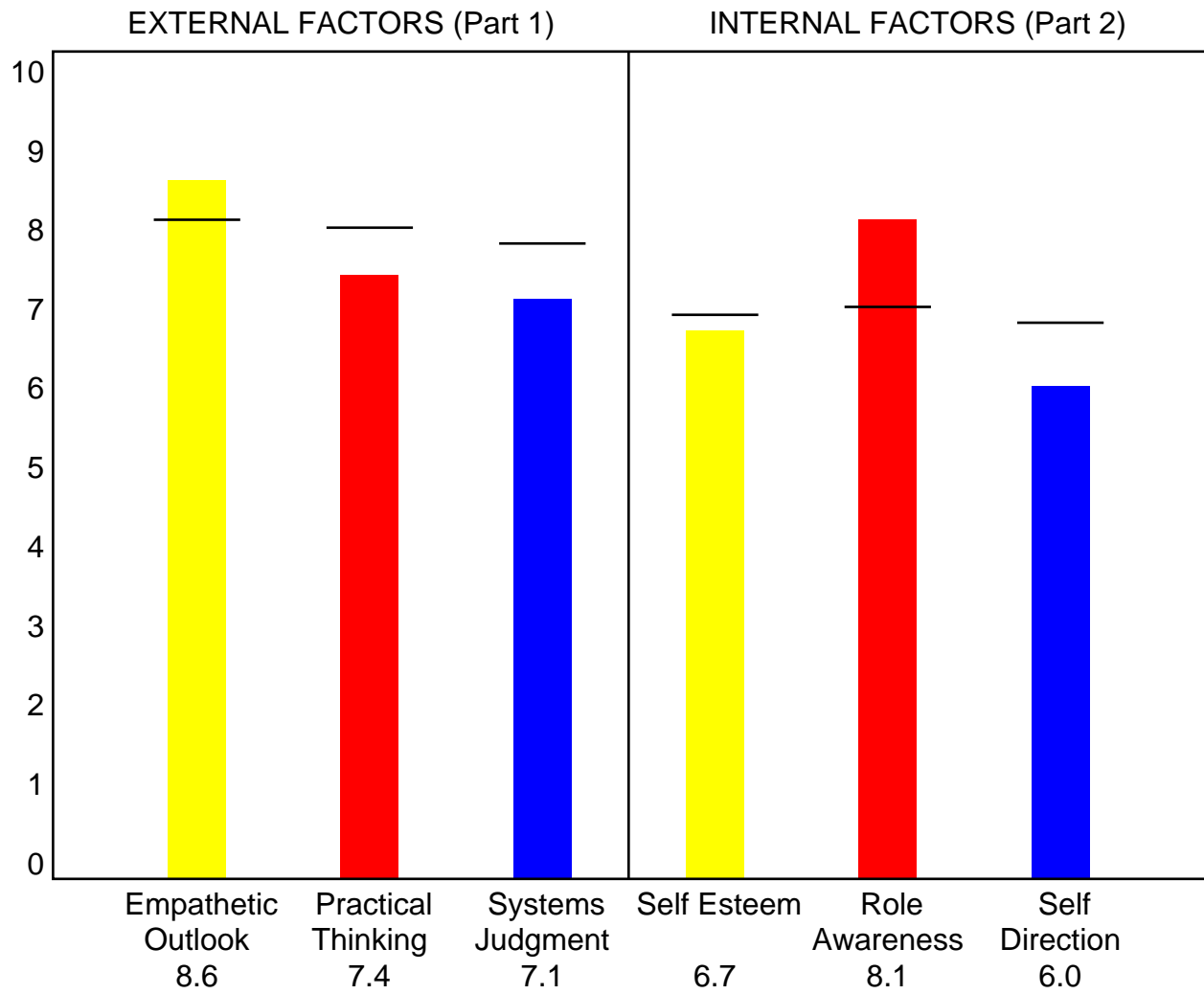
- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

## 3. FREQUENT CHANGE

- You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.

# DIMENSIONAL BALANCE

For consulting and coaching



# CATEGORY BREAKDOWN

*For consulting and coaching*

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Accountability For Others  
Conceptual Thinking

Conflict Management  
•Internal Self Control  
•Correcting Others  
•Problem Solving  
•Sensitivity To Others

Continuous Learning  
•Self Improvement  
•Personal Drive

Customer Focus  
•Evaluating What Is Said  
•Understanding Attitude  
•Freedom From Prejudices

Decision Making  
•Conceptual Thinking  
•Theoretical Problem Solving  
•Role Confidence  
•Balanced Decision Making

Developing Others

Diplomacy And Tact  
•Human Awareness  
•Balanced Decision Making  
•Freedom From Prejudices  
•Emotional Control

Empathetic Outlook

Flexibility  
•Self Direction  
•Integrative Ability  
•Creativity

Goal Achievement  
•Results Orientation  
•Realistic Personal Goal Setting  
•Project And Goal Focus  
•Persistence

Influencing Others  
•Empathetic Outlook  
•Conveying Role Value  
•Gaining Commitment  
•Understanding Motivational Needs

Interpersonal Skills  
•Empathetic Outlook  
•Personal Relationships  
•Emotional Control

Leading Others

Planning And Organizing  
•Long Range Planning  
•Concrete Organization  
•Proactive Thinking  
•Following Directions

Problem Solving

Resiliency  
•Persistence  
•Handling Rejection  
•Initiative

Results Orientation  
Self Management  
Self Starting Ability

Teamwork  
•Surrendering Control  
•Relating To Others  
•Sense Of Belonging  
•Sensitivity To Others

Title Changes:

Taking Responsibility: Personal Accountability  
Objective Listening: Evaluating What Is Said

# CORE ATTRIBUTE LIST

*For consulting and coaching*

- Attitude Toward Others (8.6)
- Human Awareness (8.6)
- Relating To Others (8.6)
- Understanding Attitude (8.6)
- People Reading (8.6) see Understanding Attitude
- Empathetic Outlook (8.6)
- Monitoring Others (8.6)
- Personal Relationships (8.6)
- Freedom From Prejudices (8.5)
- Realistic Expectations (8.5)
- Evaluating Others (8.5)
- Developing Others (8.5)
- Understanding Motivational Needs (8.5)
- Understanding Prospect's Motivations (8.5) see Understanding Motivational Needs
- Sensitivity To Others (8.5)
- Correcting Others (8.4)
- Realistic Goal Setting For Others (8.3)
- Project Scheduling (8.1)
- Material Possessions (8.1)
- Role Awareness (8.1)
- Leading Others (8.0)
- Persuading Others (7.8)
- Consistency And Reliability (7.7)
- Intuitive Decision Making (7.6)
- Surrendering Control (7.6)
- Proactive Thinking (7.6)
- Creativity (7.6)
- Seeing Potential Problems (7.5)
- Sense Of Timing (7.5)
- Concrete Organization (7.4)
- Conveying Role Value (7.4)
- Role Confidence (7.4)
- Respect For Property (7.4)
- Status And Recognition (7.4)
- Enjoyment Of The Job (7.4)
- Practical Thinking (7.4)
- Conceptual Thinking (7.3)
- Attention To Detail (7.3)
- Problem Solving (7.3)
- Quality Orientation (7.3)
- Evaluating What Is Said (7.3)
- Accurate Listening (7.3) see Evaluating What Is Said
- Problem Management (7.2)
- Job Ethic (7.2)
- Using Common Sense (7.2)
- Persistence (7.2)
- Self Starting Ability (7.2)
- Accountability For Others (7.1)
- Results Orientation (7.1)
- Self Confidence (7.1)
- Personal Drive (7.1)
- Respect For Policies (7.1)
- Initiative (7.1)
- Systems Judgment (7.1)
- Sense Of Belonging (7.1)
- Attitude Toward Honesty (7.1)
- Commitment To The Job (7.0) see Personal Commitment
- Personal Commitment (7.0)
- Balanced Decision Making (7.0)
- Problem And Situation Analysis (7.0)
- Gaining Commitment (7.0)
- Long Range Planning (7.0)
- Meeting Standards (7.0)
- Personal Accountability (6.9)
- Taking Responsibility (6.9) see Personal Accountability
- Theoretical Problem Solving (6.8)
- Integrative Ability (6.8)
- Following Directions (6.7)
- Project And Goal Focus (6.7)
- Goal Directedness (6.7) see Project And Goal Focus
- Handling Stress (6.7)
- Self Esteem (6.7)
- Self Improvement (6.7)
- Realistic Personal Goal Setting (6.4)
- Emotional Control (6.4)
- Self Management (6.1)
- Self Discipline And Sense Of Duty (6.0)
- Self Direction (6.0)
- Sense Of Mission (6.0)
- Handling Rejection (5.4)
- Self Assessment (5.1)
- Internal Self Control (4.3)