

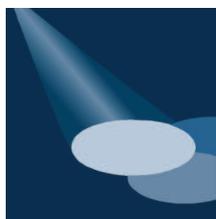


TTI  
SUCCESS  
INSIGHTS®

## **TriMetrix® HD**

Multiple Respondent Job Report

**Job Benchmark-SM**  
Sales Manager  
11-30-2015



**Business Success Tools** LLC  
Spotlighting Performance, Change and Growth

**For more information, contact:**

**Business Success Tools LLC**  
email: [Info@BusinessSuccessTools.Biz](mailto:Info@BusinessSuccessTools.Biz)  
tel. 860.643.4744



# Introduction

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TriMetrix® HD Job benchmarking process. The result is an evaluative report that analyzes a total of 65 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

## Key Characteristics (4 Areas)

This section represents the level of importance for four key areas of business risk.

## Job Competencies Hierarchy (25 Areas)

This section presents 25 key job competencies and quantifies their importance to this specific job. Each job has a unique ranking of competencies, reflecting different levels of capacities required by different jobs for superior performance.

## Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

## Behavioral Hierarchy (12 Areas)

This section explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

The results of this section are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organization.

## Acumen Indicators (12 Areas)

This section represents the acumen needed for superior performance in the position.



# Introduction

## Job Competencies Feedback

This section will assist in understanding the type and kind of competencies that are needed for superior job performance. Read the feedback on each of the top seven competencies thoroughly to understand the job's requirements.

## Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

## Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

## Competencies Interview Questions

This section contains suggested interview questions that pertain specifically to the competencies of the job.

## Driving Forces Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards of the job.

## Behavioral Interview Questions

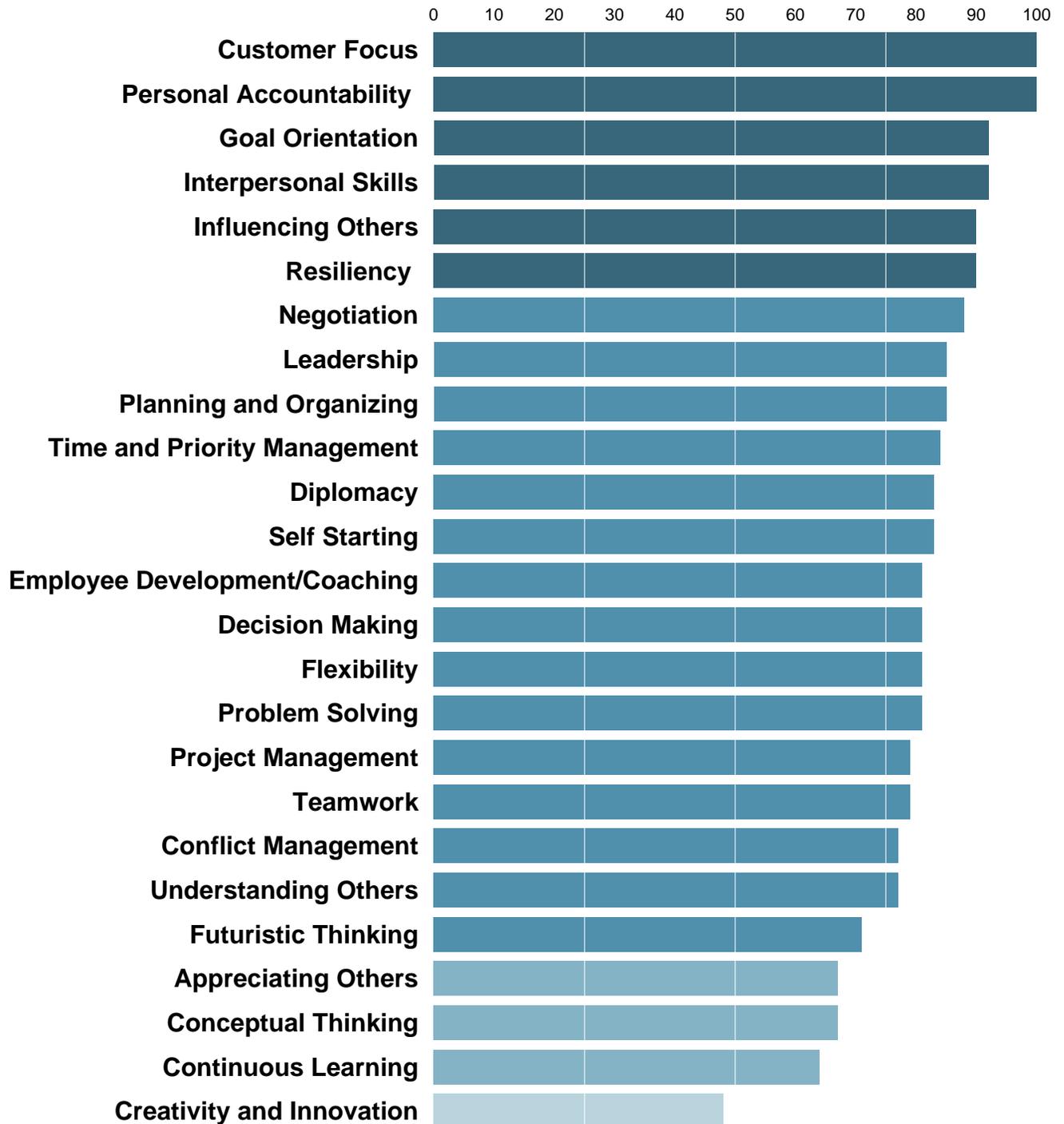
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.





# Hierarchy of Competencies

The competencies required for superior performance have been prioritized based on the analysis of responses to the questionnaire. The hierarchical order of the competencies represents their relative importance to each other in producing superior performance in the job.

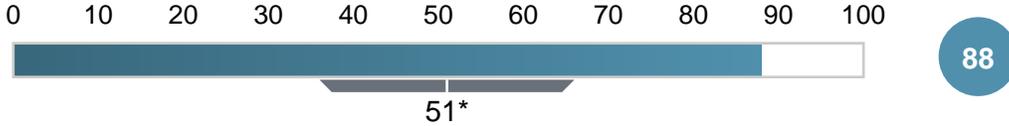




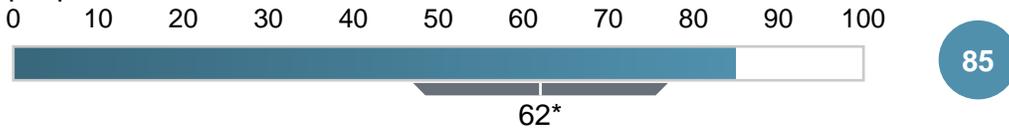


# Job Competencies Hierarchy

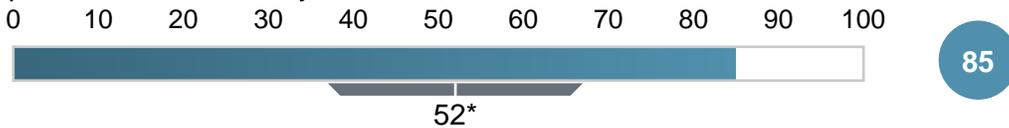
**7. Negotiation** - Facilitating agreements between two or more parties.



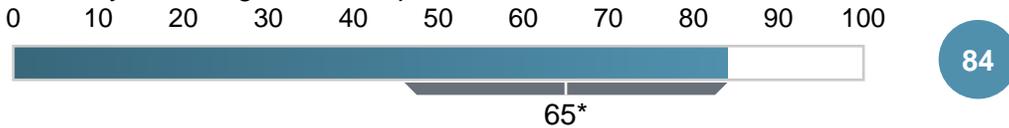
**8. Leadership** - Achieving extraordinary business results through people.



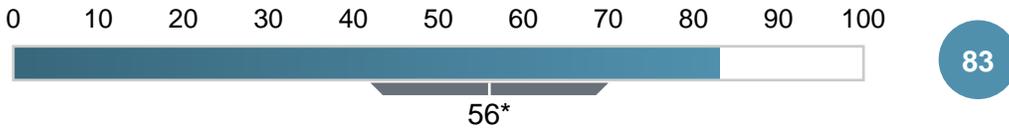
**9. Planning and Organizing** - Utilizing logical, systematic and orderly procedures to meet objectives.



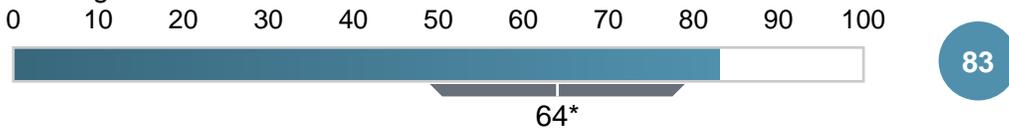
**10. Time and Priority Management** - Demonstrating self control and an ability to manage time and priorities.



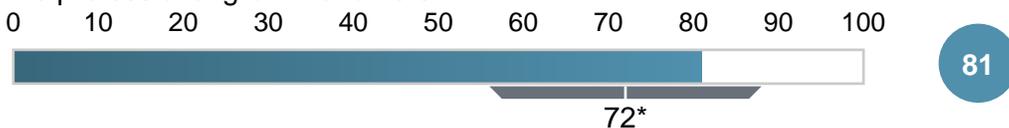
**11. Diplomacy** - The ability to treat others fairly, regardless of personal biases or beliefs.



**12. Self Starting** - Demonstrating initiative and willingness to begin working.



**13. Employee Development/Coaching** - Facilitating and supporting the professional growth of others.

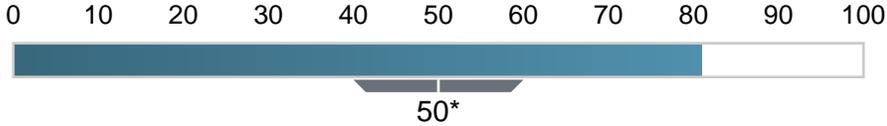


\* 68% of the population falls within the shaded area.



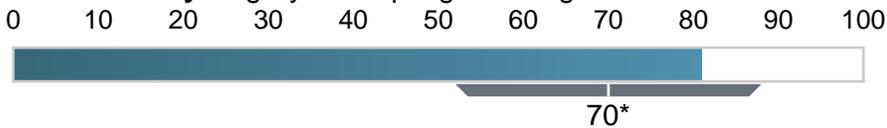
# Job Competencies Hierarchy

**14. Decision Making** - Utilizing effective processes to make decisions.



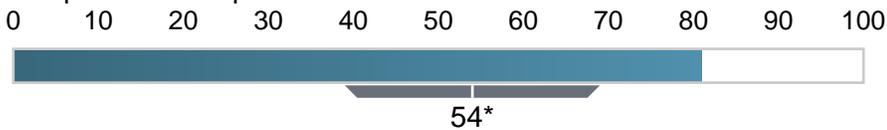
81

**15. Flexibility** - Agility in adapting to change.



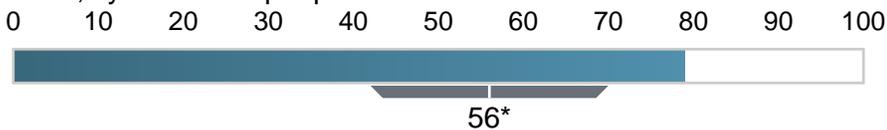
81

**16. Problem Solving** - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



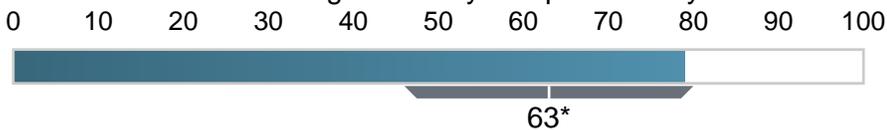
81

**17. Project Management** - Identifying and overseeing all resources, tasks, systems and people to obtain results.



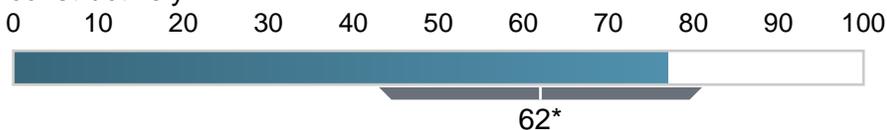
79

**18. Teamwork** - Working effectively and productively with others.



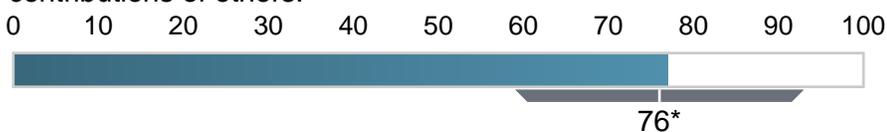
79

**19. Conflict Management** - Addressing and resolving conflict constructively.



77

**20. Understanding Others** - Understanding the uniqueness and contributions of others.



77

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

















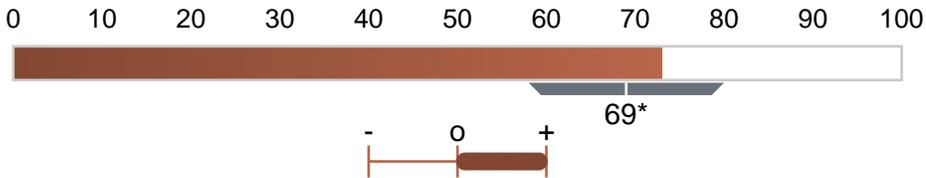




# Acumen Indicators

*This section identifies the acumen needed for superior performance in this position. These scores are calculated based on the world view (blue) and self view (red) required by the job. Each factor has a clarity score from one to ten and a bias indicator ranging from undervalued, neutral or overvalued for each dimension.*

**SELF DIRECTION** - The development of the capacity to discern systems and order within oneself.



73





























# Job Competency Composite

|    | HIERARCHY                     | C   | R1  | R2  | R3  |
|----|-------------------------------|-----|-----|-----|-----|
| 1  | Customer Focus                | 100 | 100 | 100 | 100 |
| 2  | Personal Accountability       | 100 | 100 | 100 | 100 |
| 3  | Goal Orientation              | 92  | 94  | 88  | 94  |
| 4  | Interpersonal Skills          | 92  | 100 | 88  | 88  |
| 5  | Influencing Others            | 90  | 100 | 88  | 81  |
| 6  | Resiliency                    | 90  | 100 | 81  | 88  |
| 7  | Negotiation                   | 88  | 81  | 88  | 94  |
| 8  | Leadership                    | 85  | 94  | 81  | 81  |
| 9  | Planning and Organizing       | 85  | 81  | 75  | 100 |
| 10 | Time and Priority Management  | 84  | 94  | 69  | 88  |
| 11 | Diplomacy                     | 83  | 100 | 81  | 69  |
| 12 | Self Starting                 | 83  | 94  | 81  | 75  |
| 13 | Employee Development/Coaching | 81  | 100 | 75  | 69  |
| 14 | Decision Making               | 81  | 100 | 69  | 75  |
| 15 | Flexibility                   | 81  | 94  | 75  | 75  |
| 16 | Problem Solving               | 81  | 94  | 88  | 62  |
| 17 | Project Management            | 79  | 75  | 75  | 88  |
| 18 | Teamwork                      | 79  | 81  | 75  | 81  |
| 19 | Conflict Management           | 77  | 94  | 69  | 69  |
| 20 | Understanding Others          | 77  | 94  | 69  | 69  |
| 21 | Futuristic Thinking           | 71  | 69  | 75  | 69  |
| 22 | Appreciating Others           | 67  | 94  | 56  | 50  |
| 23 | Conceptual Thinking           | 67  | 75  | 69  | 56  |
| 24 | Continuous Learning           | 64  | 81  | 62  | 50  |
| 25 | Creativity and Innovation     | 48  | 31  | 56  | 56  |



## Driving Forces Composite

|    | DRIVING FORCES | C  | R1 | R2 | R3 |
|----|----------------|----|----|----|----|
| 1  | Resourceful    | 67 | 71 | 62 | 67 |
| 2  | Commanding     | 54 | 75 | 48 | 40 |
| 3  | Receptive      | 48 | 21 | 73 | 50 |
| 4  | Instinctive    | 47 | 46 | 38 | 58 |
| 5  | Objective      | 45 | 69 | 40 | 27 |
| 6  | Altruistic     | 43 | 38 | 40 | 52 |
| 7  | Intentional    | 41 | 56 | 40 | 27 |
| 8  | Harmonious     | 40 | 25 | 44 | 52 |
| 9  | Structured     | 33 | 60 | 10 | 29 |
| 10 | Collaborative  | 31 | 10 | 40 | 44 |
| 11 | Intellectual   | 30 | 33 | 38 | 19 |
| 12 | Selfless       | 19 | 25 | 21 | 10 |



## Behaviors Composite

|    | BEHAVIORS                        | C  | R1  | R2 | R3 |
|----|----------------------------------|----|-----|----|----|
| 1  | Frequent Interaction with Others | 90 | 90  | 90 | 90 |
| 2  | Competitiveness                  | 80 | 100 | 70 | 70 |
| 3  | People Oriented                  | 78 | 75  | 80 | 80 |
| 4  | Frequent Change                  | 78 | 78  | 78 | 78 |
| 5  | Versatility                      | 73 | 80  | 70 | 70 |
| 6  | Urgency                          | 68 | 85  | 60 | 60 |
| 7  | Customer Relations               | 63 | 68  | 60 | 60 |
| 8  | Following Policy                 | 42 | 42  | 42 | 42 |
| 9  | Consistency                      | 41 | 42  | 40 | 40 |
| 10 | Follow Up and Follow Through     | 41 | 43  | 40 | 40 |
| 11 | Analysis of Data                 | 27 | 30  | 25 | 25 |
| 12 | Organized Workplace              | 23 | 30  | 20 | 20 |



## Acumen Indicators Composite

|    | ACUMEN INDICATORS         | C  | R1 | R2 | R3 |
|----|---------------------------|----|----|----|----|
| 1  | UNDERSTANDING OTHERS      | 95 | 95 | 95 | 95 |
| 2  | UNDERSTANDING OTHERS BIAS | -  | -  | -  | -  |
| 3  | PRACTICAL THINKING        | 92 | 95 | 95 | 85 |
| 4  | PRACTICAL THINKING BIAS   | +  | 0  | +  | +  |
| 5  | SYSTEMS JUDGMENT          | 88 | 90 | 90 | 85 |
| 6  | SYSTEMS JUDGMENT BIAS     | -  | +  | -  | -  |
| 7  | SENSE OF SELF             | 73 | 75 | 75 | 70 |
| 8  | SENSE OF SELF BIAS        | -  | -  | -  | -  |
| 9  | ROLE AWARENESS            | 73 | 75 | 75 | 70 |
| 10 | ROLE AWARENESS BIAS       | +  | +  | +  | +  |
| 11 | SELF DIRECTION            | 73 | 75 | 75 | 70 |
| 12 | SELF DIRECTION BIAS       | +  | +  | +  | +  |



TTI SUCCESS INSIGHTS®  
DISCOVER • ENGAGE • ADVANCE • PERFORM

## Respondent Key

R1: JOANNA SAMPLE  
R2: BILL SMEE  
R3: JIMMY SNEAD