



**TTI TriMetrix®**  
Gap Report



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5-11-2010

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

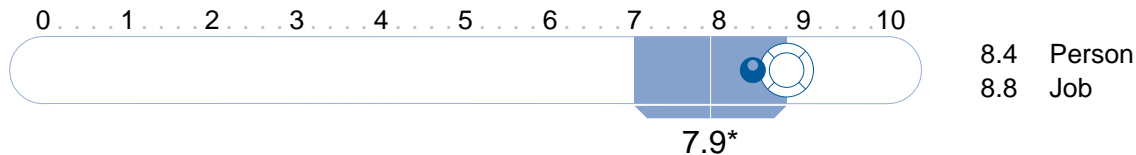
Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

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

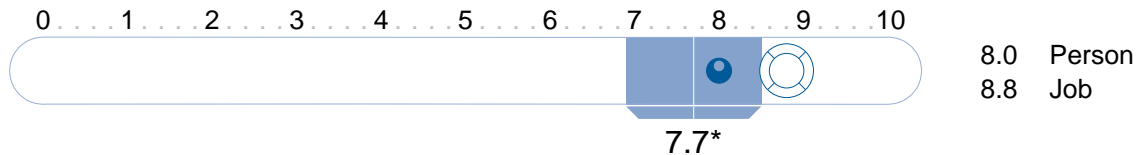


This section identifies which people attributes are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a job attribute that is of significant importance to the job but has a low ranking by the person. In turn, a job attribute may be of low importance to the job but has a high ranking by the person.

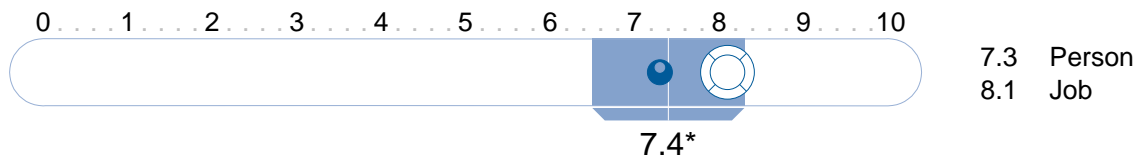
**1. INTERPERSONAL SKILLS** - The ability to interact with others in a positive manner.



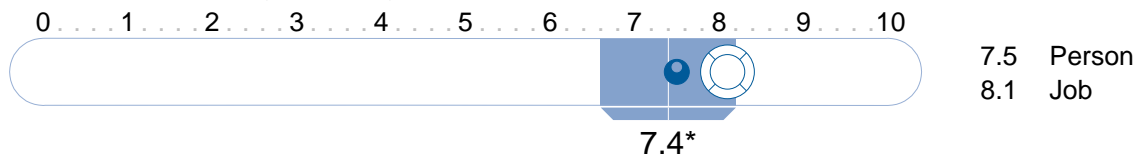
**2. INFLUENCING OTHERS** - The ability to personally affect others' actions, decisions, opinions or thinking.



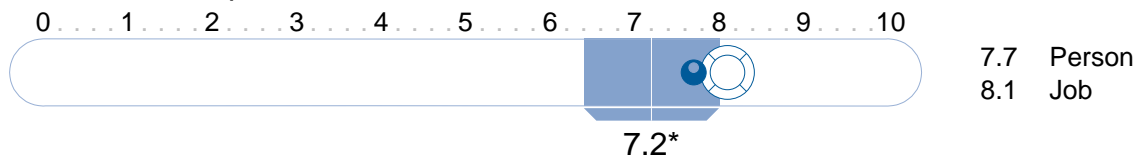
**3. SELF MANAGEMENT** - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



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



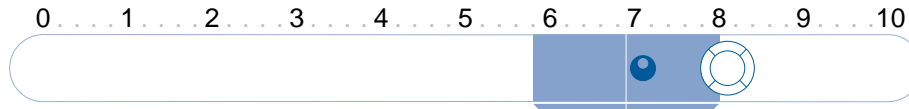
**5. PERSONAL ACCOUNTABILITY** - A measure of the capacity to be answerable for personal actions.



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



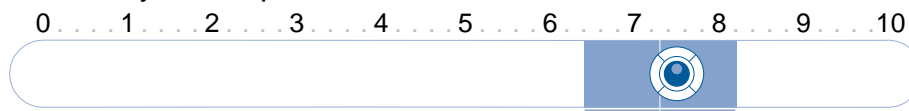
**6. SELF STARTING** - The ability to initiate and sustain momentum without external stimulation.



7.1 Person  
8.1 Job

6.9\*

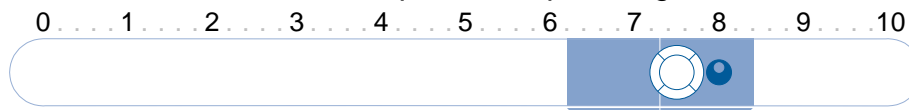
**7. RESULTS ORIENTATION** - The ability to identify actions necessary to complete tasks and obtain results.



7.5 Person  
7.5 Job

7.3\*

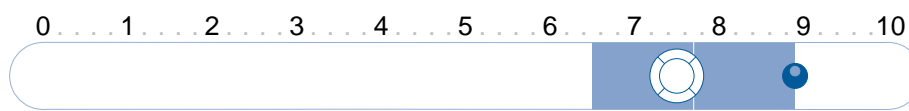
**8. CONCEPTUAL THINKING** - The ability to analyze hypothetical situations or abstract concepts to compile insight.



8.0 Person  
7.5 Job

7.3\*

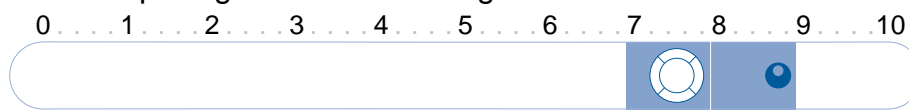
**9. OBJECTIVE LISTENING** - The ability to listen to many points of view without bias.



8.9 Person  
7.5 Job

7.7\*

**10. LEADING OTHERS** - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



8.7 Person  
7.5 Job

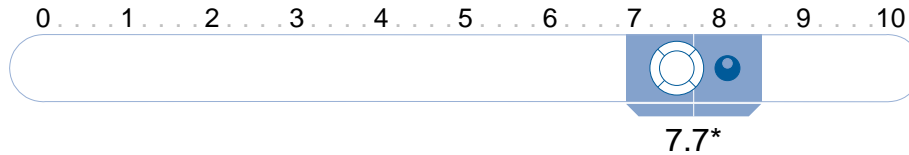
7.9\*

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

- Job    - Person

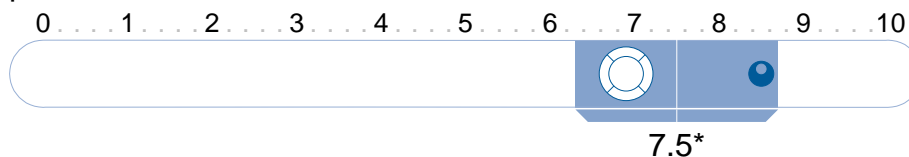


**11. TEAMWORK** - The ability to cooperate with others to meet objectives.



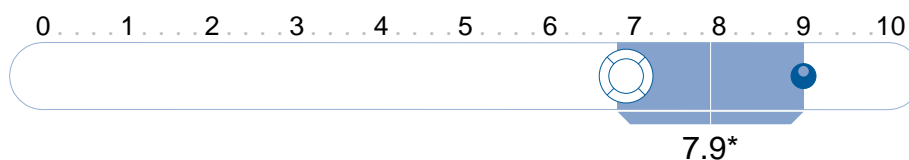
8.1 Person  
7.5 Job

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



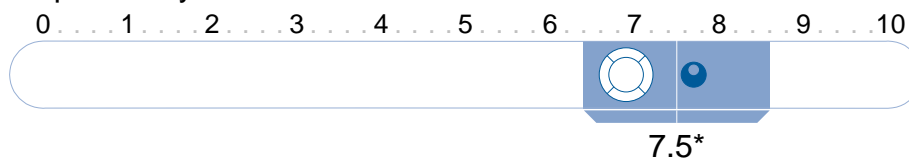
8.5 Person  
6.9 Job

**13. CUSTOMER FOCUS** - A commitment to customer satisfaction.



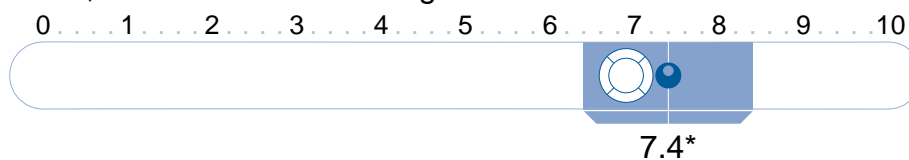
9.0 Person  
6.9 Job

**14. ACCOUNTABILITY FOR OTHERS** - The ability to take responsibility for others' actions.



7.7 Person  
6.9 Job

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



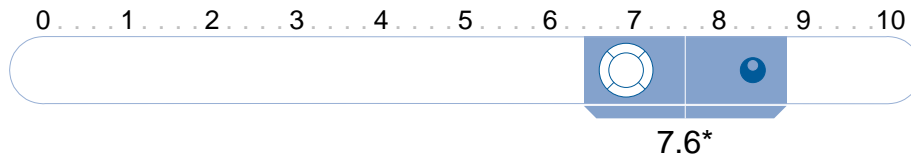
7.4 Person  
6.9 Job

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

- Job    - Person

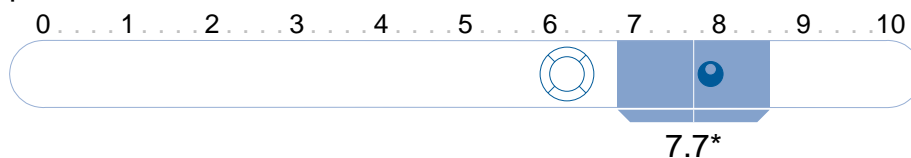


**16. FLEXIBILITY** - The ability to readily modify, respond to and integrate change with minimal personal resistance.



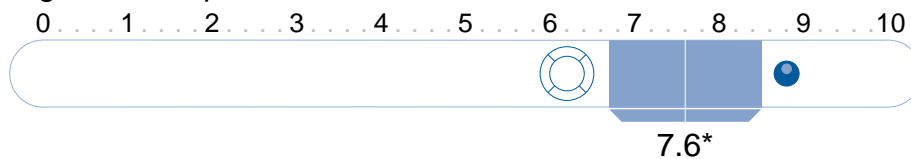
8.4 Person  
6.9 Job

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



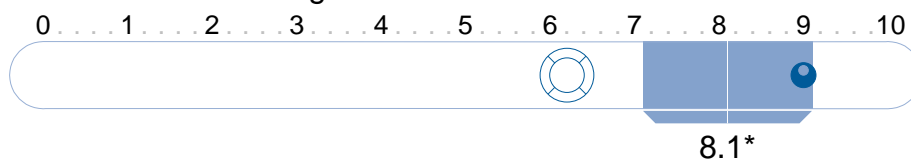
7.9 Person  
6.2 Job

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



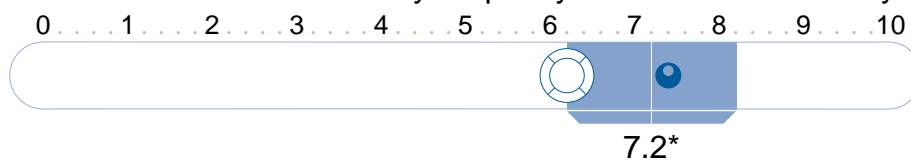
8.8 Person  
6.2 Job

**19. EMPATHETIC OUTLOOK** - The capacity to perceive and understand the feelings and attitudes of others.



9.0 Person  
6.2 Job

**20. RESILIENCY** - The ability to quickly recover from adversity.



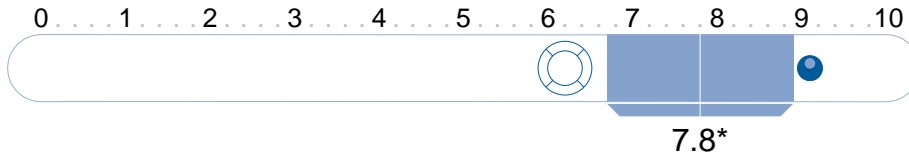
7.4 Person  
6.2 Job

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

- Job    - Person

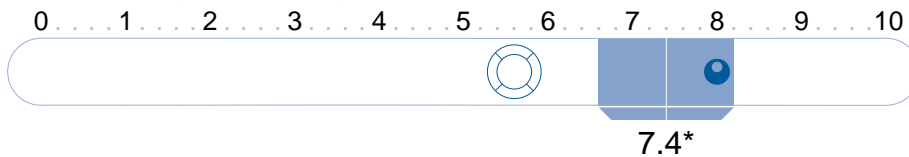


**21. CONFLICT MANAGEMENT** - The ability to resolve different points of view constructively.



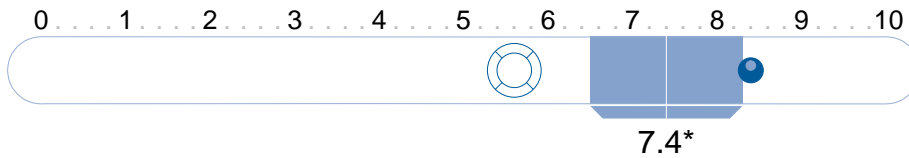
9.1 Person  
6.2 Job

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



8.0 Person  
5.6 Job

**23. DEVELOPING OTHERS** - The ability to contribute to the growth and development of others.



8.4 Person  
5.6 Job

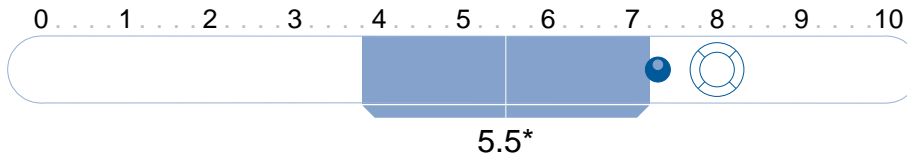
\* 68% of the population falls within the shaded area.

- Job    - Person



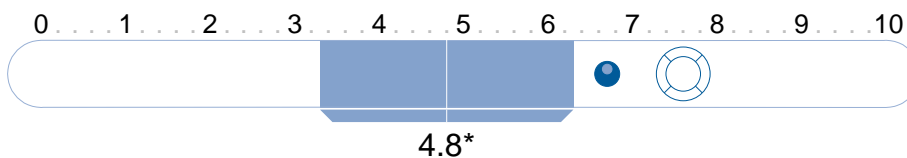
These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

## 1. THEORETICAL



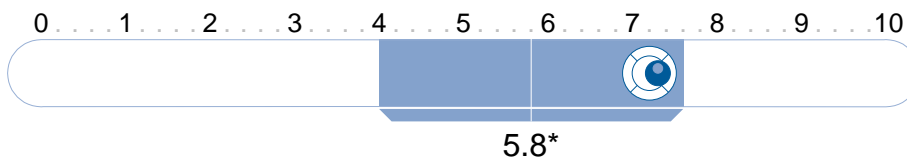
7.3 Person  
8.0 Job

## 2. INDIVIDUALISTIC/POLITICAL



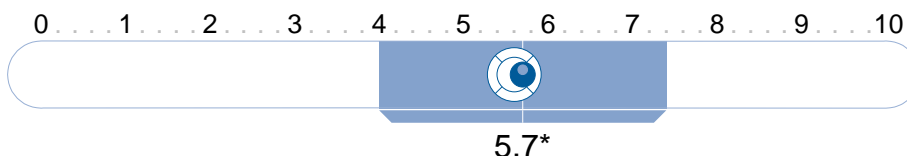
6.7 Person  
7.6 Job

## 3. UTILITARIAN/ECONOMIC



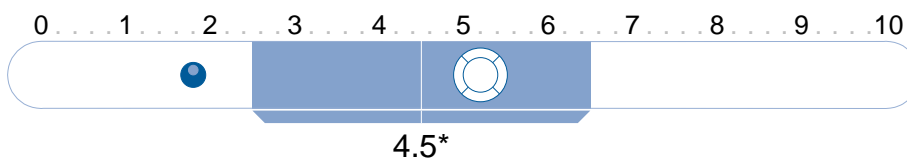
7.3 Person  
7.2 Job

## 4. SOCIAL



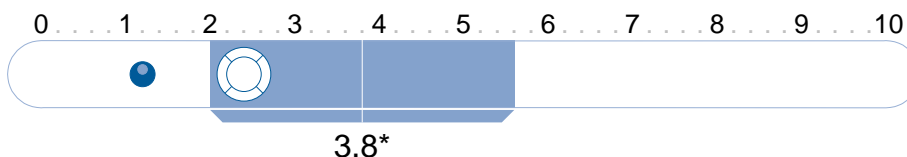
5.7 Person  
5.6 Job

## 5. TRADITIONAL/REGULATORY



1.8 Person  
5.2 Job

## 6. AESTHETIC



1.2 Person  
2.4 Job

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

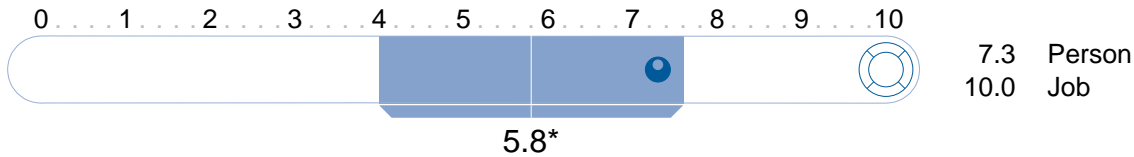
- Job    - Person



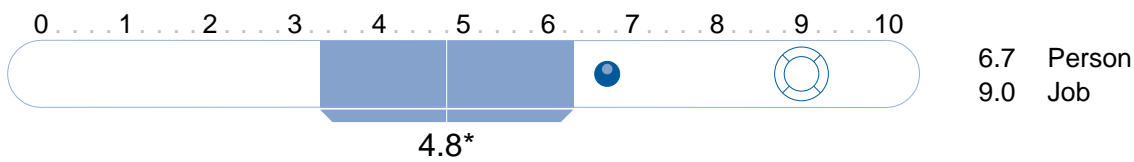
# ORGANIZATIONAL REWARDS/CULTURE HIERARCHY

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.

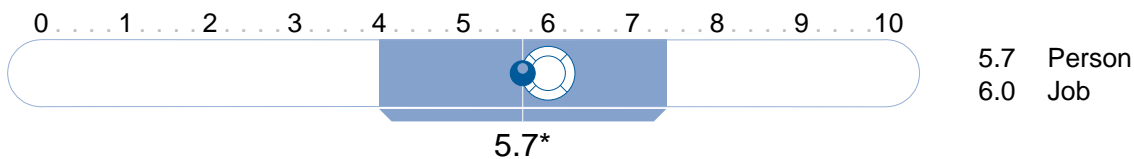
## 1. UTILITARIAN/ECONOMIC



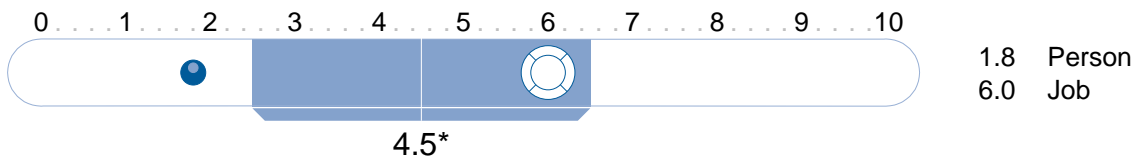
## 2. INDIVIDUALISTIC/POLITICAL



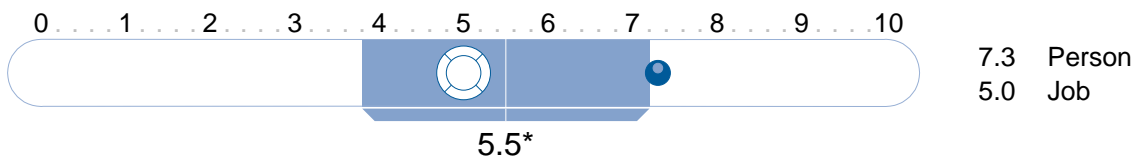
## 3. SOCIAL



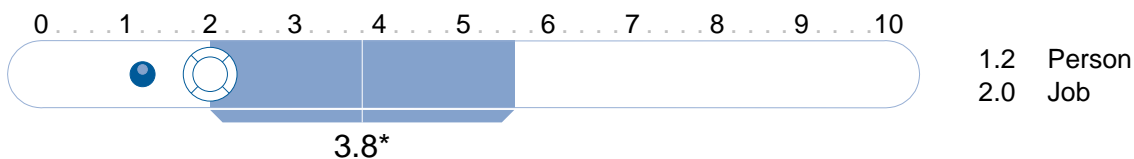
## 4. TRADITIONAL/REGULATORY



## 5. THEORETICAL



## 6. AESTHETIC



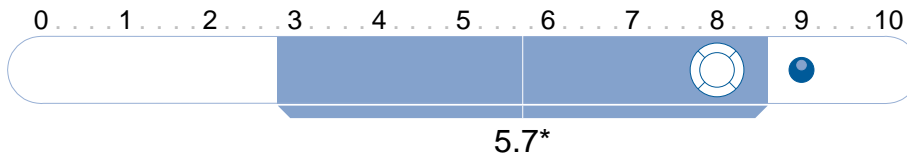
\* 68% of the population falls within the shaded area.

- Job - Person



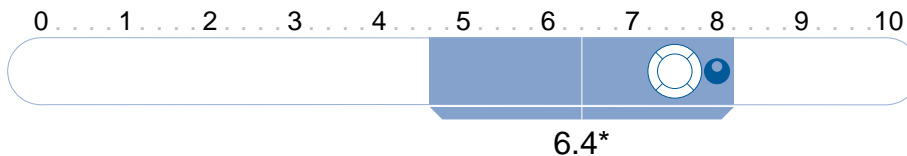
This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual. The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

## 1. FREQUENT INTERACTION WITH OTHERS



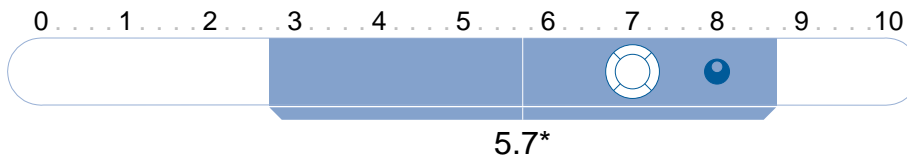
9.0 Person  
8.0 Job

## 2. CUSTOMER ORIENTED



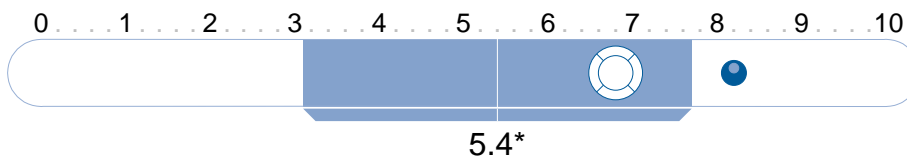
8.0 Person  
7.5 Job

## 3. COMPETITIVENESS



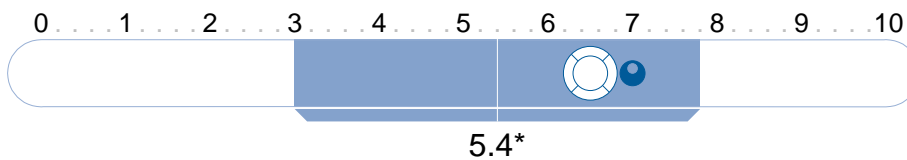
8.0 Person  
7.0 Job

## 4. FREQUENT CHANGE



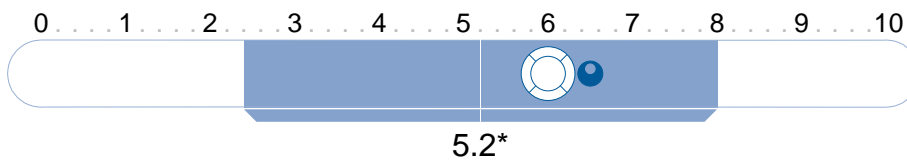
8.2 Person  
6.8 Job

## 5. VERSATILITY



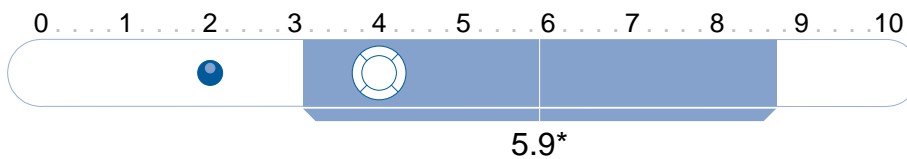
7.0 Person  
6.5 Job

## 6. URGENCY



6.5 Person  
6.0 Job

## 7. ANALYSIS OF DATA



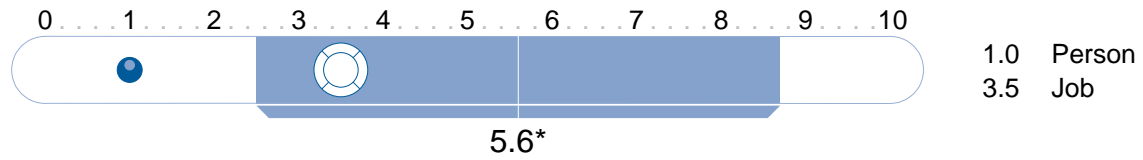
2.0 Person  
4.0 Job

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

- Job - Person



**8. ORGANIZED WORKPLACE**



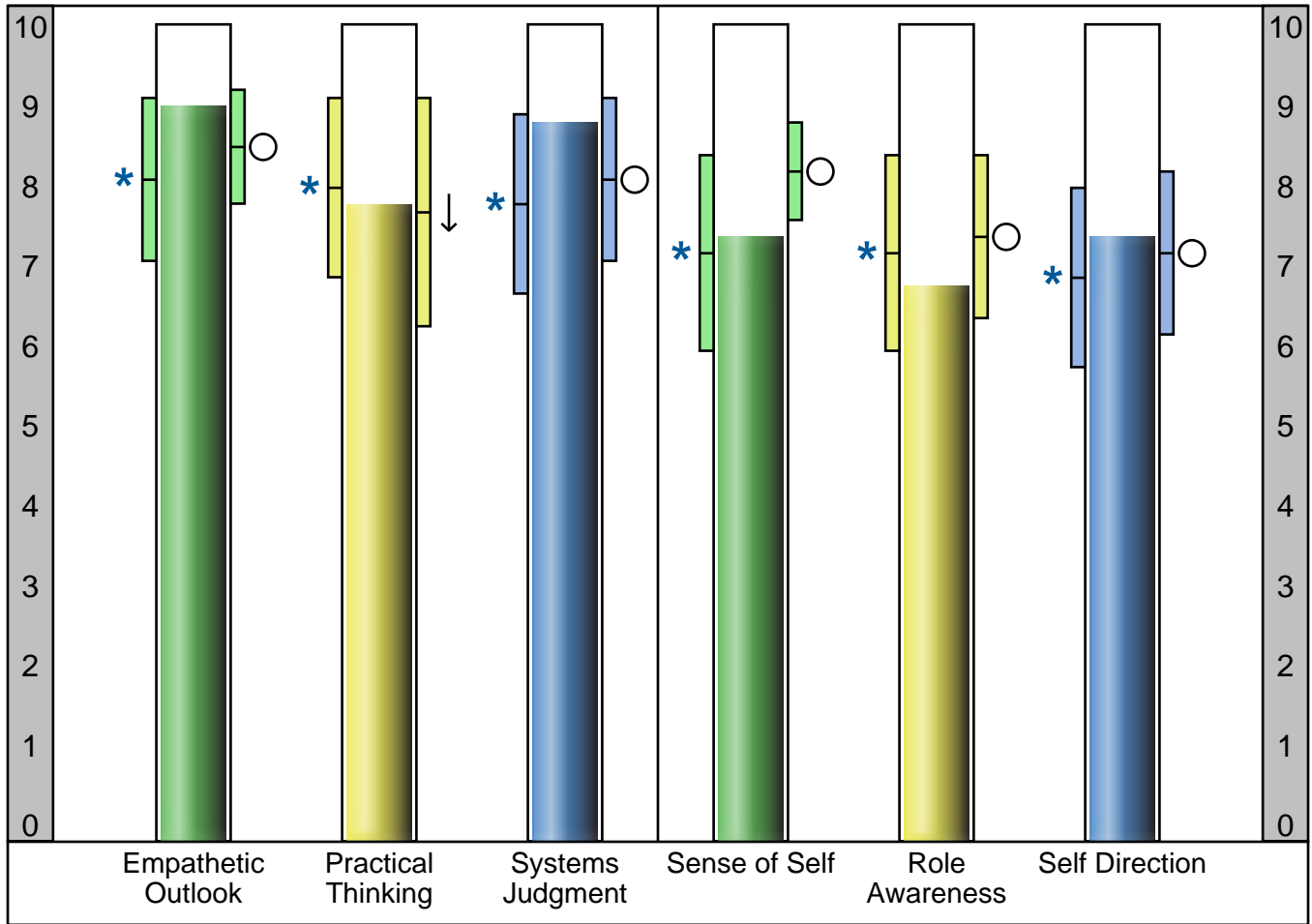
\* 68% of the population falls within the shaded area.



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

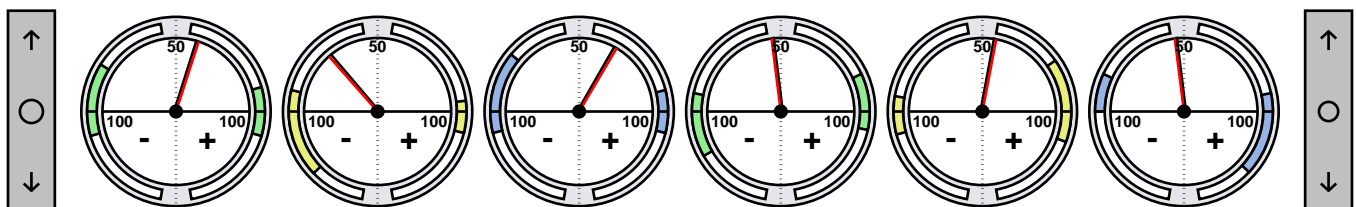
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 9.0 7.8 8.8 7.4 6.8 7.4

Bias ○ ↓ ○ ○ ○ ○



Rev: 0.96-0.86



# CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.9	7.9	Correcting Others	7.4	7.1	Personal Drive
9.0	7.9	Attitude Toward Others	7.4	7.4	Handling Rejection
9.0	7.8	Freedom from Prejudices	7.4	7.3	Sense of Self
9.0	7.9	Sensitivity to Others	7.4	6.9	Self Direction
9.0	8.1	Empathetic Outlook	7.4	8.1	Self Improvement
9.0	8.1	Personal Relationships	7.3	7.6	Realistic Personal Goal Setting
8.9	7.7	Evaluating What is Said	7.3	7.3	Project Scheduling
8.8	8.0	Following Directions	7.3	7.6	Status and Recognition
8.8	8.0	Respect for Policies	7.3	7.7	Sense of Belonging
8.8	7.8	Systems Judgment	7.3	7.4	Self Management
8.7	8.3	Theoretical Problem Solving	7.2	7.4	Self Confidence
8.7	7.9	Leading Others	7.2	6.7	Self Assessment
8.7	8.2	Realistic Goal Setting for Others	7.2	7.3	Sense of Mission
8.6	7.6	Integrative Ability	7.1	7.3	Job Ethic
8.6	7.9	Emotional Control	7.1	6.9	Initiative
8.6	8.0	Material Possessions	7.0	7.4	Enjoyment of the Job
8.5	7.5	Problem Solving	6.9	7.1	Role Confidence
8.5	8.1	Understanding Motivational Needs	6.8	7.5	Sense of Timing
8.4	8.0	Attention to Detail	6.8	7.1	Role Awareness
8.4	7.0	Balanced Decision Making	6.6	7.3	Consistency and Reliability
8.4	7.7	Evaluating Others			
8.4	7.4	Developing Others			
8.3	7.7	Realistic Expectations			
8.2	7.8	Relating to Others			
8.1	7.3	Surrendering Control			
8.1	7.0	Handling Stress			
8.1	8.2	Respect for Property			
8.0	7.3	Conceptual Thinking			
8.0	7.9	Proactive Thinking			
8.0	7.6	Using Common Sense			
7.9	7.9	Conveying Role Value			
7.9	7.1	Internal Self Control			
7.9	7.8	Monitoring Others			
7.8	7.6	Concrete Organization			
7.8	7.0	Intuitive Decision Making			
7.8	7.6	Long Range Planning			
7.8	8.0	Practical Thinking			
7.7	7.2	Personal Accountability			
7.7	7.5	Accountability for Others			
7.7	7.1	Gaining Commitment			
7.7	6.9	Meeting Standards			
7.7	7.8	Persuading Others			
7.7	7.2	Persistence			
7.7	7.2	Taking Responsibility			
7.5	7.4	Project and Goal Focus			
7.5	7.3	Results Orientation			
7.5	7.5	Quality Orientation			



# CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
7.7	7.5	Accountability for Others	7.5	7.3	Results Orientation
8.4	8.0	Attention to Detail	6.8	7.1	Role Awareness
9.0	7.9	Attitude Toward Others	6.9	7.1	Role Confidence
8.4	7.0	Balanced Decision Making	7.2	6.7	Self Assessment
8.0	7.3	Conceptual Thinking	7.2	7.4	Self Confidence
7.8	7.6	Concrete Organization	7.4	6.9	Self Direction
6.6	7.3	Consistency and Reliability	7.4	8.1	Self Improvement
7.9	7.9	Conveying Role Value	7.3	7.4	Self Management
9.9	7.9	Correcting Others	7.3	7.7	Sense of Belonging
8.4	7.4	Developing Others	7.2	7.3	Sense of Mission
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9.0	8.1	Empathetic Outlook	6.8	7.5	Sense of Timing
7.0	7.4	Enjoyment of the Job	9.0	7.9	Sensitivity to Others
8.4	7.7	Evaluating Others	7.3	7.6	Status and Recognition
8.9	7.7	Evaluating What is Said	8.1	7.3	Surrendering Control
8.8	8.0	Following Directions	8.8	7.8	Systems Judgment
9.0	7.8	Freedom from Prejudices	7.7	7.2	Taking Responsibility
7.7	7.1	Gaining Commitment	8.7	8.3	Theoretical Problem Solving
7.4	7.4	Handling Rejection	8.5	8.1	Understanding Motivational Needs
8.1	7.0	Handling Stress	8.0	7.6	Using Common Sense
7.1	6.9	Initiative			
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8.3	7.7	Realistic Expectations			
8.7	8.2	Realistic Goal Setting for Others			
7.3	7.6	Realistic Personal Goal Setting			
8.2	7.8	Relating to Others			
8.8	8.0	Respect for Policies			
8.1	8.2	Respect for Property			



Job Attributes Hierarchy	Zone Range	Person
1. INTERPERSONAL SKILLS	8.0 — 8.8	8.4
2. INFLUENCING OTHERS	8.6 — 10.0	8.0
3. SELF MANAGEMENT	7.5 — 8.3	7.3
4. GOAL ACHIEVEMENT	7.5 — 8.2	7.5
5. PERSONAL ACCOUNTABILITY	8.1 — 10.0	7.7
6. SELF STARTING	8.1 — 10.0	7.1
7. RESULTS ORIENTATION	7.4 — 8.2	7.5

Job Rewards/Culture Hierarchy	Zone Range	Person
1. THEORETICAL	7.3 — 10.0	7.3
2. INDIVIDUALISTIC/POLITICAL	6.4 — 10.0	6.7
3. UTILITARIAN/ECONOMIC	5.9 — 7.6	7.3

Job Behavioral Hierarchy	Zone Range	Person
1. FREQUENT INTERACTION WITH OTHERS	5.8 — 8.6	9.0
2. CUSTOMER ORIENTED	6.5 — 8.2	8.0
3. COMPETITIVENESS	5.8 — 8.7	8.0

