

# TTI Success Insights

## TriMetrix HD™ Overview

TriMetrix HD™ is a toolset of on-line assessments and reports that provide benefits to individuals and organizations across the talent management continuum. This tool set is made up of four different talent sciences: Behavior Styles, Driving Forces, Acumen Capacities, Leadership Skills/Competencies.

# Behavior Styles, Driving Forces, Acumen Capacities, Leadership Skills/ Competencies.

### Behavioral Styles (DISC):

This model maps an individual's natural tendencies and adapted behaviors in how they respond to problems and challenges, influence and interact with others, respond to the pace of change in their environment, and react to rules and procedures created by others. Helpful sections include:

- General Characteristics
- Value to the Organization
- Keys to Effective Communication
- Self-Perceptions, Others Perceptions (particularly under stress)
- Time Wasters
- Areas for Improvement
- Behavioral Hierarchy of 12 distinct traits

## About TriMetrix HD™

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## Driving Forces (Motivators):

This model maps an individual's interests and motivations in six different dimensions, including:

- Knowledge: from instinctual to intellectual
- Utility: from selfless to resourceful
- Surroundings: from objective, or functional, to harmonious and sensitive
- Others: from intentional to altruistic
- Power: from supportive (collaborative) to commanding
- Methodologies: from receptive to structured

## Acumen Capacities Index (Thinking Patterns):

This model maps an individual's degree of clarity (understanding) and bias (emotional conditioning) in six different dimensions:

- External or World View
- Understanding Others (people)
- Practical Thinking (things, activities, results)
- Systems Judgment (concepts, ideas, structure)
- Internal or Self View
- Sense of self (uniqueness, individuality)
- Role Awareness (identification and engagement with various roles)
- Self Direction (future oriented, identification with one's ideal self)

## About TriMetric HD™

TriMetric HD also integrates behavioral styles and driving forces to identify an individual's:

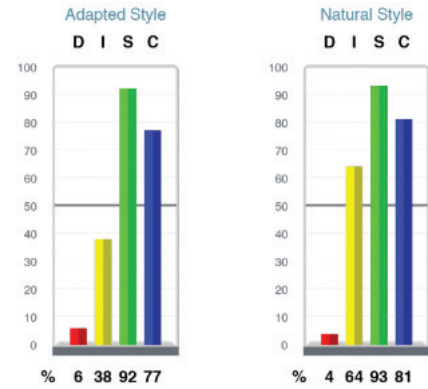
- Potential behavioral and motivational strengths
- Potential behavioral and motivational conflicts
- The ideal work environment
- Keys to motivating
- Keys to managing



## Leadership Skills/Competencies:

This model maps an individual's levels of mastery of 25 different leadership skills, including:

- Thinking Skills (Decision Making, Problem Solving, Creativity, Conceptual Thinking, Futuristic Thinking, Continuous Learning, Planning & Organizing)
- Achieving Skills (Personal Accountability, Self Management, Goal Achievement, Flexibility, Resilience)
- Relating Skills (Empathy, Understanding & Evaluating Others, Employee Development & Coaching, Interpersonal Skills, Teamwork, Customer Focus, Negotiation, Diplomacy & Tact, Persuasion, Conflict Management, Presentation Skills, Written Communication, Overall Leadership)

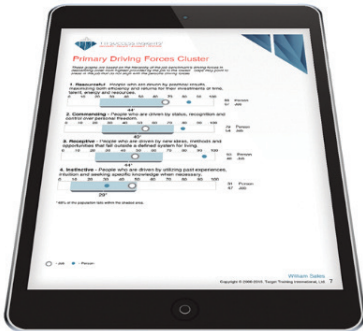


## The TriMetrix HD™ System provides the following reports:

TriMetrix HD™ Talent Report – a 15-page summary report of results from the four sciences.

TriMetrix HD™ Coaching Reports – approximately 70-pages of narrative for executives, sales professionals, managers and staff around the four sciences.

TriMetrix HD™ Job & Multiple Respondent Job Reports – reports that identify the specific behaviors, driving forces, acumen capacities and leadership skills that will result in a higher probability of superior performance in a specific job. These reports are commonly used for interviewing, hiring, onboarding, and developing individuals for increased performance



in specific jobs. In addition, these are often used as integral tools in succession planning.

TriMetrix HD™ Gap Reports – approximately 20-page reports that compare individuals with specific jobs. These reports are commonly used for hiring, onboarding, and developing individuals for increased performance in specific jobs. These are also often used as integral tools in succession planning.



To learn more about TriMetrix HD and how this tool set of assessments and reports can help your organization organize around strengths more effectively, please contact us at [info@price-associates.com](mailto:info@price-associates.com)

Contact us to learn more about TriMetrix HD.



For more information please email us at [info@price-associates.com](mailto:info@price-associates.com) or call (208) 716-4845

