



Personal Talent Report

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**Maria Potential**

Regional Sales Representative

4-19-2006

The XLR8 Team, Inc.  
Tel US 585.426.7520  
rpeter@thexlr8team.com  
www.thexlr8team.com

# INTRODUCTION

*Where Opportunity Meets Talent™*

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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 skills, behavioral style and unique values. Your TriMetrix 3 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 SKILLS HIERARCHY (23 AREAS)

This section presents 23 key personal skills and ranks them from top to bottom, defining your major strengths. The skills 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.

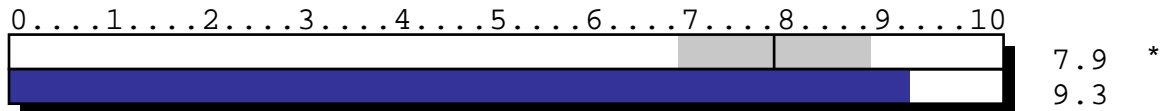
## SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

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.

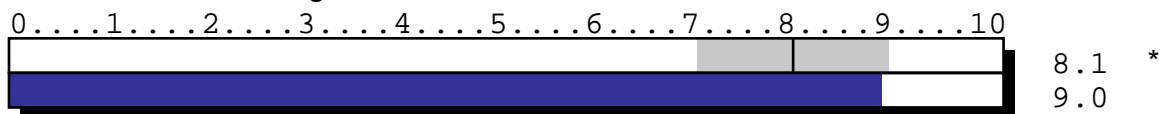
# PERSONAL SKILLS HIERARCHY

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

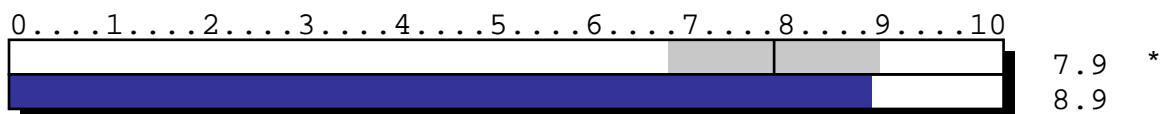
1. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



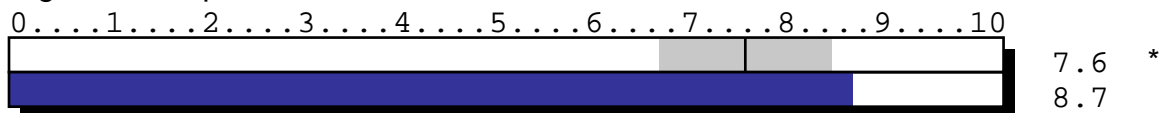
2. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.



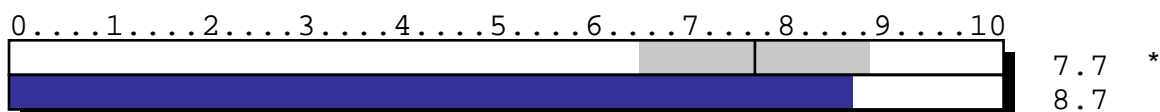
3. **CUSTOMER FOCUS:** A commitment to customer satisfaction.



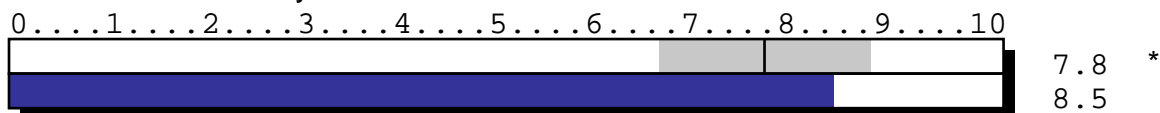
4. **DIPLOMACY AND TACT:** The ability to treat others fairly, regardless of personal biases or beliefs.



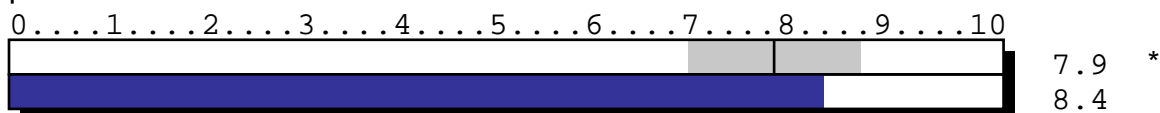
5. **OBJECTIVE LISTENING:** The ability to listen to many points of view without bias.



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



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

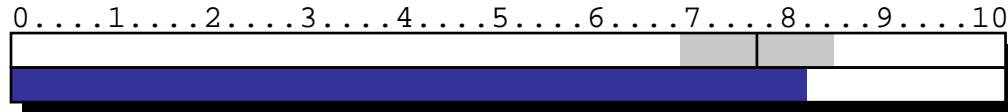


Rev: 0.93-0.81

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

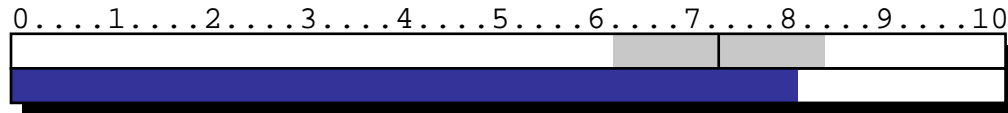
# PERSONAL SKILLS HIERARCHY

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



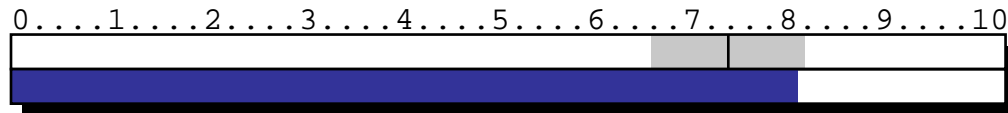
7.7 \*  
8.2

9. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



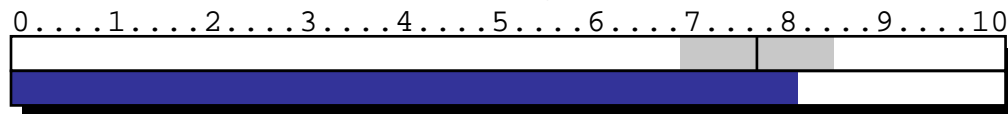
7.3 \*  
8.1

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



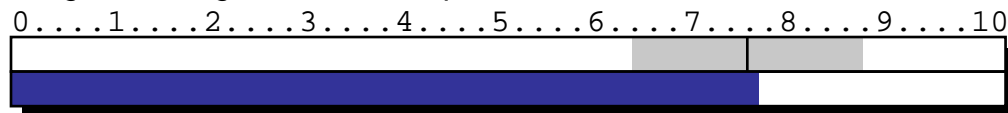
7.4 \*  
8.1

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



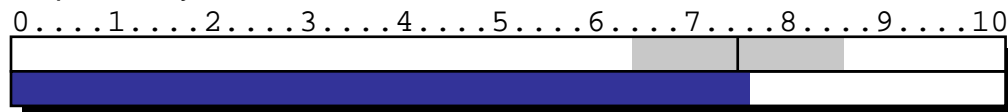
7.7 \*  
8.1

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



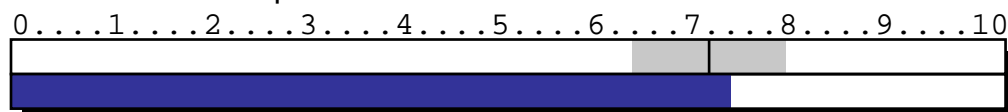
7.6 \*  
7.7

13. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



7.5 \*  
7.6

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

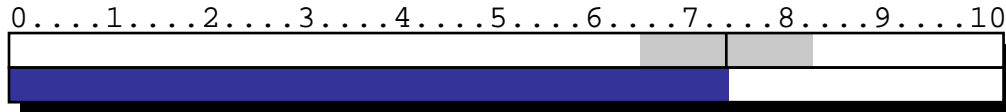


7.2 \*  
7.4

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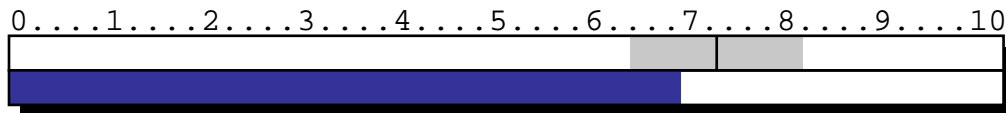
# PERSONAL SKILLS HIERARCHY

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



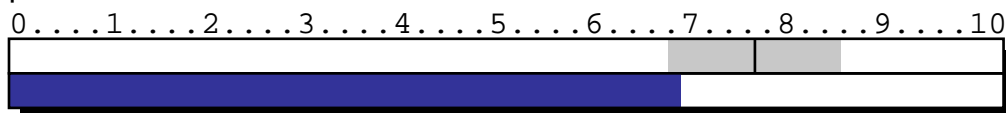
7.4 \*  
7.4

16. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



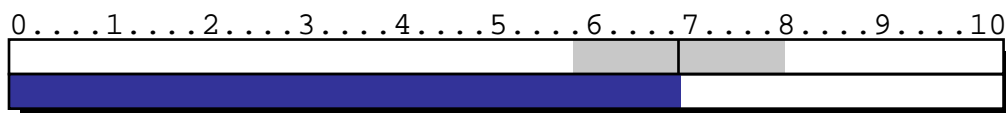
7.3 \*  
6.9

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



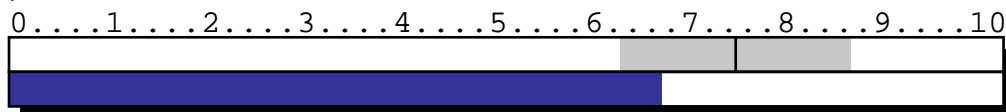
7.7 \*  
6.9

18. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



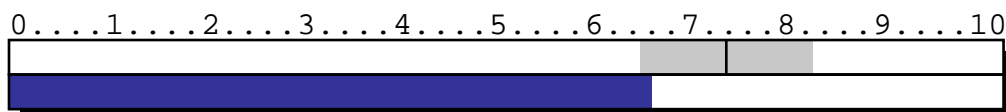
6.9 \*  
6.9

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



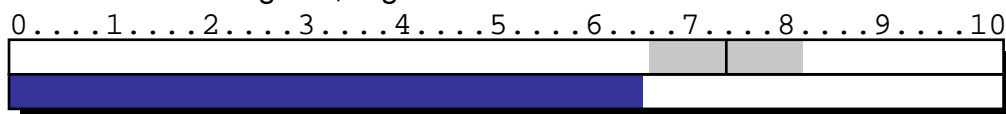
7.5 \*  
6.7

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



7.4 \*  
6.6

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



7.4 \*  
6.5

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

# PERSONAL SKILLS HIERARCHY

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

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



7.2 \*  
6.1

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

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



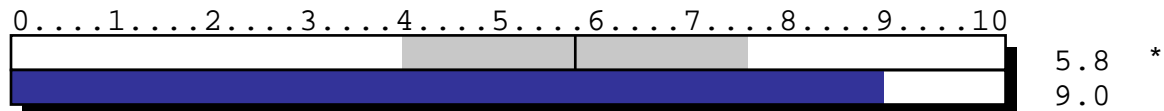
7.4 \*  
5.9

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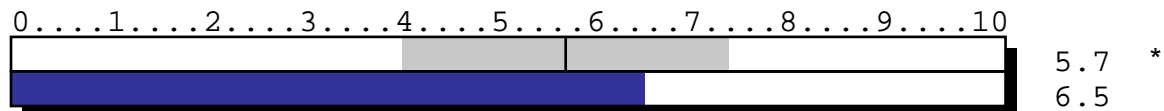
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

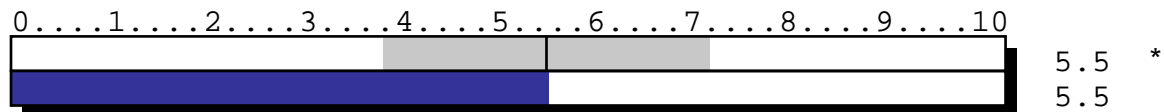
## 1. UTILITARIAN/ECONOMIC



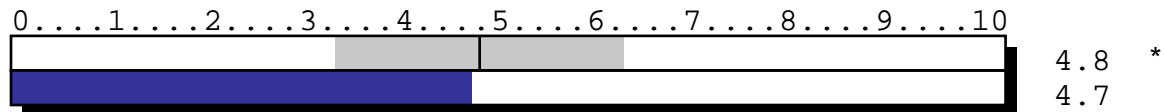
## 2. SOCIAL



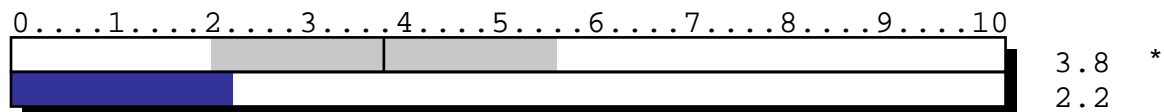
## 3. THEORETICAL



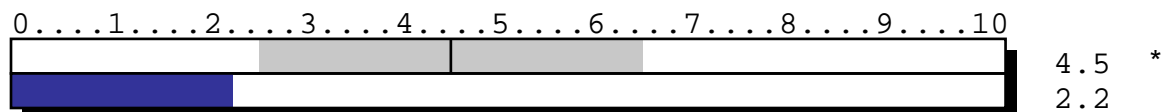
## 4. INDIVIDUALISTIC/POLITICAL



## 5. AESTHETIC



## 6. TRADITIONAL/REGULATORY



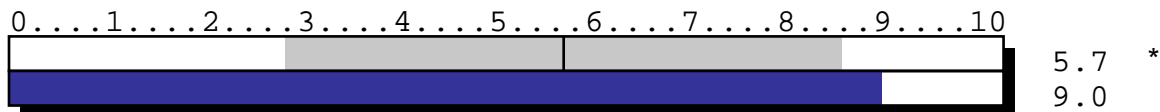
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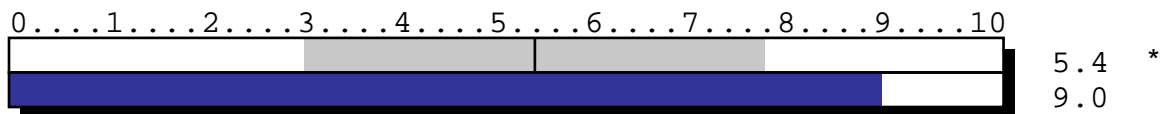
# BEHAVIORAL HIERARCHY

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.

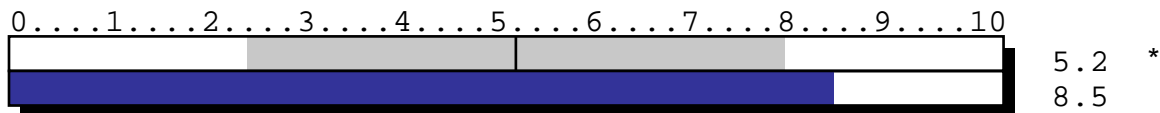
## 1. FREQUENT INTERACTION WITH OTHERS



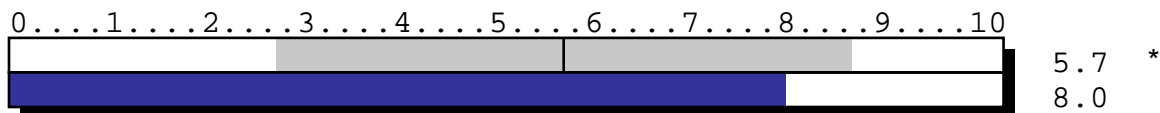
## 2. VERSATILITY



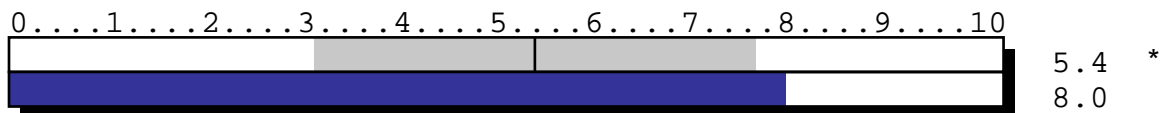
## 3. URGENCY



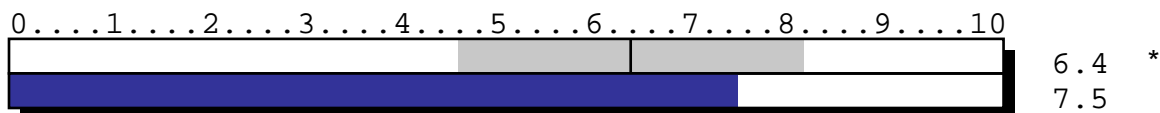
## 4. COMPETITIVENESS



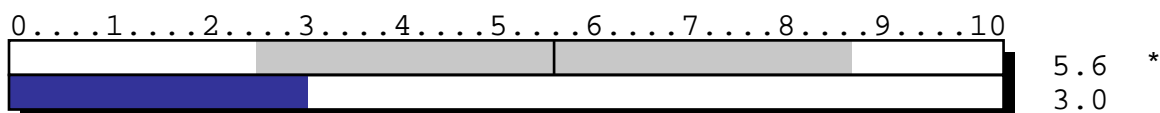
## 5. FREQUENT CHANGE



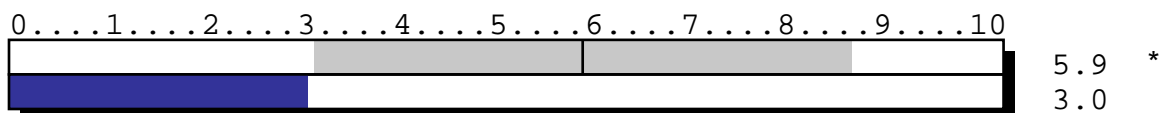
## 6. CUSTOMER ORIENTED



## 7. ORGANIZED WORKPLACE



## 8. ANALYSIS OF DATA



SIN: 79-86-11-41 (13) SIA: 91-80-08-05 (12)

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# TriMetrix™-DIMENSIONAL BALANCE

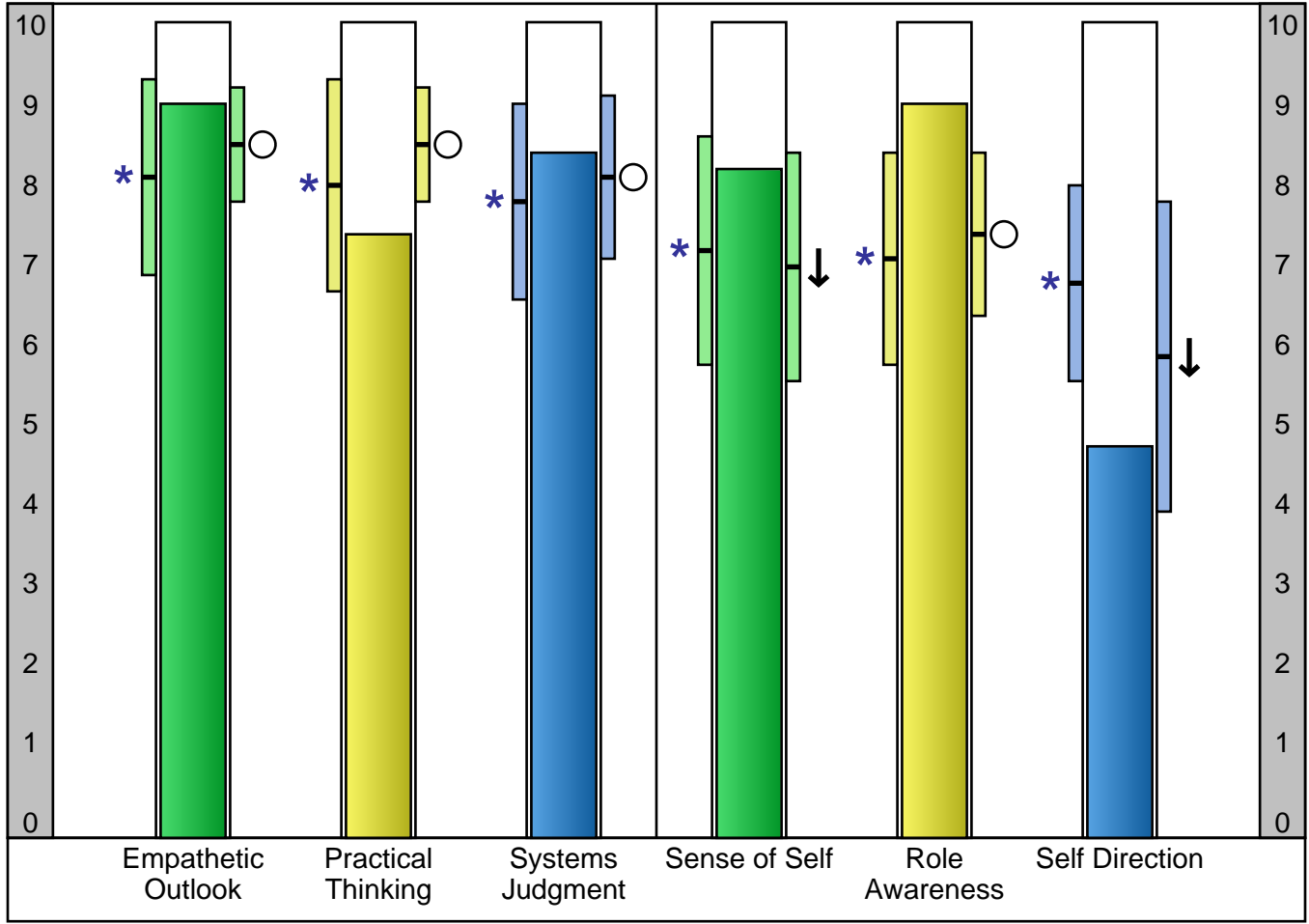
For consulting and coaching

4-19-2006

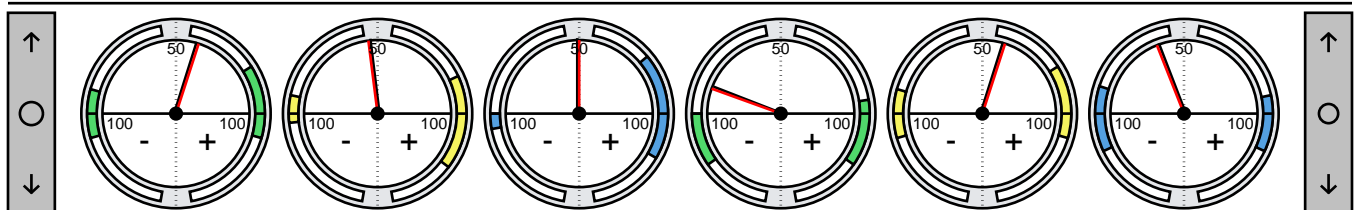
*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score	9.0	7.4	8.4	8.2	9.0	4.8
Bias	○	○	○	↓	○	↓



# CATEGORY BREAKDOWN

*For consulting and coaching*

## Accountability for Others

## Conceptual Thinking

## Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

## Continuous Learning

- Self Improvement
- Personal Drive

## Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

## Decision Making

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

## Developing Others

## Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

## Empathetic Outlook

## Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

## Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

## Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

## Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

## Leading Others

## Personal Accountability

## Objective Listening

- Evaluating What is Said

## Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

## Problem Solving

## Resiliency

- Persistence
- Handling Rejection
- Initiative

## Results Orientation

## Self Management

## Self-Starting Ability

- Initiative

## Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others

# CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.7	7.9	Correcting Others	7.2	7.5	Quality Orientation
9.5	8.1	Personal Relationships	7.1	7.3	Surrendering Control
9.3	7.9	Leading Others	7.1	7.8	Persuading Others
9.2	8.1	Self Improvement	7.1	7.1	Role Confidence
9.2	7.4	Enjoyment of the Job	6.9	7.3	Results Orientation
9.1	8.3	Theoretical Problem Solving	6.9	7.9	Proactive Thinking
9.0	7.9	Attitude Toward Others	6.9	6.9	Initiative
9.0	7.8	Freedom from Prejudices	6.8	7.4	Self Confidence
9.0	7.9	Sensitivity to Others	6.7	7.5	Problem Solving
9.0	8.1	Empathetic Outlook	6.6	7.6	Realistic Personal Goal Setting
9.0	7.1	Role Awareness	6.6	7.4	Self Management
8.8	8.2	Respect for Property	6.4	7.3	Consistency and Reliability
8.7	8.0	Attention to Detail	6.4	7.4	Project And Goal Focus
8.7	7.7	Evaluating Others	6.4	7.3	Job Ethic
8.7	7.9	Emotional Control	6.0	7.2	Persistence
8.7	7.7	Evaluating What is Said	5.9	7.0	Handling Stress
8.6	8.2	Realistic Goal Setting for Others	5.9	7.6	Long Range Planning
8.6	7.8	Relating to Others	5.7	7.3	Sense of Mission
8.5	7.9	Conveying Role Value	5.5	7.4	Handling Rejection
8.4	8.0	Following Directions	4.8	6.9	Self Direction
8.4	8.0	Respect for Policies	4.3	7.1	Personal Drive
8.4	7.8	Systems Judgment			
8.3	7.3	Project Scheduling			
8.3	8.1	Understanding Motivational Needs			
8.2	7.3	Sense of Self			
8.2	7.5	Sense of Timing			
8.2	7.8	Monitoring Others			
8.2	7.6	Status and Recognition			
8.2	7.7	Sense of Belonging			
8.1	7.3	Conceptual Thinking			
8.0	7.0	Balanced Decision Making			
7.9	7.6	Concrete Organization			
7.9	7.7	Realistic Expectations			
7.8	6.7	Self Assessment			
7.8	8.0	Material Possessions			
7.7	7.6	Integrative Ability			
7.6	7.5	Accountability for Others			
7.6	7.1	Gaining Commitment			
7.5	7.1	Internal Self Control			
7.4	7.0	Intuitive Decision Making			
7.4	7.2	Personal Accountability			
7.4	7.4	Developing Others			
7.4	6.9	Meeting Standards			
7.4	8.0	Practical Thinking			
7.4	7.2	Taking Responsibility			
7.3	7.6	Using Common Sense			

# CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
7.6	7.5	Accountability for Others	8.8	8.2	Respect for Property
8.7	8.0	Attention to Detail	6.9	7.3	Results Orientation
9.0	7.9	Attitude Toward Others	9.0	7.1	Role Awareness
8.0	7.0	Balanced Decision Making	7.1	7.1	Role Confidence
8.1	7.3	Conceptual Thinking	7.8	6.7	Self Assessment
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6.4	7.3	Consistency and Reliability	4.8	6.9	Self Direction
8.5	7.9	Conveying Role Value	9.2	8.1	Self Improvement
9.7	7.9	Correcting Others	6.6	7.4	Self Management
7.4	7.4	Developing Others	8.2	7.7	Sense of Belonging
8.7	7.9	Emotional Control	5.7	7.3	Sense of Mission
9.0	8.1	Empathetic Outlook	8.2	7.3	Sense of Self
9.2	7.4	Enjoyment of the Job	8.2	7.5	Sense of Timing
8.7	7.7	Evaluating Others	9.0	7.9	Sensitivity to Others
8.7	7.7	Evaluating What is Said	8.2	7.6	Status and Recognition
8.4	8.0	Following Directions	7.1	7.3	Surrendering Control
9.0	7.8	Freedom from Prejudices	8.4	7.8	Systems Judgment
7.6	7.1	Gaining Commitment	7.4	7.2	Taking Responsibility
5.5	7.4	Handling Rejection	9.1	8.3	Theoretical Problem Solving
5.9	7.0	Handling Stress	8.3	8.1	Understanding Motivational Needs
6.9	6.9	Initiative	7.3	7.6	Using Common Sense
7.7	7.6	Integrative Ability			
7.5	7.1	Internal Self Control			
7.4	7.0	Intuitive Decision Making			
6.4	7.3	Job Ethic			
9.3	7.9	Leading Others			
5.9	7.6	Long Range Planning			
7.8	8.0	Material Possessions			
7.4	6.9	Meeting Standards			
8.2	7.8	Monitoring Others			
6.0	7.2	Persistence			
7.4	7.2	Personal Accountability			
4.3	7.1	Personal Drive			
9.5	8.1	Personal Relationships			
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