

**The smart way to select top performers!**



**Candidate / Incumbent Name**

**Personal Talent Report**

**Sales Manager Job**

**XYZ Company**

**Date**

For more information, questions, etc. contact:

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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.

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

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



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

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



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

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



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

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



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

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



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

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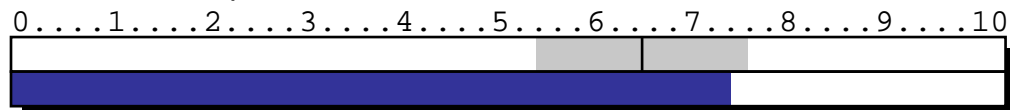
Rev: 0.92-0.78

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

EC:F-IC:F: [8.0:6.7-6.0:5.8]

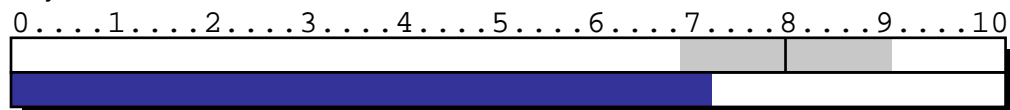
# PERSONAL ATTRIBUTES HIERARCHY

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



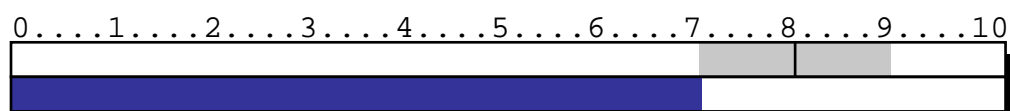
6.5 \*  
7.4

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



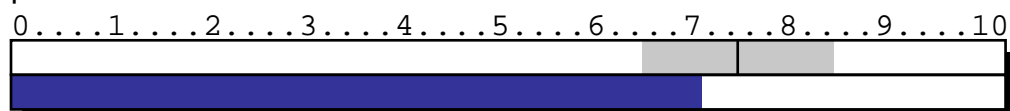
8.0 \*  
7.2

9. CUSTOMER FOCUS: A commitment to customer satisfaction.



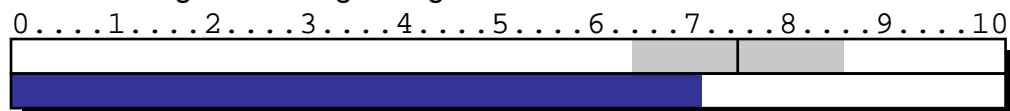
8.1 \*  
7.1

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



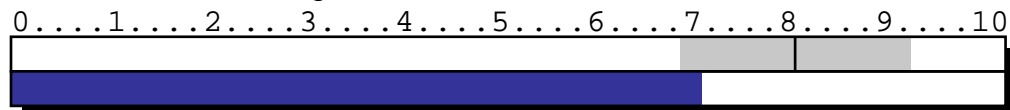
7.5 \*  
7.1

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



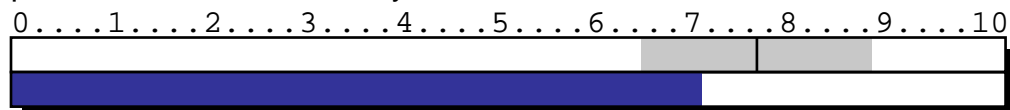
7.5 \*  
7.1

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



8.1 \*  
7.1

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

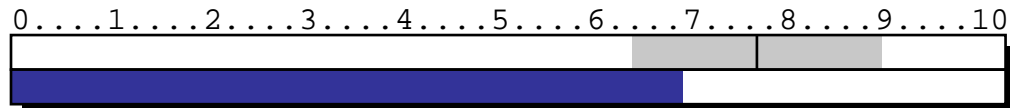


7.7 \*  
7.1

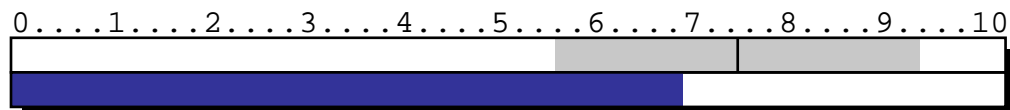
\* 68% of the population falls within the shaded area.

# PERSONAL ATTRIBUTES HIERARCHY

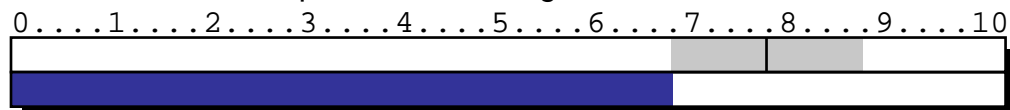
14. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



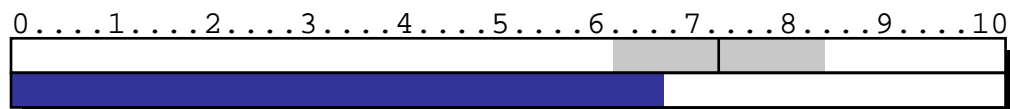
15. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



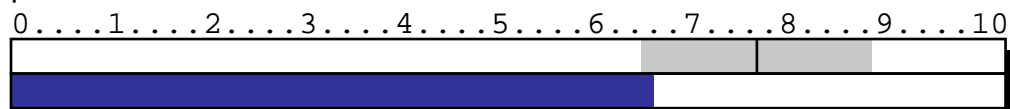
16. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



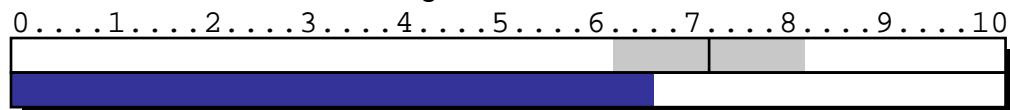
17. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



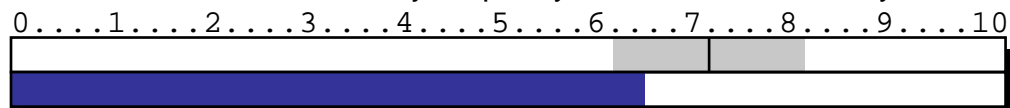
18. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



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



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



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

# PERSONAL ATTRIBUTES HIERARCHY

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

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



6.9 \*  
6.4

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

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



7.3 \*  
6.3

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



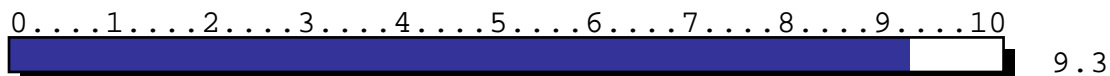
6.6 \*  
5.8

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

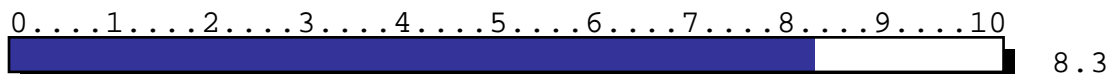
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

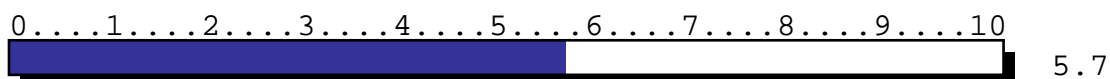
## 1. UTILITARIAN/ECONOMIC



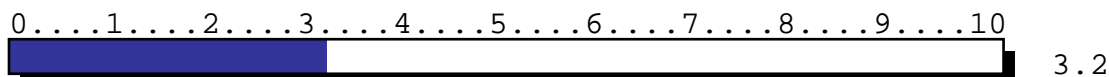
## 2. INDIVIDUALISTIC/POLITICAL



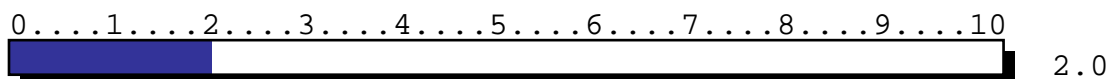
## 3. THEORETICAL



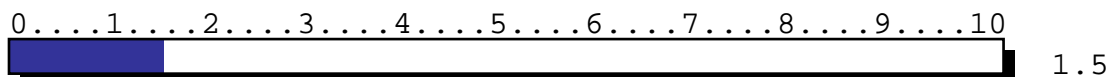
## 4. SOCIAL



## 5. AESTHETIC



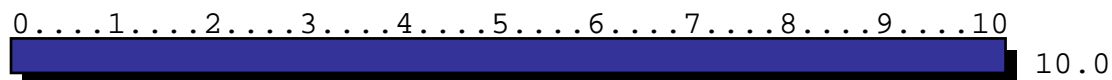
## 6. TRADITIONAL/REGULATORY



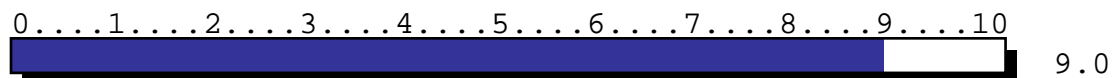
# BEHAVIORAL HIERARCHY

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.

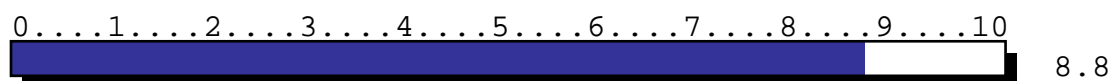
## 1. COMPETITIVENESS



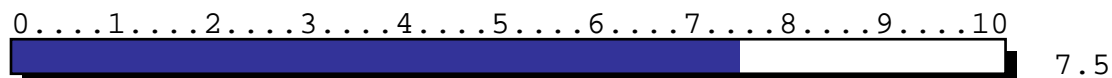
## 2. URGENCY



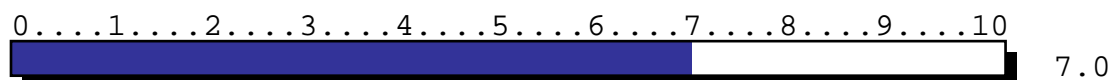
## 3. FREQUENT CHANGE



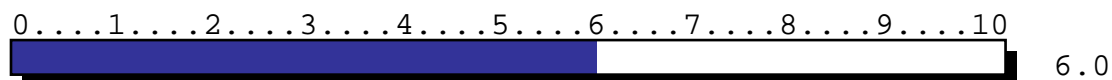
## 4. VERSATILITY



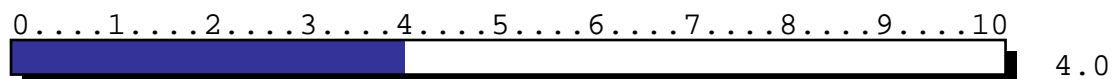
## 5. FREQUENT INTERACTION WITH OTHERS



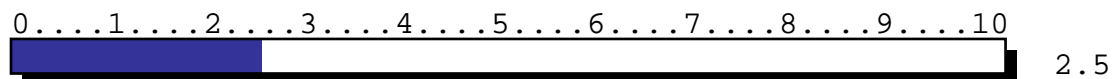
## 6. CUSTOMER ORIENTED



## 7. ANALYSIS OF DATA



## 8. ORGANIZED WORKPLACE

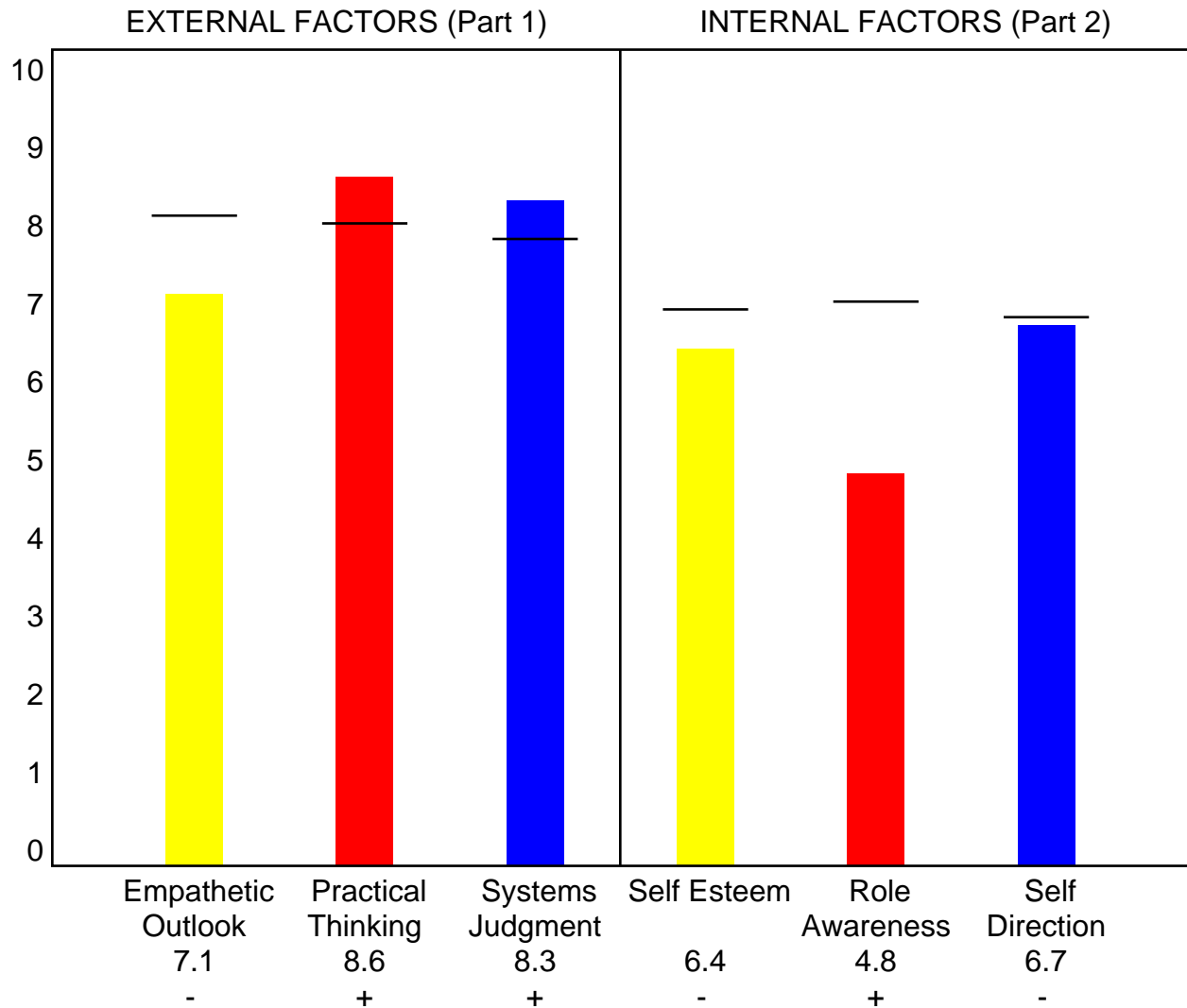


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SIA: 94-51-08-15 (11)

# 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*

- Theoretical Problem Solving (9.0)
- Integrative Ability (9.0)
- Concrete Organization (8.6)
- Respect For Property (8.6)
- Status And Recognition (8.6)
- Practical Thinking (8.6)
- Conceptual Thinking (8.5)
- Attention To Detail (8.5)
- Problem Solving (8.5)
- Quality Orientation (8.5)
- Results Orientation (8.3)
- Problem And Situation Analysis (8.3)
- Respect For Policies (8.3)
- Systems Judgment (8.3)
- Sense Of Belonging (8.3)
- Freedom From Prejudices (8.1)
- Developing Others (8.1)
- Understanding Motivational Needs (8.1)
- Understanding Prospect's Motivations (8.1) see Understanding Motivational Needs
- Following Directions (8.0)
- Realistic Goal Setting For Others (8.0)
- Leading Others (7.9)
- Correcting Others (7.7)
- Seeing Potential Problems (7.5)
- Personal Accountability (7.4)
- Taking Responsibility (7.4) see Personal Accountability
- Sense Of Timing (7.2)
- Attitude Toward Honesty (7.2)
- Attitude Toward Others (7.1)
- Realistic Expectations (7.1)
- Evaluating Others (7.1)
- Human Awareness (7.1)
- Relating To Others (7.1)
- Sensitivity To Others (7.1)
- Accurate Listening (7.1) see Evaluating What Is Said
- Evaluating What Is Said (7.1)
- People Reading (7.1) see Understanding Attitude
- Understanding Attitude (7.1)
- Empathetic Outlook (7.1)
- Monitoring Others (7.1)
- Personal Relationships (7.1)
- Using Common Sense (7.0)
- Intuitive Decision Making (6.8)
- Surrendering Control (6.8)
- Persuading Others (6.8)
- Creativity (6.8)
- Consistency And Reliability (6.7)
- Goal Directedness (6.7) see Project And Goal Focus
- Project And Goal Focus (6.7)
- Personal Drive (6.7)
- Self Discipline And Sense Of Duty (6.7)
- Proactive Thinking (6.7)
- Initiative (6.7)
- Self Direction (6.7)
- Sense Of Mission (6.7)
- Self Starting Ability (6.7)
- Balanced Decision Making (6.6)
- Emotional Control (6.6)
- Long Range Planning (6.5)
- Accountability For Others (6.4)
- Handling Stress (6.4)
- Self Esteem (6.4)
- Self Improvement (6.4)
- Handling Rejection (6.3)
- Job Ethic (6.0)
- Persistence (6.0)
- Problem Management (5.9)
- Self Management (5.8)
- Personal Commitment (5.7)
- Commitment To The Job (5.7) see Personal Commitment
- Realistic Personal Goal Setting (5.7)
- Gaining Commitment (5.7)
- Meeting Standards (5.7)
- Conveying Role Value (5.6)
- Role Confidence (5.6)
- Enjoyment Of The Job (5.6)
- Self Confidence (5.3)
- Self Assessment (4.8)
- Project Scheduling (4.8)
- Internal Self Control (4.8)
- Material Possessions (4.8)
- Role Awareness (4.8)