



# **Excel Group Talent Intelligence**

**Solutions for Effective Talent Management**

**Excel TI™  
Talent Report**

**For: John File**

Solutions for Effective Performance



[www.GrowingCoaches.com](http://www.GrowingCoaches.com)  
1-888-89COACH



Personal Talent Plus Report

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**John Demonstration File**

Opportunity for Talent

4-19-2006

# 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.

## SECTION 4: PERSONAL SKILLS FEEDBACK

This section provides detail on your top seven talents. Apply your strongest talents to your job as appropriate and develop further talents as required.

## SECTION 5: PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

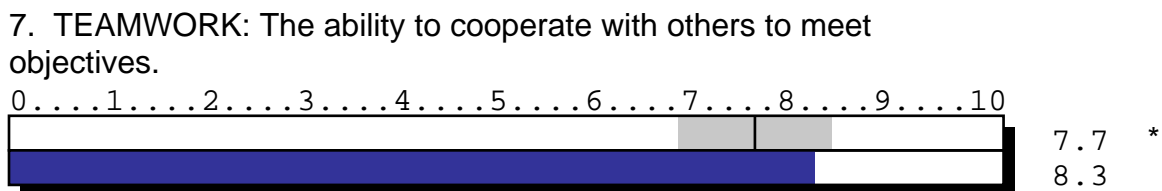
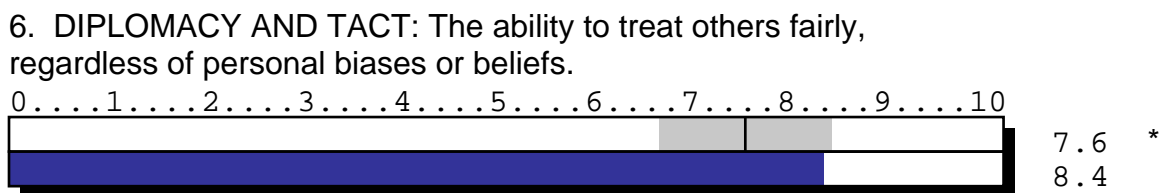
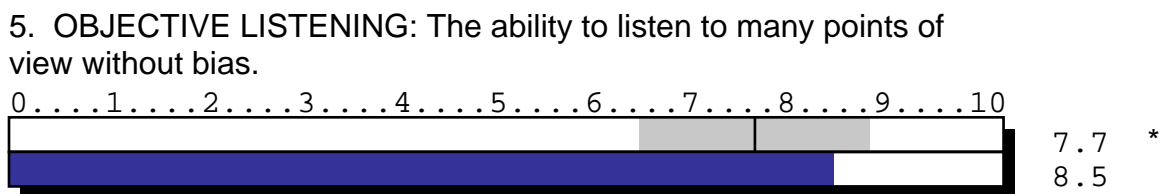
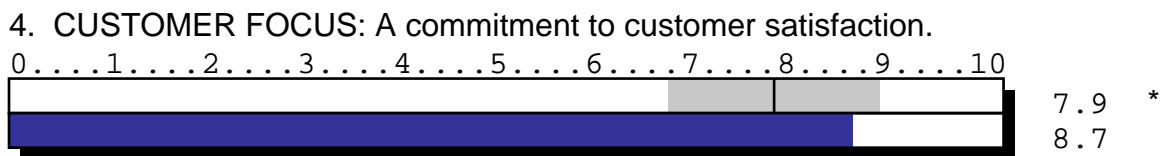
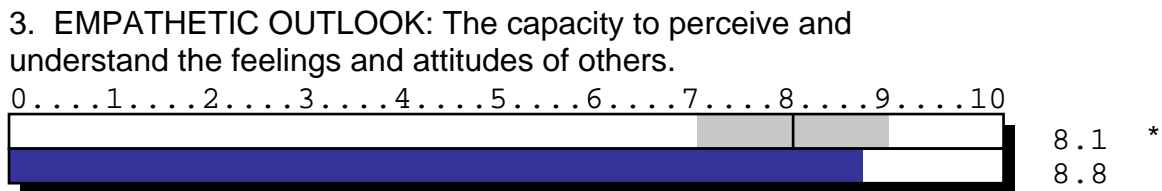
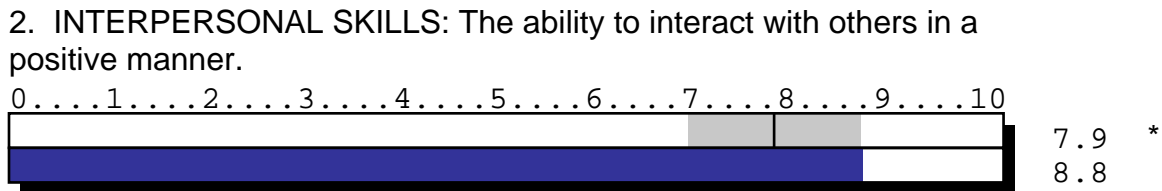
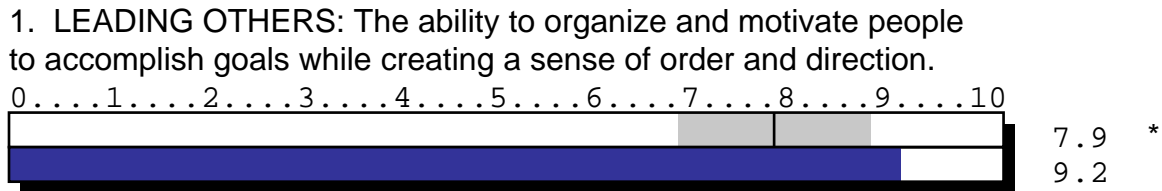
This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

## SECTION 6: BEHAVIORAL FEEDBACK

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

# 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.

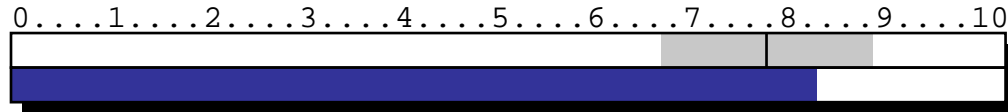


Rev: 0.90-0.92

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

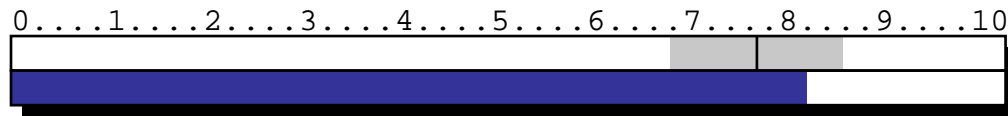
# PERSONAL SKILLS HIERARCHY

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



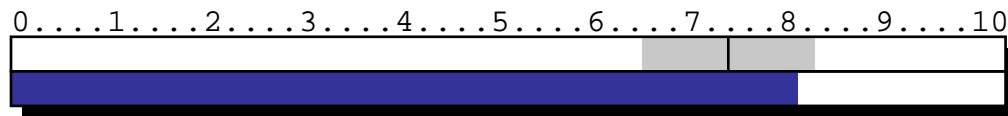
7.8 \*  
8.3

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



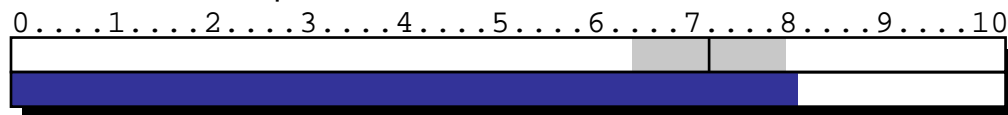
7.7 \*  
8.2

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



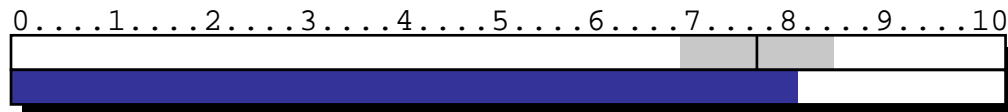
7.4 \*  
8.1

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



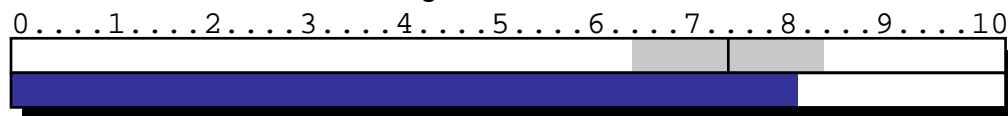
7.2 \*  
8.1

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



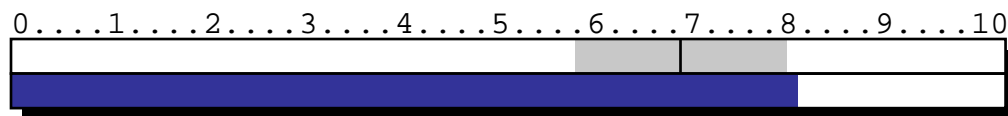
7.7 \*  
8.1

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



7.4 \*  
8.1

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

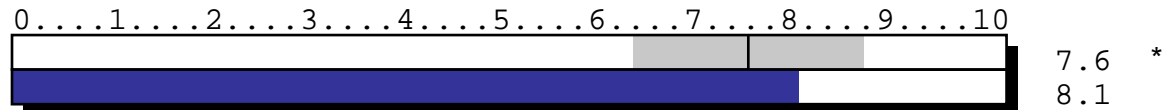


6.9 \*  
8.1

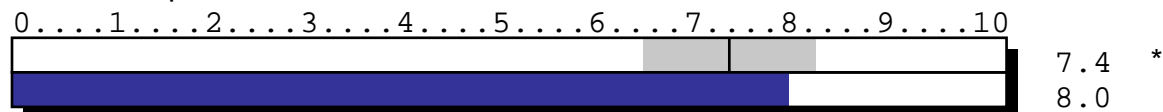
\* 68% of the population falls within the shaded area.

# PERSONAL SKILLS HIERARCHY

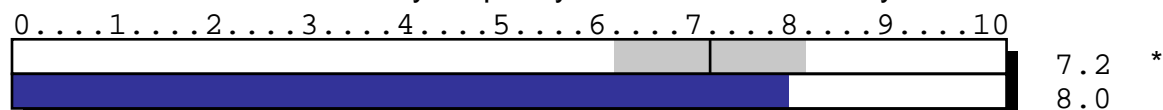
15. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



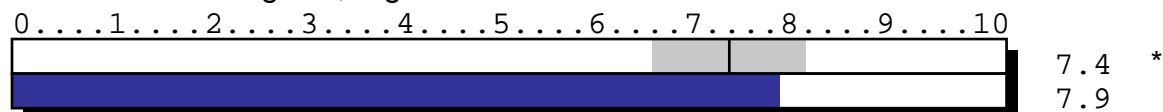
16. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



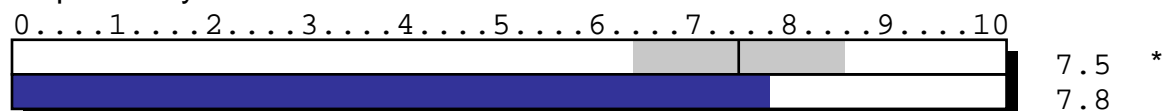
17. RESILIENCY: The ability to quickly recover from adversity.



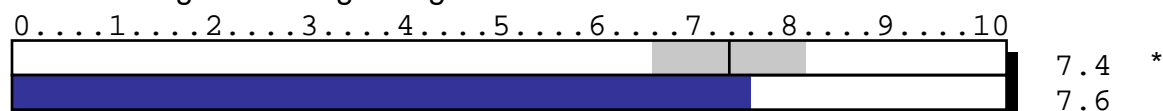
18. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



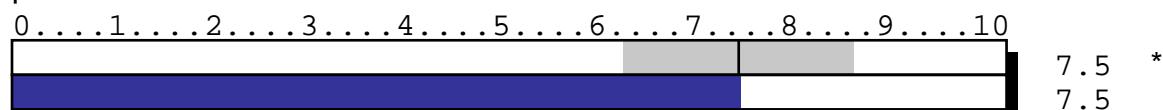
19. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



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



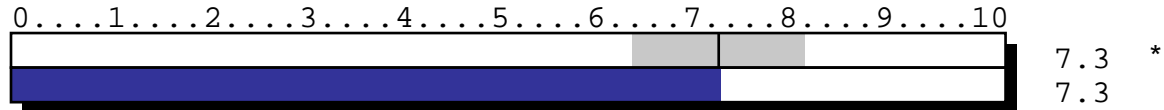
21. PROBLEM SOLVING: The ability to identify key components of a problem to formulate a solution or solutions.



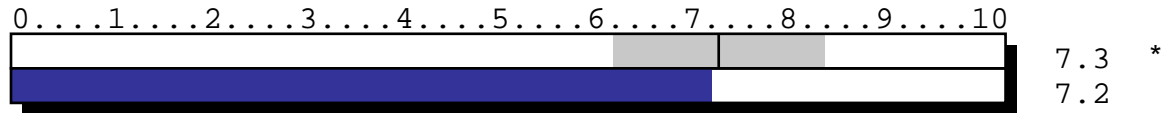
\* 68% of the population falls within the shaded area.

# PERSONAL SKILLS HIERARCHY

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



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

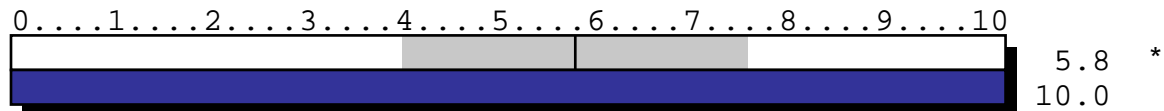


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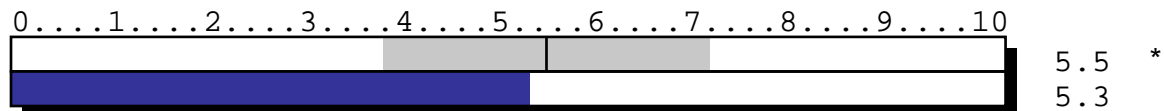
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

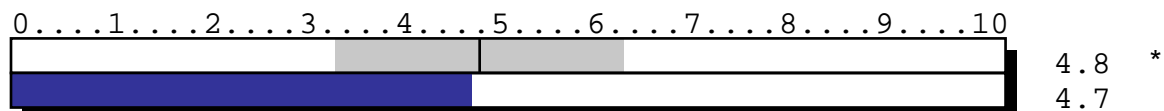
## 1. UTILITARIAN/ECONOMIC



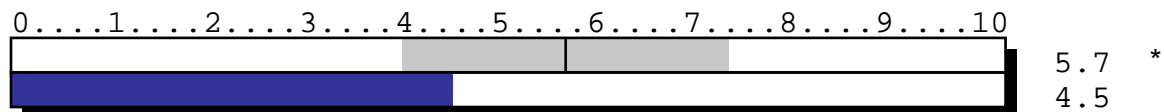
## 2. THEORETICAL



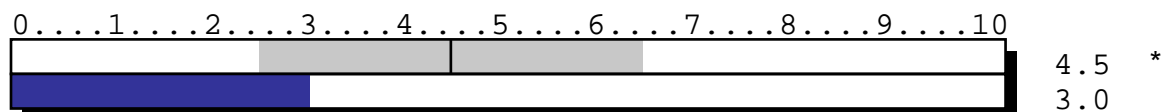
## 3. INDIVIDUALISTIC/POLITICAL



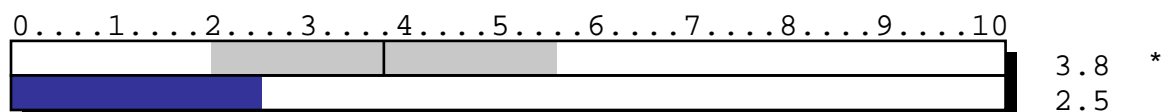
## 4. SOCIAL



## 5. TRADITIONAL/REGULATORY



## 6. AESTHETIC



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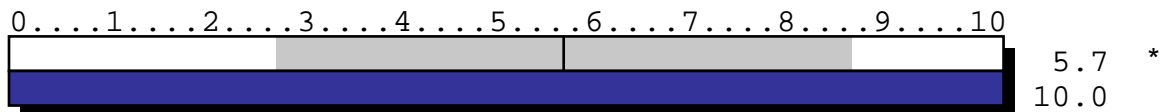
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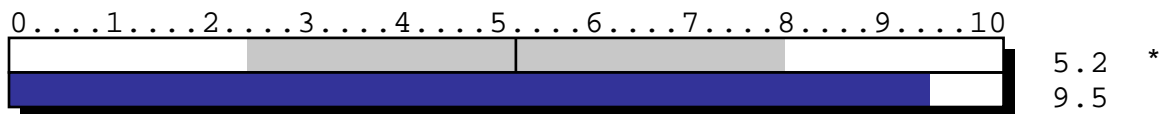
# BEHAVIORAL HIERARCHY

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.

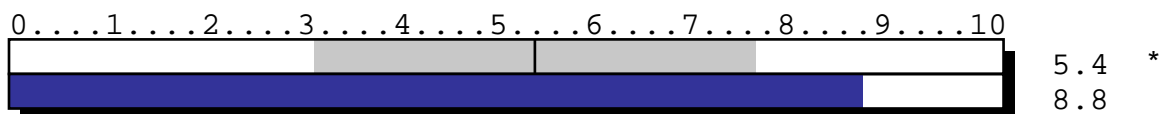
## 1. COMPETITIVENESS



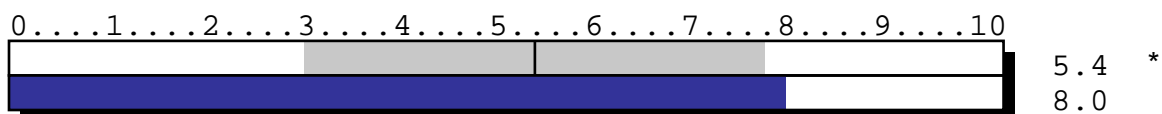
## 2. URGENCY



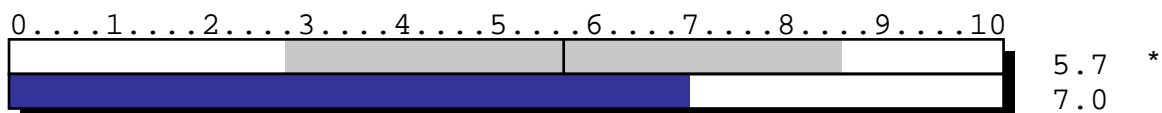
## 3. FREQUENT CHANGE



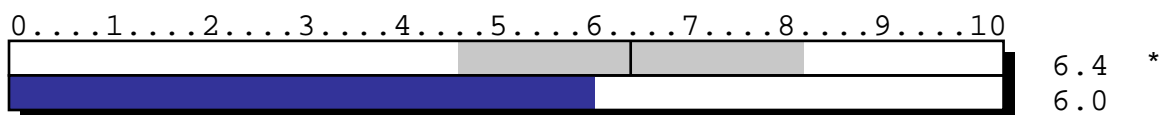
## 4. VERSATILITY



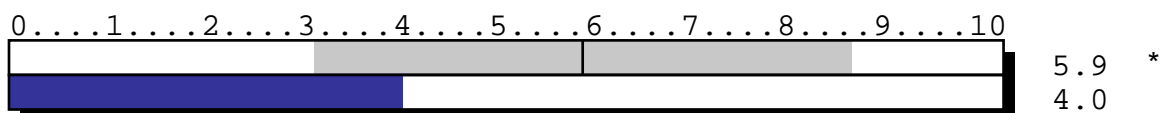
## 5. FREQUENT INTERACTION WITH OTHERS



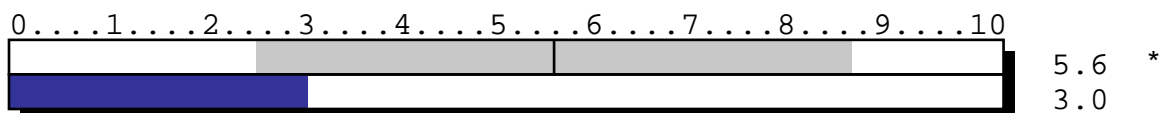
## 6. CUSTOMER ORIENTED



## 7. ANALYSIS OF DATA



## 8. ORGANIZED WORKPLACE



SIN: 92-62-11-24 (11) SIA: 94-51-08-15 (11)

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

# FEEDBACK

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Most people, when asked to describe their talents, have difficulty describing them.

The purpose of this section is to provide insights into your top talents in three areas:

Personal Soft Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.

# PERSONAL SKILLS FEEDBACK

*Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest ranked personal skills:*

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1. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.
  - Inspires others with a compelling vision
  - Empowers others to accomplish common goals
  - Represents a positive, motivational example for others to emulate in becoming leaders
  - Supports others through providing clarity, direction, organization and purpose
  
2. **INTERPERSONAL SKILLS:** The ability to interact with others in a positive manner.
  - Initiates and develops business relationships in positive ways
  - Successfully works with a wide range of people at varying levels of organizations
  - Communicates with others in ways that are clear, considerate and understandable
  - Demonstrates ease in relating with a diverse range of people of varying backgrounds, ages, experience and education levels
  
3. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.
  - Demonstrates awareness of how actions will directly and indirectly impact others
  - Listens to others attentively
  - Demonstrates regard for and sensitivity to the feelings of others
  - Values and respects the diversity of others and their beliefs
  
4. **CUSTOMER FOCUS:** A commitment to customer satisfaction.
  - Consistently places a high value on customers and all issues related to customers
  - Objectively listens to, understands and represents customer feedback
  - Anticipates customer needs and develops appropriate solutions
  - Meets all promises and commitments made to customers
  
5. **OBJECTIVE LISTENING:** The ability to listen to many points of view without bias.
  - Values others' points of view
  - Regularly solicits input from others and listens to them without interrupting
  - Represents others' points of view impartially
  - Verifies understanding of others' feedback

# PERSONAL SKILLS FEEDBACK

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6. **DIPLOMACY AND TACT:** The ability to treat others fairly, regardless of personal biases or beliefs.
  - Maintains positive relationships with others through treating them fairly
  - Demonstrates respect for others
  - Understands and values differences between people
  - Respects diversity in race, national origin, religion, gender, life style, age and disability.
  
7. **TEAMWORK:** The ability to cooperate with others to meet objectives.
  - Discards personal agenda to cooperate with other team members in meeting objectives
  - Contributes positively and productively to team projects
  - Builds and sustains a trust relationship with each member of the team
  - Supports other team members and team decisions

# PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

*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. The following are your 3 highest ranked personal values:*

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1. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.

2. THEORETICAL

- You value knowledge, continuing education and intellectual growth.

3. INDIVIDUALISTIC/POLITICAL

- You value personal recognition, freedom and control over your own destiny and others.

# BEHAVIORAL FEEDBACK

*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 following are your 3 highest ranked behavioral traits:*

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## 1. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

## 2. URGENCY

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

## 3. FREQUENT CHANGE

- You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.

# TriMetric™-DIMENSIONAL BALANCE

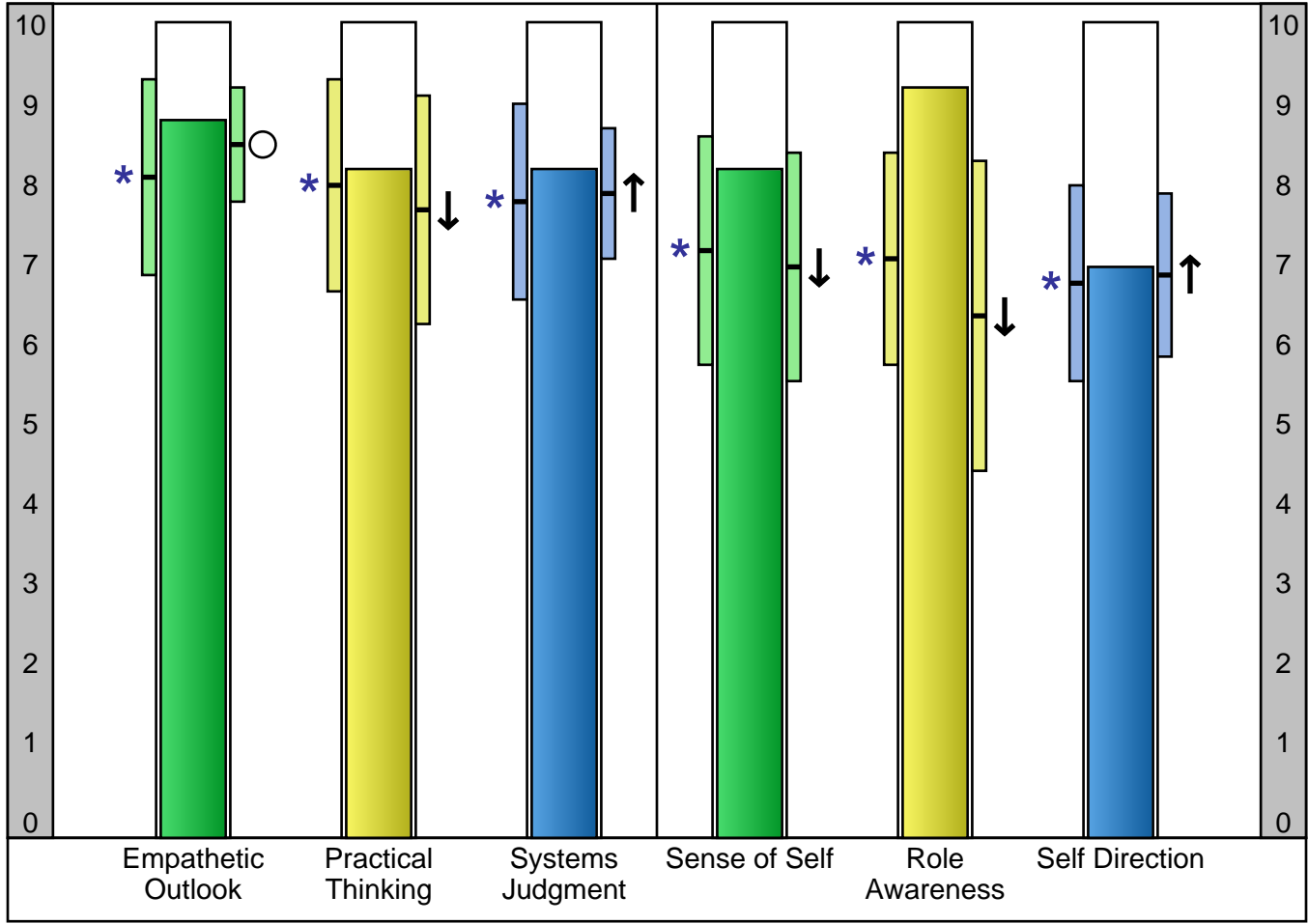
For consulting and coaching

4-19-2006

*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

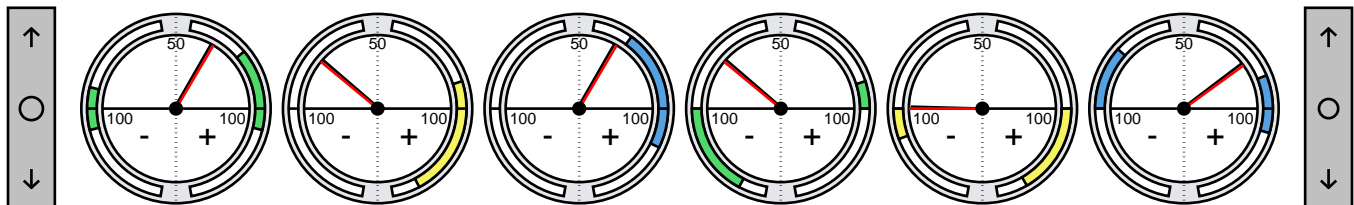
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 8.8      8.2      8.2      8.2      9.2      7.0

Bias ○      ↓      ↑      ↓      ↓      ↑



# CATEGORY BREAKDOWN

*For consulting and coaching*

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## **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
10.0	8.2	Respect for Property	7.9	7.2	Persistence
9.3	8.1	Personal Relationships	7.8	7.5	Accountability for Others
9.2	7.9	Leading Others	7.8	7.4	Project And Goal Focus
9.2	8.2	Realistic Goal Setting for Others	7.8	7.1	Gaining Commitment
9.2	7.6	Using Common Sense	7.7	7.6	Concrete Organization
9.2	8.1	Self Improvement	7.7	7.5	Sense of Timing
9.2	8.0	Material Possessions	7.6	7.3	Consistency and Reliability
9.2	7.1	Role Awareness	7.6	7.3	Surrendering Control
8.8	7.9	Attitude Toward Others	7.6	7.4	Self Confidence
8.8	7.8	Freedom from Prejudices	7.6	6.9	Meeting Standards
8.8	7.9	Proactive Thinking	7.6	7.3	Job Ethic
8.8	7.8	Persuading Others	7.6	7.1	Role Confidence
8.8	7.9	Sensitivity to Others	7.5	7.0	Balanced Decision Making
8.8	8.1	Empathetic Outlook	7.5	7.1	Personal Drive
8.7	8.0	Following Directions	7.5	7.0	Handling Stress
8.7	7.7	Realistic Expectations	7.5	7.3	Project Scheduling
8.7	8.0	Respect for Policies	7.5	7.5	Problem Solving
8.7	7.6	Status and Recognition	7.3	7.3	Results Orientation
8.7	7.4	Enjoyment of the Job	7.2	7.3	Conceptual Thinking
8.6	7.6	Realistic Personal Goal Setting	7.2	7.3	Sense of Mission
8.5	8.0	Attention to Detail	7.0	6.9	Self Direction
8.5	7.9	Correcting Others			
8.5	7.9	Emotional Control			
8.5	7.8	Relating to Others			
8.5	7.7	Evaluating What is Said			
8.4	7.5	Quality Orientation			
8.4	8.1	Understanding Motivational Needs			
8.3	8.3	Theoretical Problem Solving			
8.2	7.0	Intuitive Decision Making			
8.2	7.7	Evaluating Others			
8.2	7.9	Conveying Role Value			
8.2	7.6	Integrative Ability			
8.2	7.3	Sense of Self			
8.2	7.8	Systems Judgment			
8.2	7.7	Sense of Belonging			
8.2	8.0	Practical Thinking			
8.1	7.2	Personal Accountability			
8.1	6.7	Self Assessment			
8.1	7.6	Long Range Planning			
8.1	7.4	Handling Rejection			
8.1	6.9	Initiative			
8.1	7.4	Self Management			
8.1	7.2	Taking Responsibility			
8.0	7.4	Developing Others			
8.0	7.8	Monitoring Others			
7.9	7.1	Internal Self Control			

# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
7.8	7.5	Accountability for Others	10.0	8.2	Respect for Property
8.5	8.0	Attention to Detail	7.3	7.3	Results Orientation
8.8	7.9	Attitude Toward Others	9.2	7.1	Role Awareness
7.5	7.0	Balanced Decision Making	7.6	7.1	Role Confidence
7.2	7.3	Conceptual Thinking	8.1	6.7	Self Assessment
7.7	7.6	Concrete Organization	7.6	7.4	Self Confidence
7.6	7.3	Consistency and Reliability	7.0	6.9	Self Direction
8.2	7.9	Conveying Role Value	9.2	8.1	Self Improvement
8.5	7.9	Correcting Others	8.1	7.4	Self Management
8.0	7.4	Developing Others	8.2	7.7	Sense of Belonging
8.5	7.9	Emotional Control	7.2	7.3	Sense of Mission
8.8	8.1	Empathetic Outlook	8.2	7.3	Sense of Self
8.7	7.4	Enjoyment of the Job	7.7	7.5	Sense of Timing
8.2	7.7	Evaluating Others	8.8	7.9	Sensitivity to Others
8.5	7.7	Evaluating What is Said	8.7	7.6	Status and Recognition
8.7	8.0	Following Directions	7.6	7.3	Surrendering Control
8.8	7.8	Freedom from Prejudices	8.2	7.8	Systems Judgment
7.8	7.1	Gaining Commitment	8.1	7.2	Taking Responsibility
8.1	7.4	Handling Rejection	8.3	8.3	Theoretical Problem Solving
7.5	7.0	Handling Stress	8.4	8.1	Understanding Motivational Needs
8.1	6.9	Initiative	9.2	7.6	Using Common Sense
8.2	7.6	Integrative Ability			
7.9	7.1	Internal Self Control			
8.2	7.0	Intuitive Decision Making			
7.6	7.3	Job Ethic			
9.2	7.9	Leading Others			
8.1	7.6	Long Range Planning			
9.2	8.0	Material Possessions			
7.6	6.9	Meeting Standards			
8.0	7.8	Monitoring Others			
7.9	7.2	Persistence			
8.1	7.2	Personal Accountability			
7.5	7.1	Personal Drive			
9.3	8.1	Personal Relationships			
8.8	7.8	Persuading Others			
8.2	8.0	Practical Thinking			
8.8	7.9	Proactive Thinking			
7.5	7.5	Problem Solving			
7.8	7.4	Project And Goal Focus			
7.5	7.3	Project Scheduling			
8.4	7.5	Quality Orientation			
8.7	7.7	Realistic Expectations			
9.2	8.2	Realistic Goal Setting for Others			
8.6	7.6	Realistic Personal Goal Setting			
8.5	7.8	Relating to Others			
8.7	8.0	Respect for Policies			