



# TriMetrix® System

Where Opportunity Meets Talent®

## A Complete Assessment Solution

In today's marketplace, the competitive talent trends make it crucial to have an effective way to accurately assess, develop and retain top talent. Companies need to go beyond the traditional resume, interview and yearly review process to discover the real characteristics of superior performance.

Based on a unique 37-factor analysis, the TriMetrix System reveals a person's specific traits in three areas that describe the **how, why and what** of individual performance. This is accomplished through an unbiased assessment of the **Behaviors** people bring to the job, the **Values** that motivate people to do a job, and their potential to provide the **Personal Skills** required by the job. **As a job benchmarking tool, the same three areas are used to measure the requirements of the job, providing a complete system to compare talent to the position and create the best job fit.** With all of the components in the TriMetrix System, this powerful tool ensures that you hire, develop and retain top talent.

## Behaviors: The How

Knowledge is the biggest modifier of behavior. With the behavioral results from a TriMetrix assessment, individuals can learn to understand, appreciate and adapt their behavior style for effective communication. Based on the DISC theory, behavior is measured in four dimensions; dominance, influence, steadiness and compliance. The results will enhance the hiring process by revealing **how** an individual will perform. Furthermore, behavioral coaching empowers individuals to take action towards professional growth.

## Values: The Why

As a window through which we view the world, values are the drivers of our behavior, or what motivates our actions. Values are measured in six areas: theoretical, utilitarian, aesthetic, social, individualistic and traditional. With the knowledge of values, you can encourage employees in a way that satisfies their inner drive right from the start. The results will benefit both hiring and coaching initiatives by revealing **why** an individual acts the way they do, or what motivates their behavior.

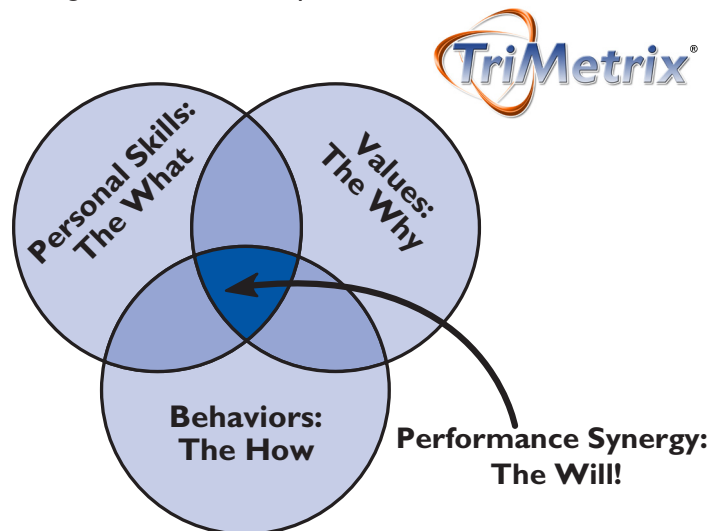
## Personal Skills: The What

Through TTI's Personal Talent Skills Inventory (PTSI), the TriMetrix report includes a description of what an individual "can do" in 23 capacities, or personal skills, related to the business environment. The PTSI is unique in its ability to assess an individual's cognitive structure through six dimensions of thought; three internal and three external. The assessment results reveal **what** individuals are capable of doing on the job by ranking their personal skills and describing their potential for workplace performance. By gaining true insight into the perspectives that affect superior performance, we can better coach individuals and utilize their skills in a job for which they are best fit.

## Applications in Your Business

The TriMetrix System has been developed for a multitude of business applications, including:

- Job Benchmarking
- Talent Selection and Retention
- Employee Coaching and Development
- Performance Appraisals
- Succession Planning
- Organizational Development



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