



TTI
SUCCESS
INSIGHTS®

TriMetrix® DNA

Gap Report

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Advancing People in Business™

Table of Contents



Introduction	3
Job Competencies Hierarchy	4
Job Rewards/Culture Hierarchy	8
Motivation Insights® Graph	10
Behavioral Hierarchy	11
Workplace Behaviors®	14
The TTI Success Insights® Wheel	15
Comparison Analysis - <i>For Consulting and Coaching</i>	16

Introduction



Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

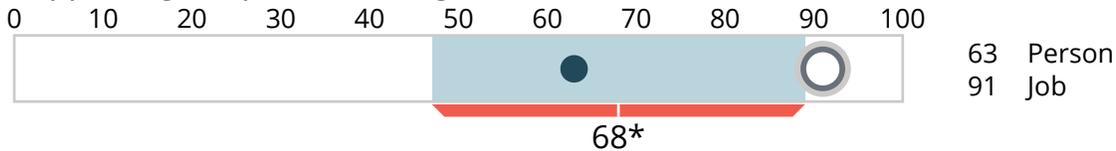
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

Job Competencies Hierarchy

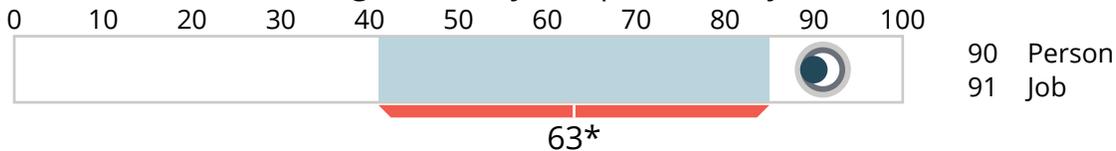


This section identifies which competencies are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a competency that is of significant importance to the job, but has a low ranking for the person. In turn, a competency may be of low importance to the job, but has a high ranking for the person.

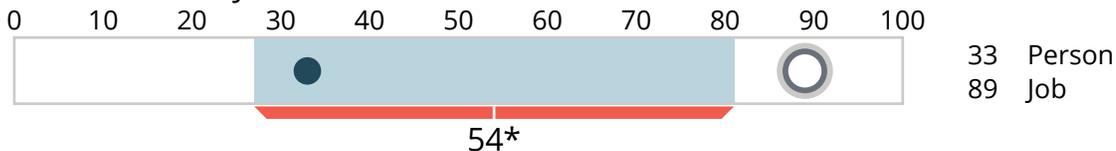
1. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



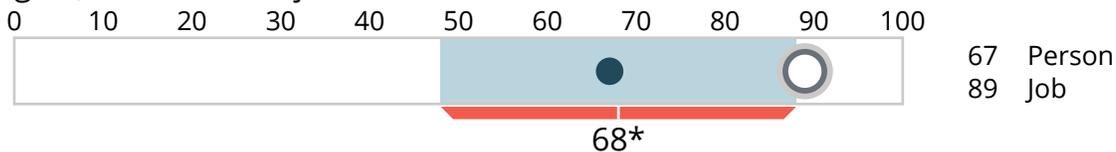
2. Teamwork - Working effectively and productively with others.



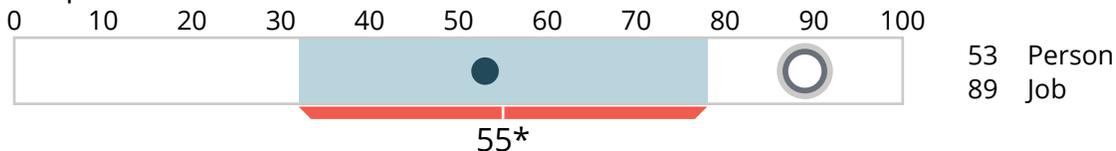
3. Written Communication - Writing clearly, succinctly and understandably.



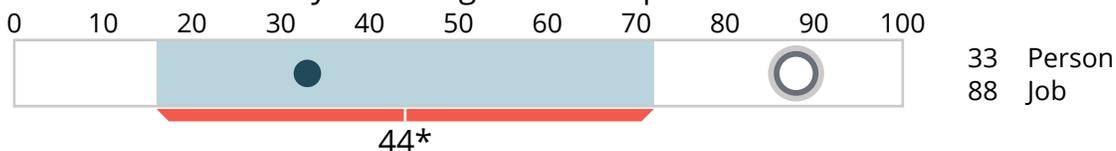
4. Goal Orientation - Energetically focusing efforts on meeting a goal, mission or objective.



5. Personal Effectiveness - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



6. Self Management (Time and Priorities) - Demonstrating self control and an ability to manage time and priorities.

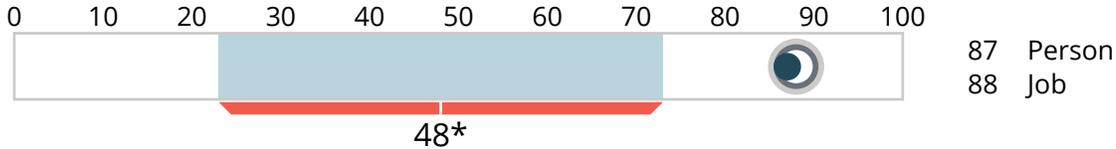


* 68% of the population falls within the shaded area.

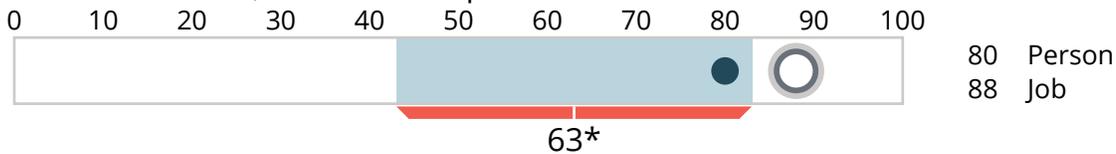
Job Competencies Hierarchy



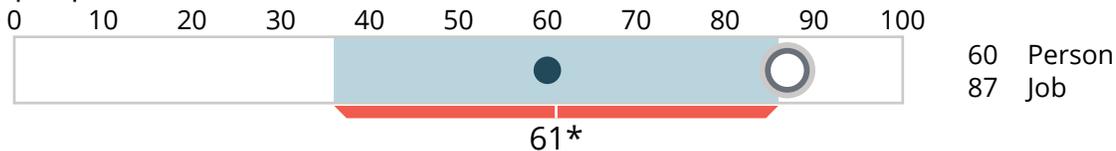
7. Planning/Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



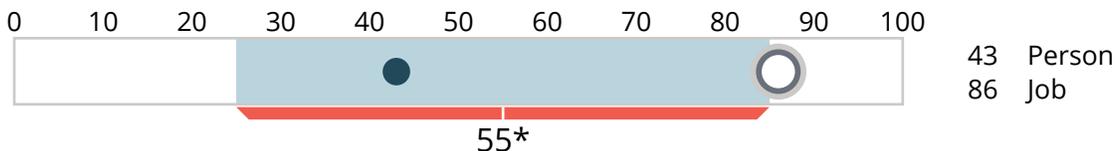
8. Customer Service - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



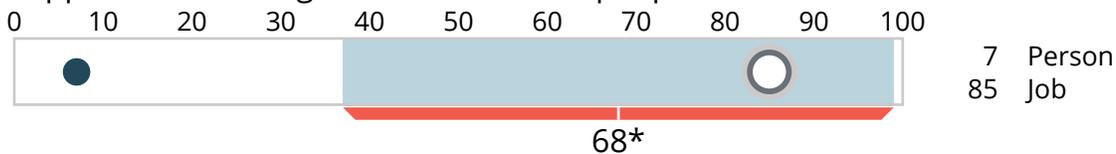
9. Leadership - Achieving extraordinary business results through people.



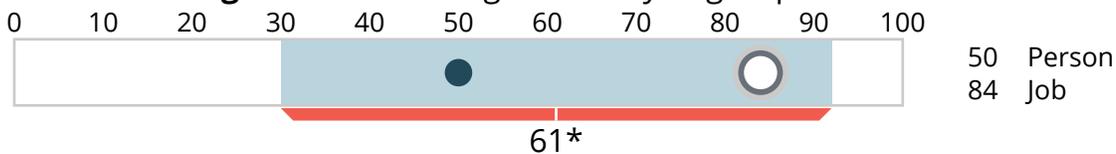
10. Persuasion - Convincing others to change the way they think, believe or behave.



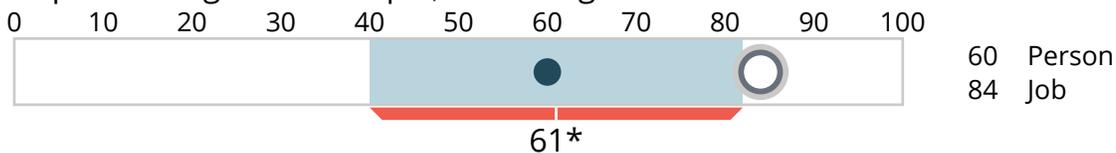
11. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



12. Presenting - Communicating effectively to groups.



13. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.

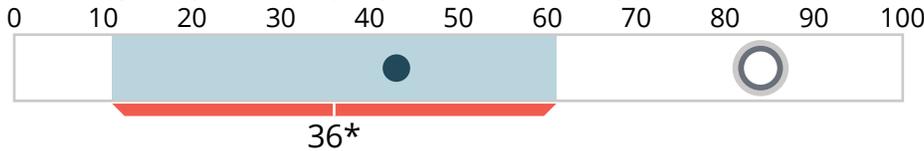


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Job Competencies Hierarchy

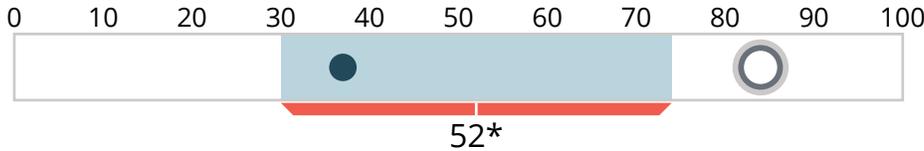


14. Empathy - Identifying with and caring about others.



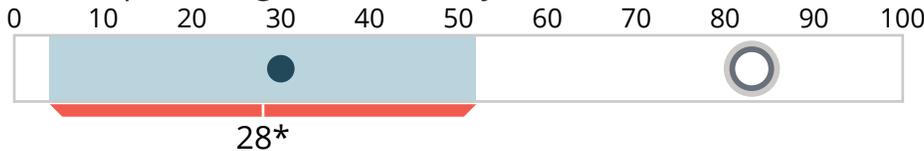
43 Person
84 Job

15. Conflict Management - Addressing and resolving conflict constructively.



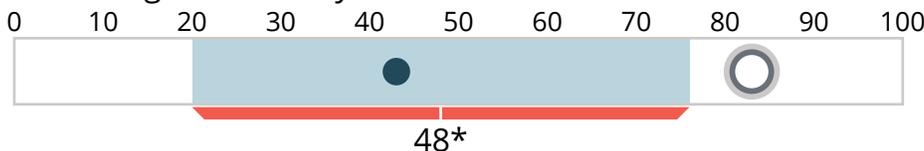
37 Person
84 Job

16. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



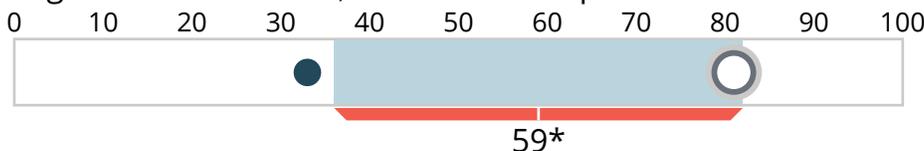
30 Person
83 Job

17. Creativity/Innovation - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



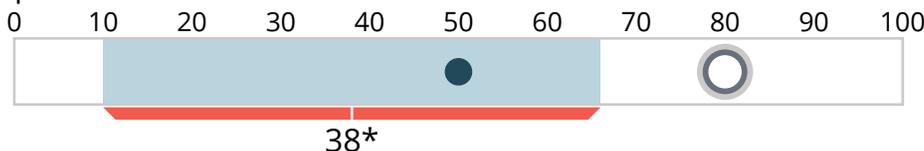
43 Person
83 Job

18. Diplomacy - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



33 Person
81 Job

19. Negotiation - Facilitating agreements between two or more parties.



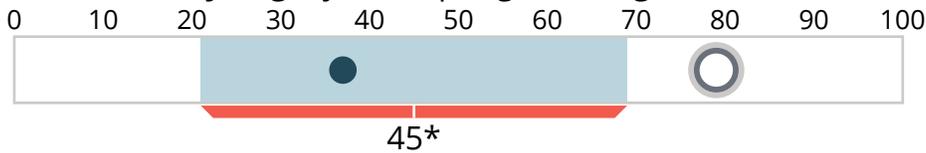
50 Person
80 Job

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

Job Competencies Hierarchy

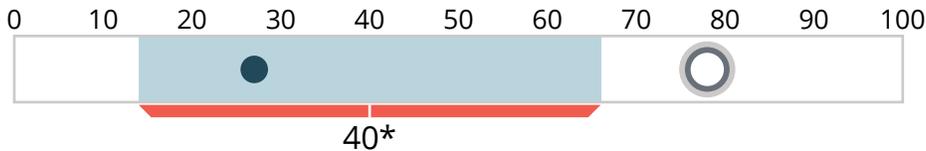


20. Flexibility - Agility in adapting to change.



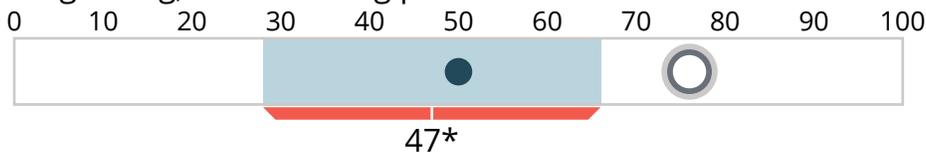
37 Person
79 Job

21. Decision Making - Utilizing effective processes to make decisions.



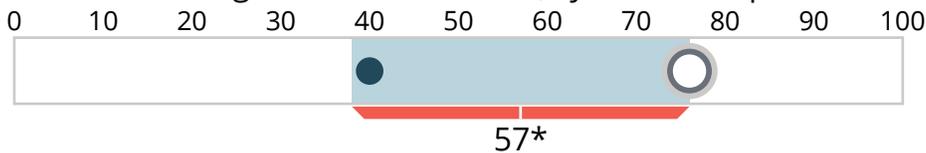
27 Person
78 Job

22. Analytical Problem Solving - Anticipating, analyzing, diagnosing, and resolving problems.



50 Person
76 Job

23. Management - Achieving extraordinary results through effective management of resources, systems and processes.



40 Person
76 Job

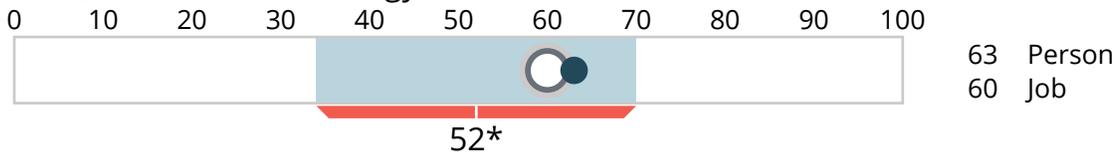
* 68% of the population falls within the shaded area.

Job Rewards/Culture Hierarchy

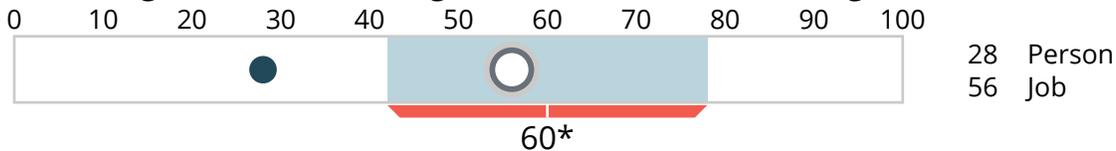


These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

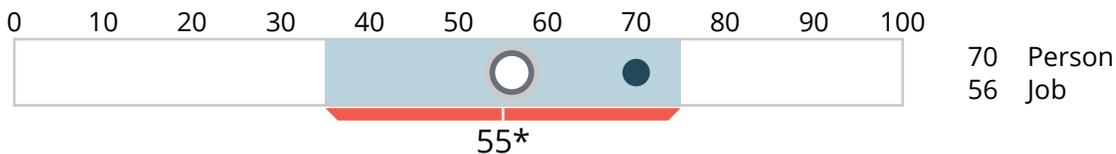
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



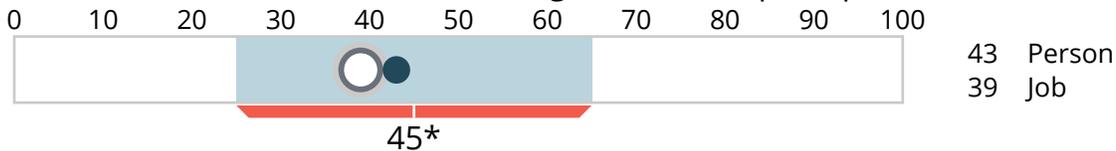
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



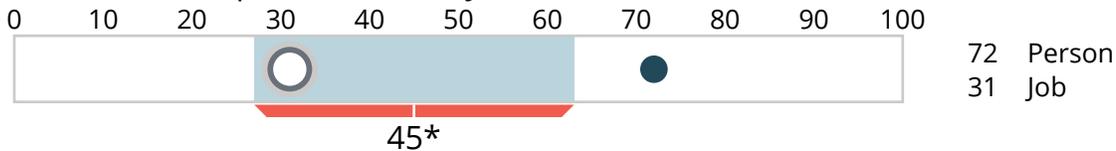
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



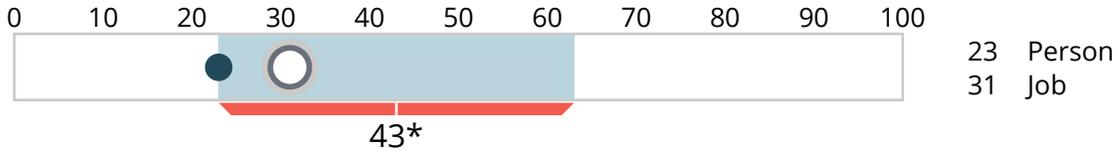
○ - Job ● - Person

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



Job Rewards/Culture Hierarchy

6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



○ - Job ● - Person

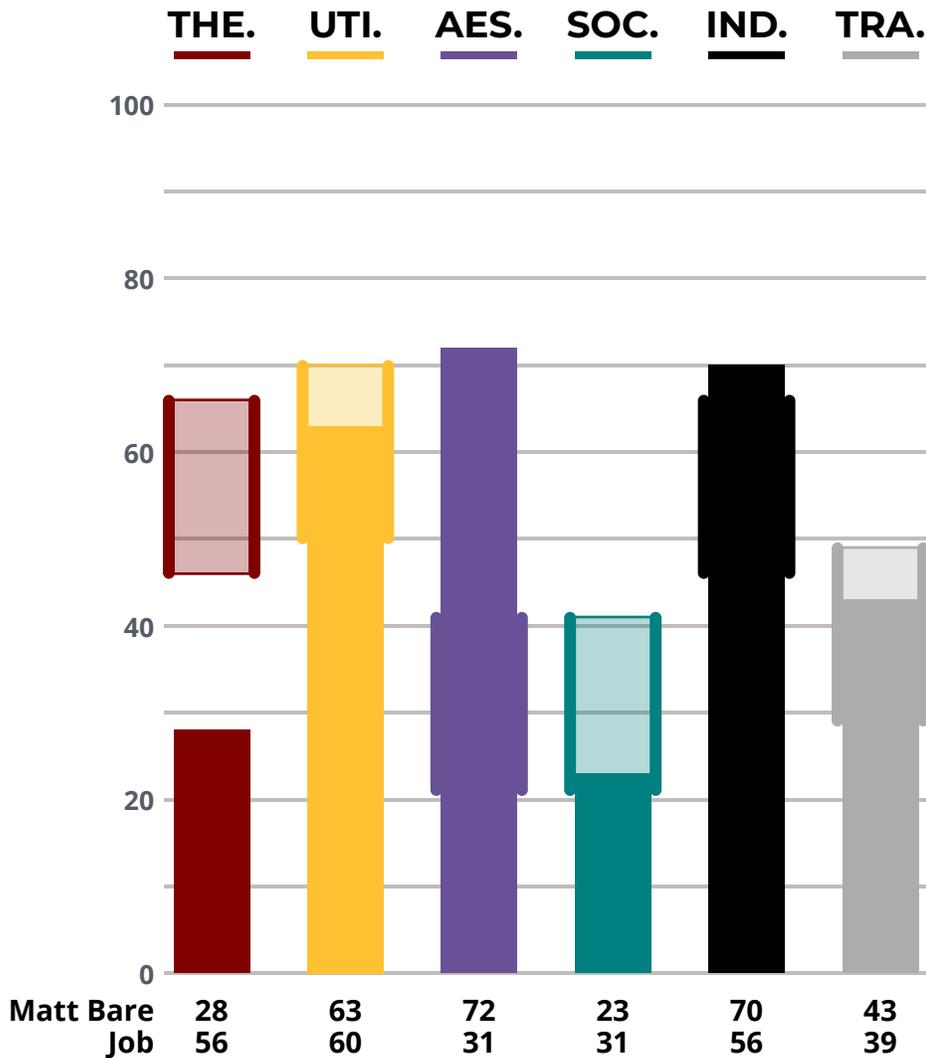
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Motivation Insights® Graph



Matt Bare

The following graph is designed as a visual comparison between the position and the applicant for each of the motivators. The highlighted area denotes the position-related motivators score. The applicant's score is denoted by the darker, solid line for each motivator. The closer the applicant's score aligns to the position's score, the more engaged the applicant will be in the position.



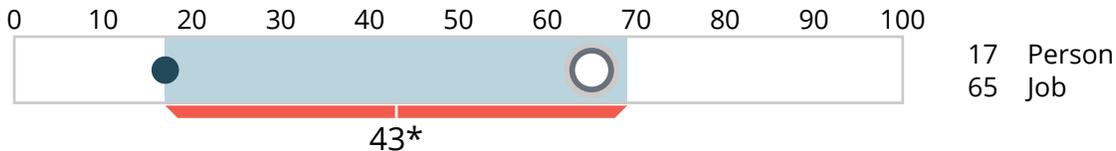
Job Range (20 point range)

Behavioral Hierarchy

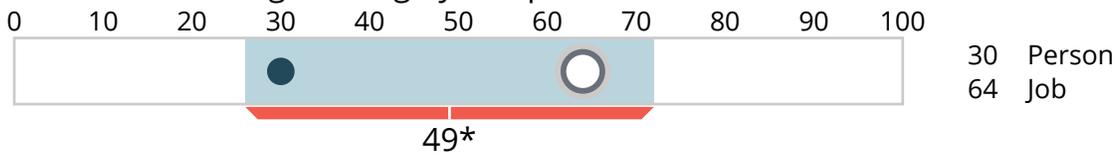


This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

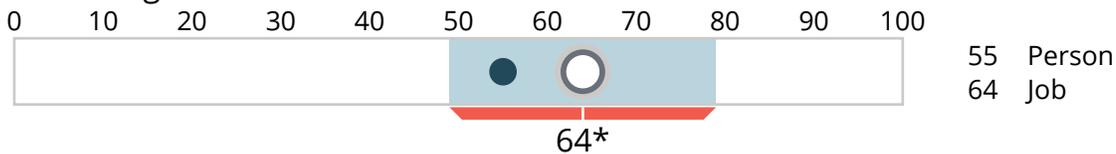
1. Urgency - The job requires decisiveness, quick response, and fast action.



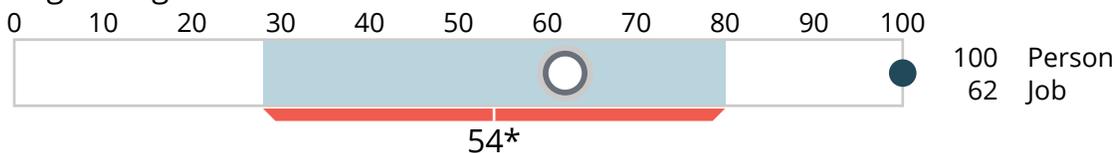
2. Competitive - The job requires assertiveness and a "will to win" when dealing with highly competitive situations.



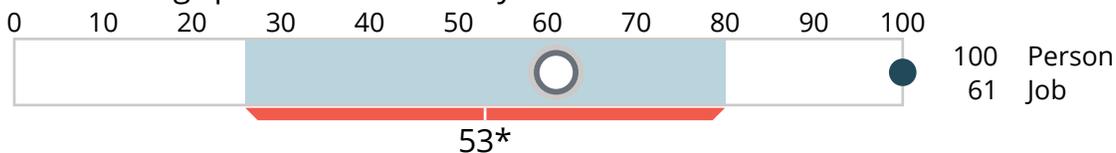
3. People-Oriented - The job requires building rapport with a wide range of individuals.



4. Analysis - The job requires compiling, confirming, and organizing information.



5. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



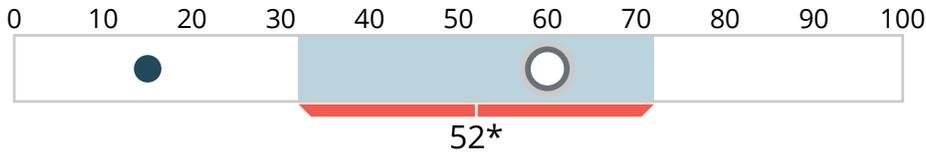
○ - Job ● - Person

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

Behavioral Hierarchy

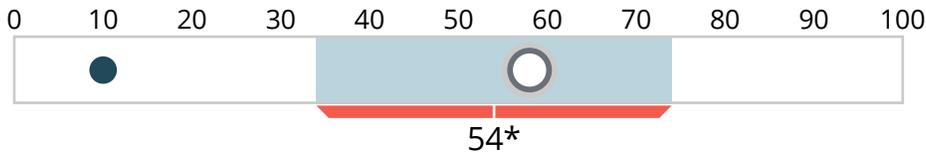


6. Frequent Change - The job requires rapid shifts between tasks.



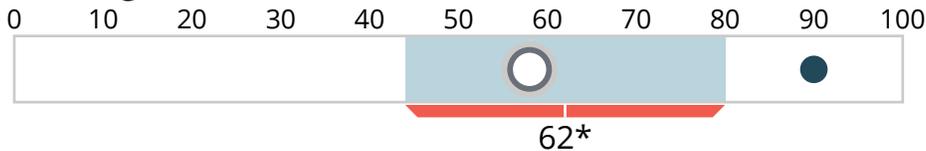
15 Person
60 Job

7. Versatile - The job requires adapting to various situations with ease.



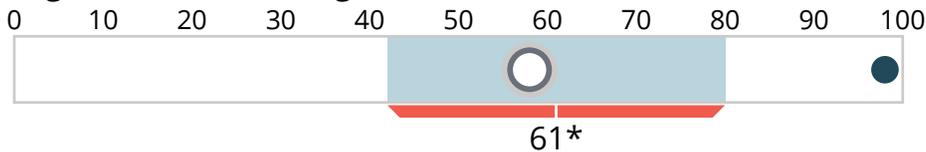
10 Person
58 Job

8. Persistence - The job requires finishing tasks despite challenges or resistance.



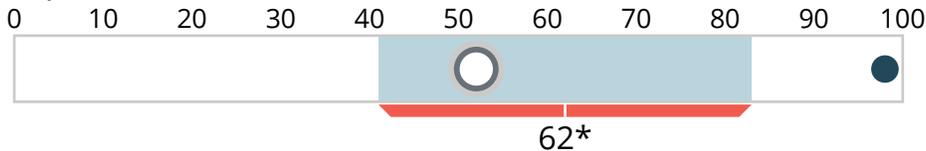
90 Person
58 Job

9. Following Policy - The job requires adhering to rules, regulations, or existing methods.



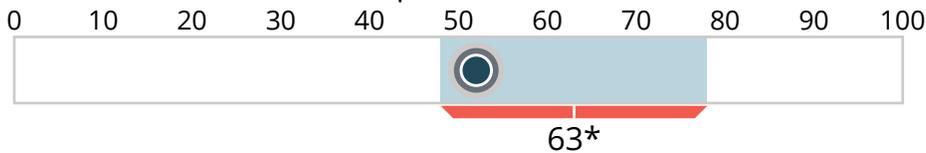
98 Person
58 Job

10. Consistent - The job requires predictable performance in repetitive situations.



98 Person
52 Job

11. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



52 Person
52 Job

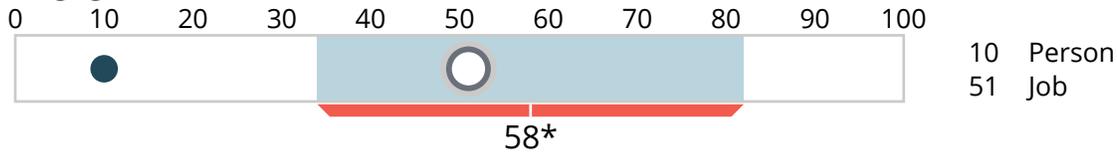
○ - Job ● - Person

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

Behavioral Hierarchy



12. Interaction - The job requires frequent communication and engagement with others.



○ - Job ● - Person

* 68% of the population falls within the shaded area.
WB: 66-68-38-77 (55)

SIA: 18-08-86-86 (06) SIN: 28-08-92-91 (20)

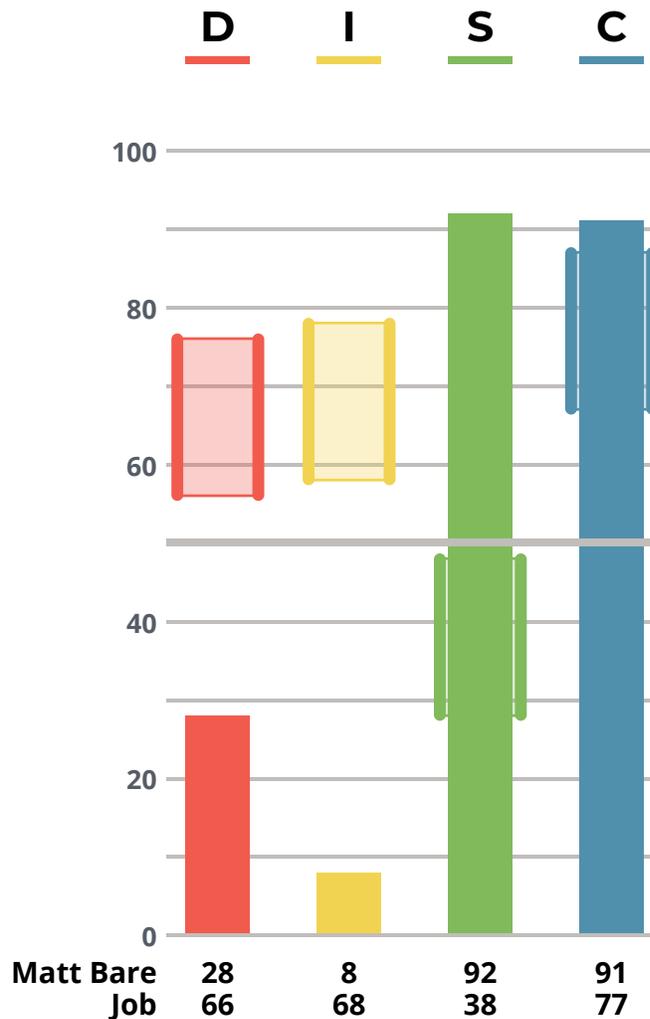
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Workplace Behaviors®



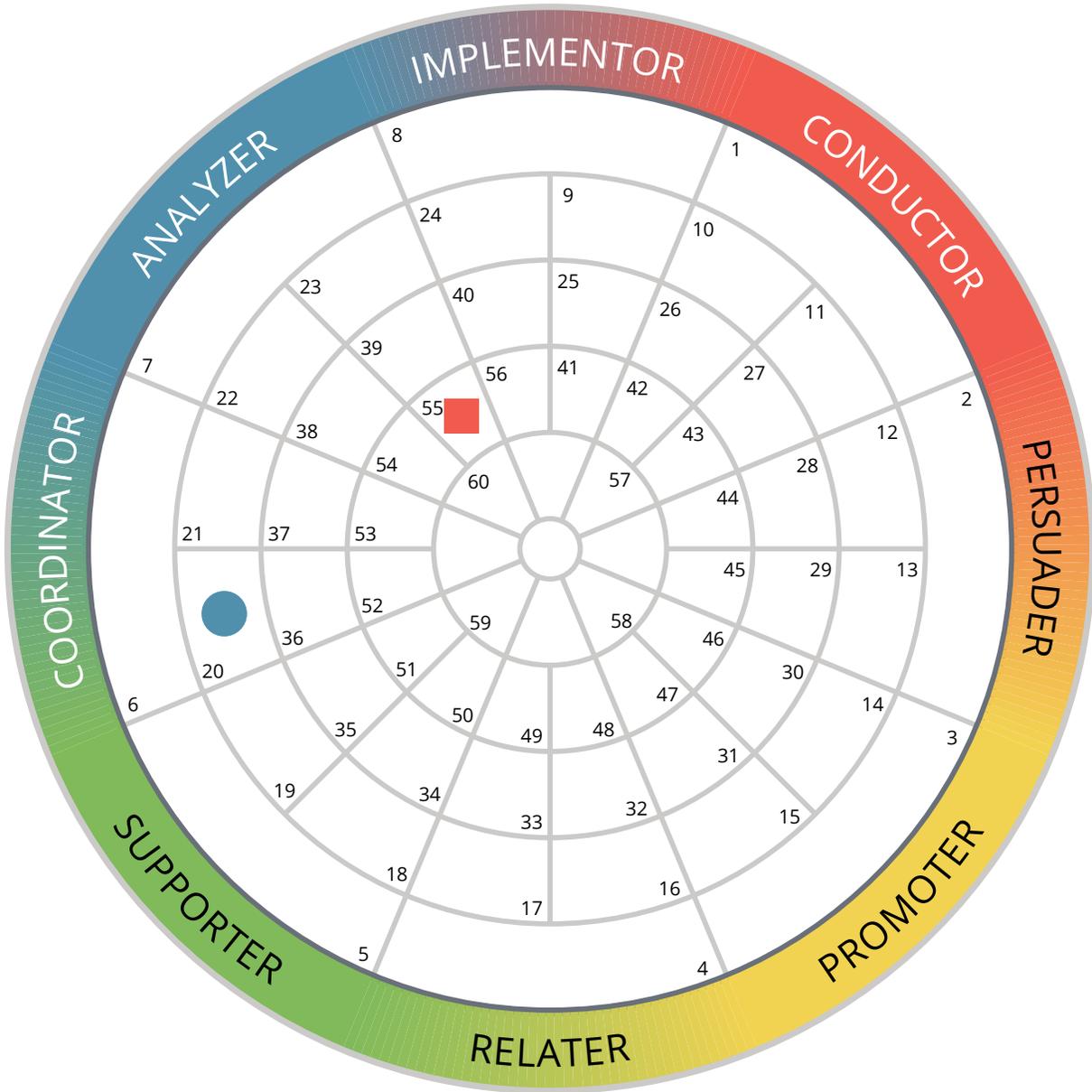
Matt Bare

The following graph is designed as a visual comparison between the position and the applicant for each behavioral factor. The highlighted area denotes the position-related score for each behavioral factor. The applicant's score is denoted by the darker red, yellow, green and blue line. The closer the applicant's score aligns to the position's score, the better the applicant will perform in the position with respect to behavior.



 Job Range (20 point range)

The TTI Success Insights® Wheel



- Job - (55) IMPLEMENTING ANALYZER (ACROSS)
- Matt Bare - (20) SUPPORTING COORDINATOR

Comparison Analysis

For Consulting and Coaching



Job Competencies Hierarchy	Zone Range	Person
1. EMPLOYEE DEVELOPMENT/COACHING	90 — 100	63
2. TEAMWORK	86 — 100	90
3. WRITTEN COMMUNICATION	82 — 100	33
4. GOAL ORIENTATION	89 — 100	67
5. PERSONAL EFFECTIVENESS	79 — 100	53
6. SELF-MANAGEMENT (TIME AND PRIORITIES)	73 — 100	33
7. PLANNING/ORGANIZING	74 — 100	87

Job Rewards/Culture Hierarchy	Zone Range	Person
1. Utilitarian/Economic	52 — 70	63
2. Theoretical	42 — 59	28
3. Individualistic/Political	55 — 75	70

Job Behavioral Hierarchy	Zone Range	Person
1. Urgency	43 — 69	17
2. Competitive	49 — 72	30
3. People-Oriented	64 — 79	55

- Exact match
- Fair compatibility
- Good compatibility
- Poor compatibility
- Over-focused