



# TTI TriMetrix<sup>®</sup> HD

Where Opportunity Meets Talent<sup>®</sup>

## A Complete Assessment Solution

In today's highly competitive marketplace, hiring, developing and retaining top talent is crucial to success. Industry leaders go beyond the traditional resume, interview and yearly review process to use accurate, bias-free assessments to examine individual performance. Based on a unique, 55-factor analysis, TTI TriMetrix HD examines the Behaviors individuals bring to the job, the Motivators that drive them, do they possess the Acumen to do the job and their potential to provide the Competencies required by the job. It reveals specific details in four areas that describe the how, why, what and can of superior performance. As a job benchmarking tool, these four areas define the requirements of each job, providing a complete system to compare talent to the position and achieve the optimum job fit. The comprehensive design of TTI TriMetrix HD ensures that you hire, develop and retain the best possible talent.

## Behaviors: The How

Knowledge is the biggest modifier of behavior. With the behavioral results from a TriMetrix HD assessment, individuals learn to understand, appreciate and adapt their behavioral style for effective communication. Based on the DISC theory, behavior is measured in four dimensions; dominance, influence, steadiness and compliance which are translated into a hierarchy of twelve behavioral traits scored on a 10-point scale. The results enhance the hiring process by revealing how an individual will perform. Furthermore, behavioral coaching empowers individuals to take action towards professional growth.

## Motivators: The Why

As a window through which we view the world, motivators are the drivers of our behavior, or what motivates our actions. Motivators are measured in six areas: theoretical, utilitarian, aesthetic, social, individualistic and traditional. With the knowledge of motivators, 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.

## Acumen Indicator: The Can

The TTI TriMetrix HD Talent assessment is unique in it's ability to assess how astutely a person analyzes and interprets their experiences. A person's acumen, or keenness and depth of perception or discernment, is directly related to their level of performance. The stronger a person's acumen, the more aware they are of their reality in both their external and internal world. This report will give insight into the thought processes of the individual that affect performance. This reveals what they can do, describing their potential for superior performance. TriMetrix HD can reveal potential they possess that may not have been utilized on the job yet.

## Competencies: The What

The TTI TriMetrix HD Report describes what an individual's strengths are in 25 research-based capacities, or personal skills, that are directly related to the business environment. Through the assessment of an individual's own personal skills, this quantitative measurement tool analyzes each capacity on three levels: mastery, some mastery and no mastery. The top skills outlined in the report highlight individuals' well-developed capabilities and reveal the areas where they are most effective. When used as a benchmarking tool, this component helps ensure the inherent skills of each individual match the personal skills required by the job.

## Applications in Your Business

TTI TriMetrix HD has been developed for a multitude of business applications, including:

- Job Matching
- Talent Selection and Retention
- Aligning Talent Management to Strategic Planning
- Employee Coaching and Development
- Performance Appraisals
- Succession Planning & Organizational Development

## Provided By:

