



**TTI TriMetrix<sup>®</sup>**  
Gap Report

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**Lisa Example**

Inside Sales  
ABC Corp.

Herrenkohl Consulting  
333 E. Lancaster Avenue #338, Wynnewood, PA 19096  
610-658-9790 voice, 610-896-2877 fax  
[info@herrenkohlconsulting.com](mailto:info@herrenkohlconsulting.com)



## INTRODUCTION

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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.

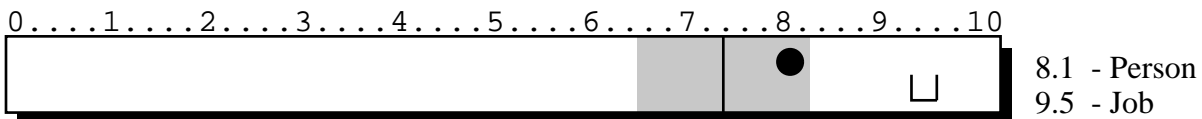


Section 1

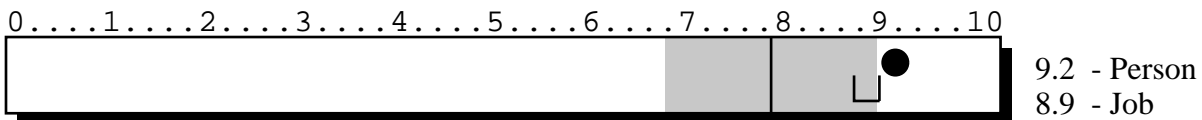
# PERSONAL SKILLS HIERARCHY

*This section identifies which people attributes 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 job attribute that is of significant importance to the job but has a low ranking by the person. In turn, a job attribute may be of low importance to the job but has a high ranking by the person.*

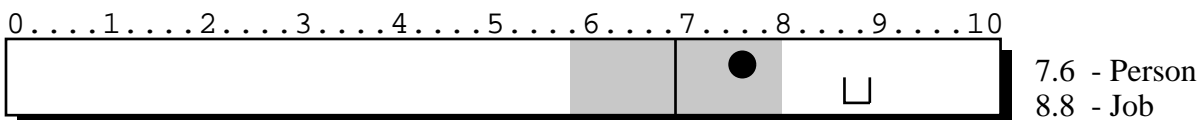
1. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



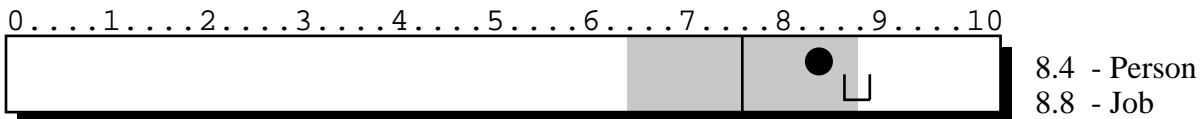
2. CUSTOMER FOCUS: A commitment to customer satisfaction.



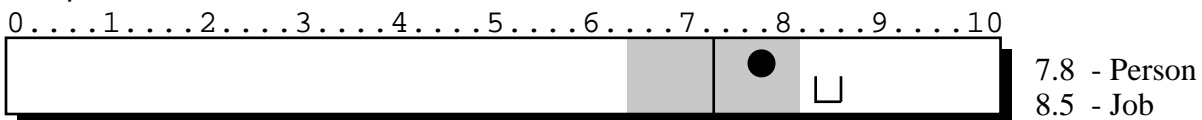
3. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



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



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



□ - Job ● - Person

Rev: 0.95-0.93

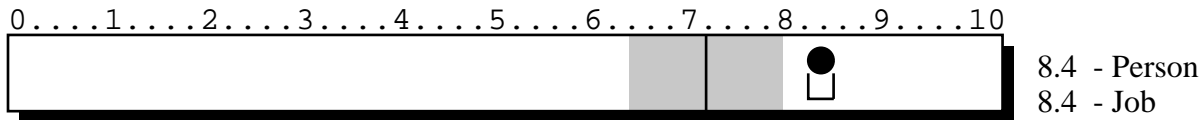
\* 68% of the population falls within the shaded area.



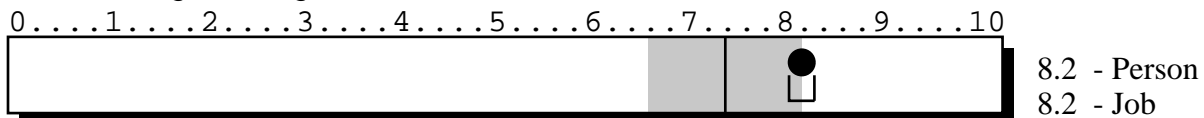
Section 1

# PERSONAL SKILLS HIERARCHY

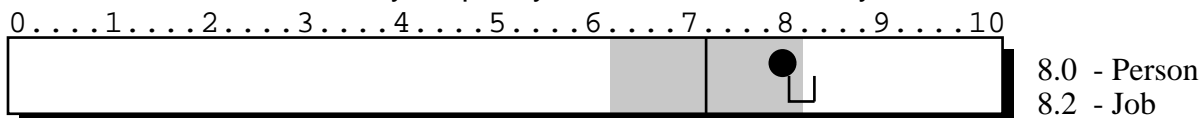
6. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



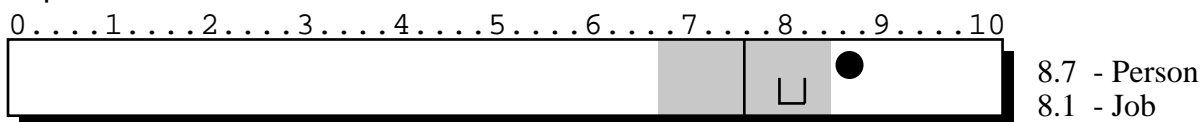
7. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



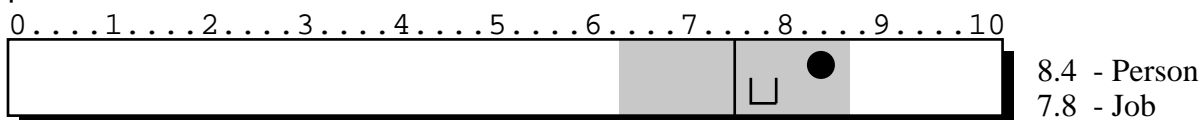
8. RESILIENCY: The ability to quickly recover from adversity.



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



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



□ - Job   ● - Person

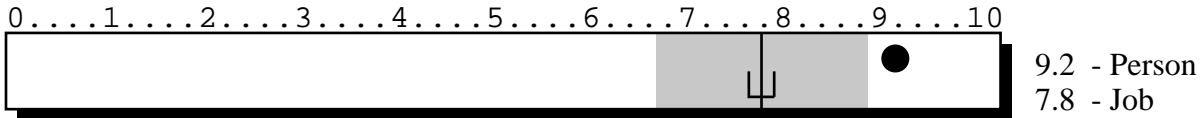
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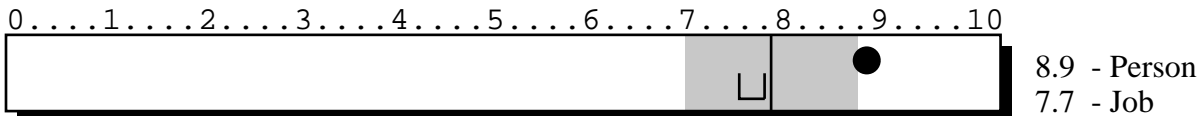
Section 1

# PERSONAL SKILLS HIERARCHY

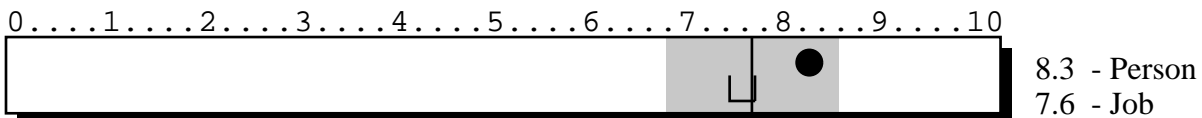
11. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



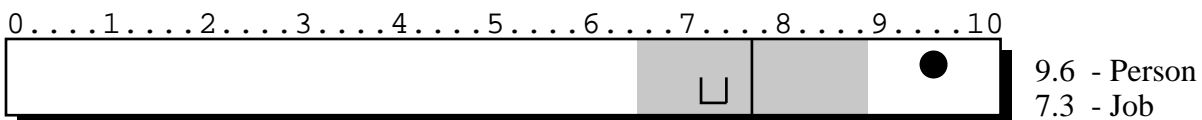
12. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



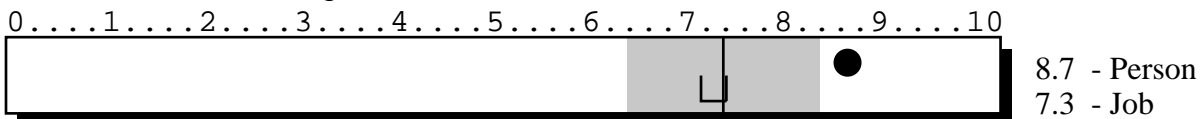
13. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



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



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



□ - Job   ● - Person

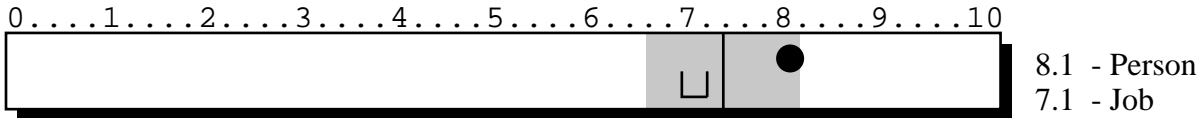
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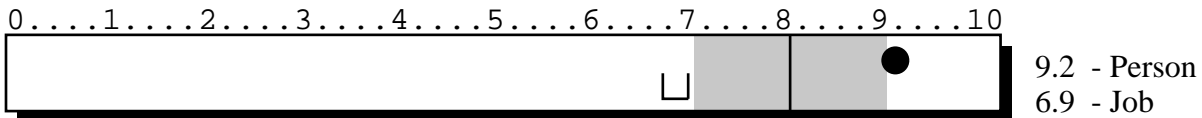
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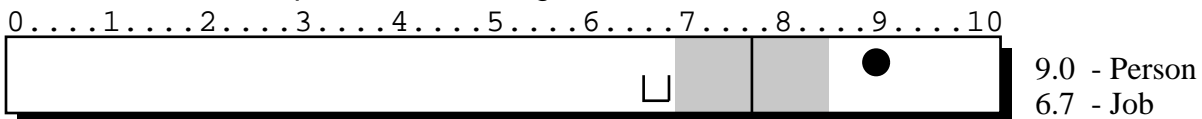
16. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



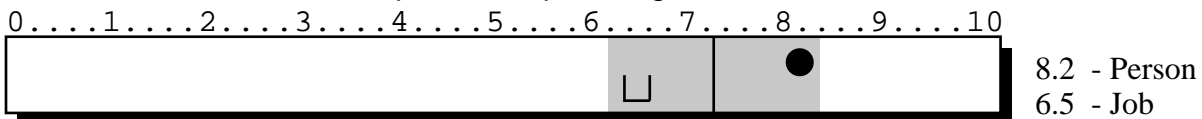
17. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



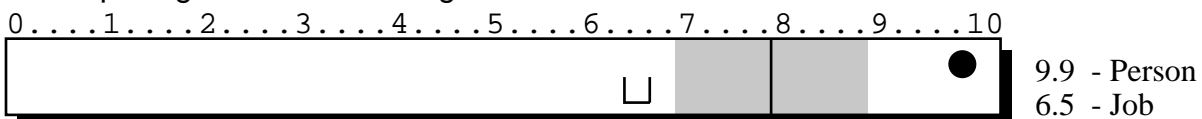
18. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



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



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



□ - Job   ● - Person

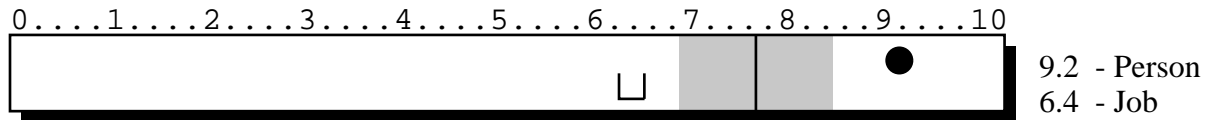
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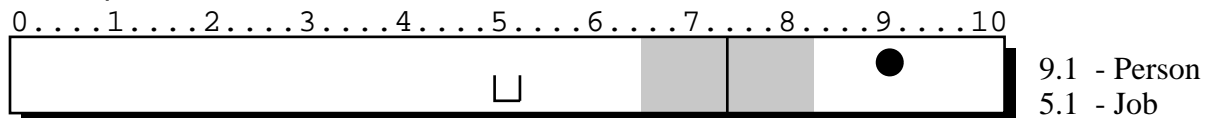
Section 1

# PERSONAL SKILLS HIERARCHY

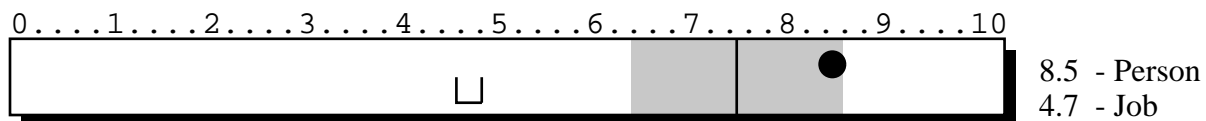
21. TEAMWORK: The ability to cooperate with others to meet objectives.



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



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



□ - Job   ● - Person

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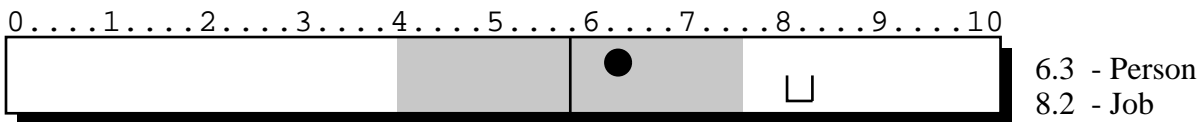


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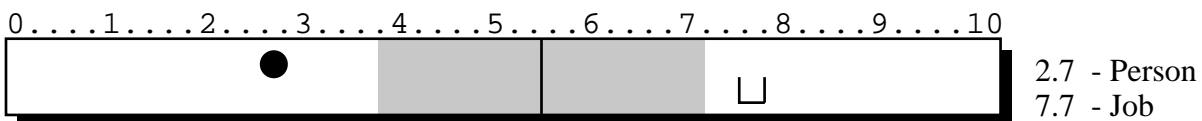
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

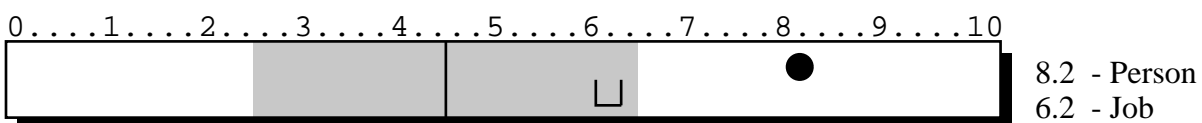
## 1. UTILITARIAN/ECONOMIC



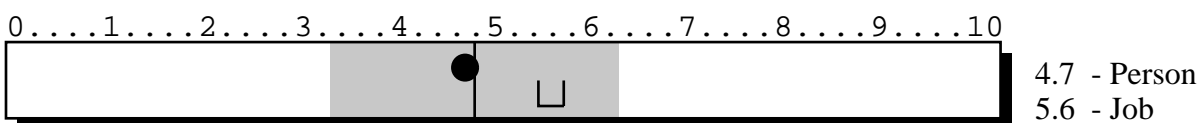
## 2. THEORETICAL



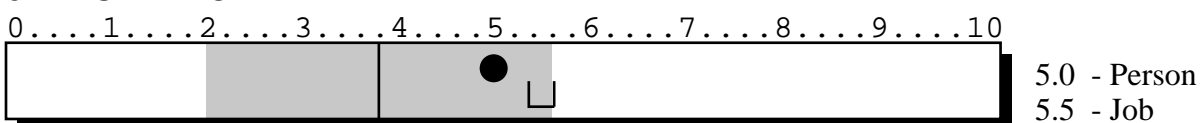
## 3. TRADITIONAL/REGULATORY



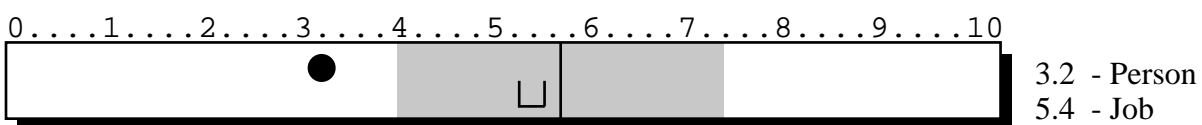
## 4. INDIVIDUALISTIC/POLITICAL



## 5. AESTHETIC



## 6. SOCIAL



□ - Job ● - Person

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

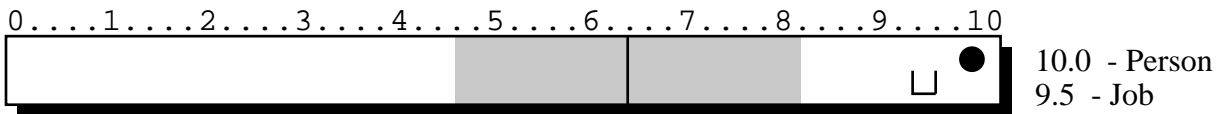


Section 3

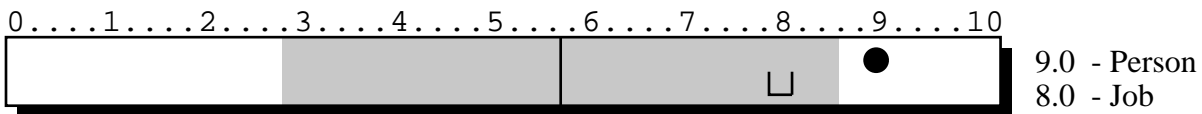
# BEHAVIORAL HIERARCHY

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. 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.

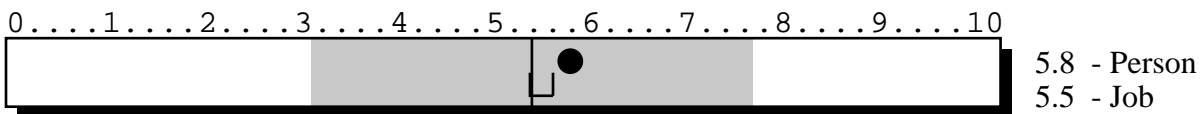
### 1. CUSTOMER ORIENTED



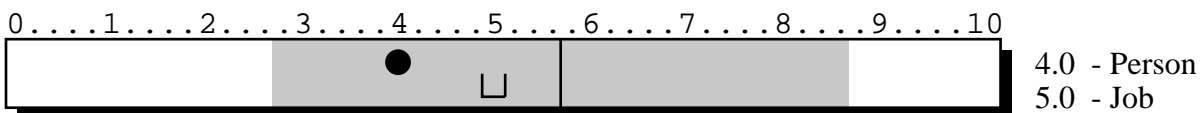
### 2. FREQUENT INTERACTION WITH OTHERS



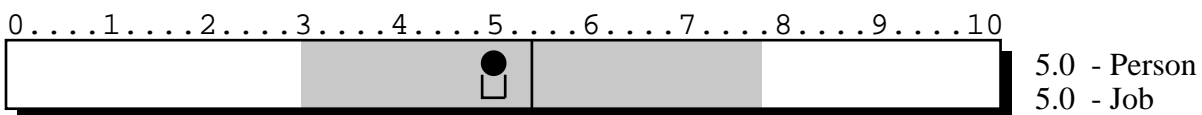
### 3. FREQUENT CHANGE



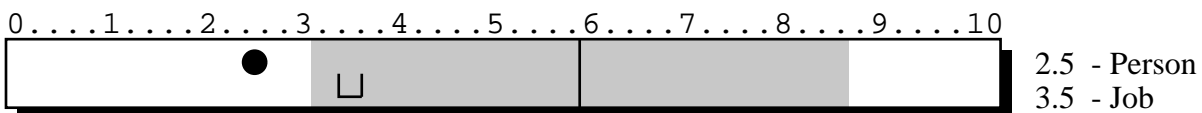
### 4. COMPETITIVENESS



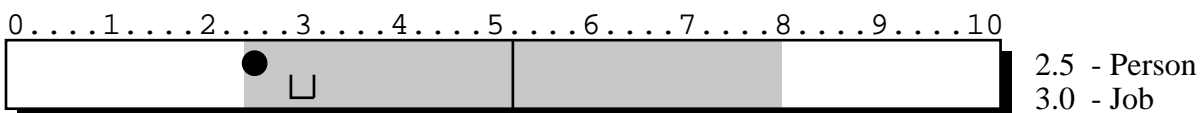
### 5. VERSATILITY



### 6. ANALYSIS OF DATA



### 7. URGENCY



□ - Job ● - Person

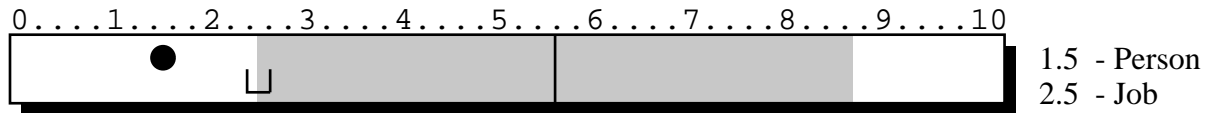
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Section 3

# BEHAVIORAL HIERARCHY

## 8. ORGANIZED WORKPLACE



□ - Job ● - Person

SIA: 20-94-51-27 (15) SIN: 35-86-93-17 (17)

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Herrenkohl Consulting  
610-658-9790 voice, 610-896-2877 fax  
info@herrenkohlconsulting.com

# DIMENSIONAL BALANCE

For consulting and coaching

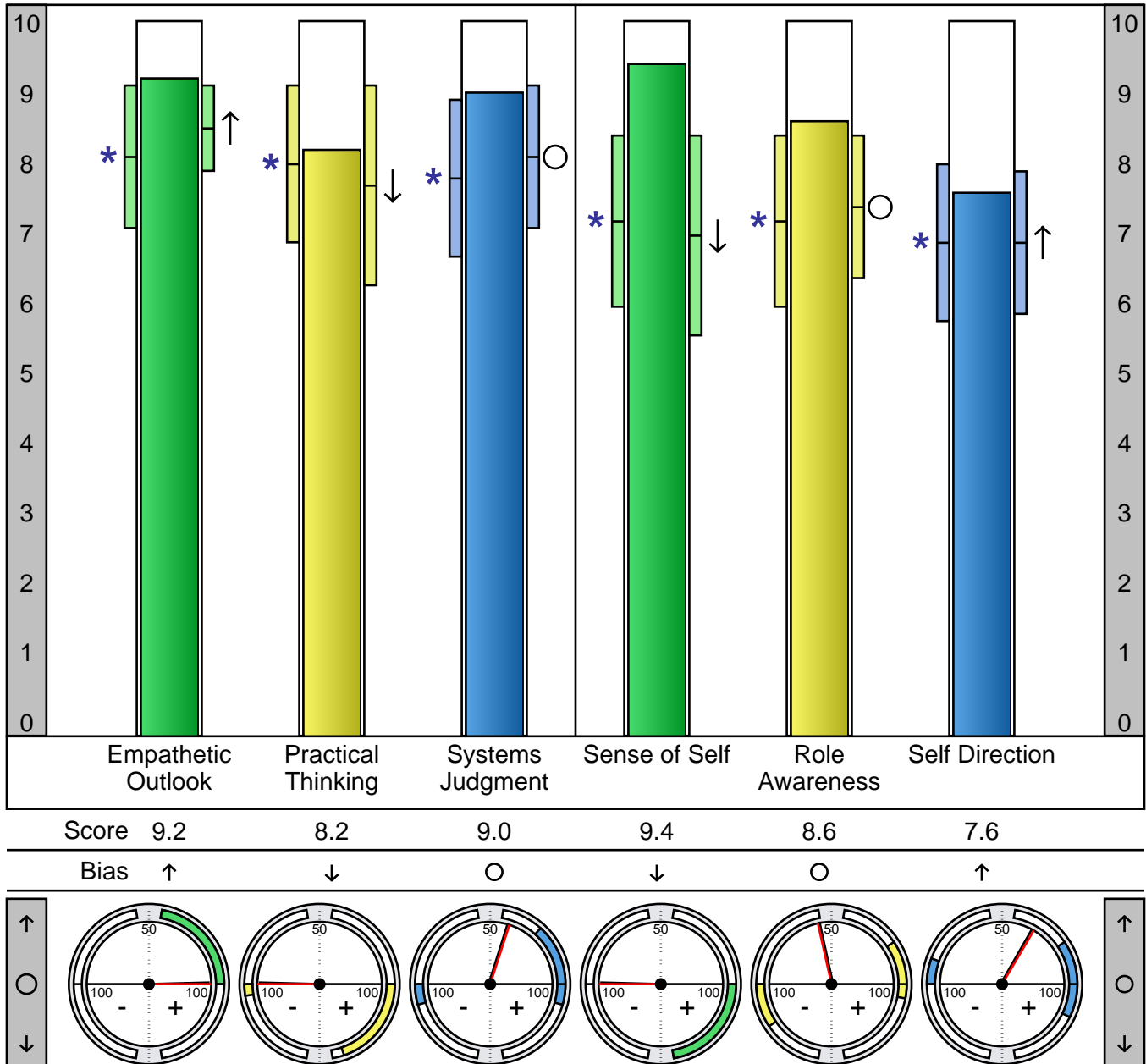
## Lisa Example

ABC Corp.  
11-24-2008

- \* Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

### EXTERNAL FACTORS (Part 1)

### INTERNAL FACTORS (Part 2)



Rev: 0.95-0.93

Herrenkohl Consulting  
610-658-9790 voice, 610-896-2877 fax  
info@herrenkohlconsulting.com

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# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
10.0	7.8	Relating to Others	8.4	7.2	Taking Responsibility
10.0	7.9	Sensitivity to Others	8.3	7.4	Project and Goal Focus
10.0	8.1	Self Improvement	8.3	7.3	Surrendering Control
10.0	8.1	Personal Relationships	8.3	7.9	Proactive Thinking
9.9	7.9	Leading Others	8.3	7.2	Persistence
9.6	7.7	Evaluating What is Said	8.2	7.3	Conceptual Thinking
9.5	8.2	Realistic Goal Setting for Others	8.2	7.0	Balanced Decision Making
9.4	7.3	Sense of Self	8.2	7.7	Evaluating Others
9.2	7.9	Attitude Toward Others	8.2	7.5	Quality Orientation
9.2	8.1	Understanding Motivational Needs	8.2	8.0	Practical Thinking
9.2	8.1	Empathetic Outlook	8.1	7.6	Concrete Organization
9.2	8.0	Material Possessions	8.1	7.1	Personal Drive
9.1	6.7	Self Assessment	8.1	7.3	Project Scheduling
9.1	7.9	Correcting Others	8.1	7.4	Self Management
9.1	7.4	Developing Others	8.0	7.4	Handling Rejection
9.0	8.0	Following Directions	7.9	7.0	Handling Stress
9.0	7.4	Self Confidence	7.9	7.5	Sense of Timing
9.0	7.1	Gaining Commitment	7.8	7.3	Results Orientation
9.0	8.0	Respect for Policies	7.7	7.6	Integrative Ability
9.0	7.8	Systems Judgment	7.7	7.1	Role Confidence
8.8	8.0	Attention to Detail	7.7	7.8	Monitoring Others
8.8	7.4	Enjoyment of the Job	7.6	6.9	Initiative
8.7	7.8	Freedom from Prejudices	7.6	6.9	Self Direction
8.7	7.9	Conveying Role Value			
8.7	8.2	Respect for Property			
8.6	7.3	Consistency and Reliability			
8.6	7.7	Realistic Expectations			
8.6	7.6	Realistic Personal Goal Setting			
8.6	7.6	Long Range Planning			
8.6	7.3	Job Ethic			
8.6	7.1	Internal Self Control			
8.6	7.1	Role Awareness			
8.5	7.5	Accountability for Others			
8.5	7.9	Emotional Control			
8.5	7.8	Persuading Others			
8.4	8.3	Theoretical Problem Solving			
8.4	7.0	Intuitive Decision Making			
8.4	7.2	Personal Accountability			
8.4	7.5	Problem Solving			
8.4	6.9	Meeting Standards			
8.4	7.6	Using Common Sense			
8.4	7.6	Status and Recognition			
8.4	7.3	Sense of Mission			
8.4	7.7	Sense of Belonging			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
8.5	7.5	Accountability for Others	10.0	7.8	Relating to Others
8.8	8.0	Attention to Detail	9.0	8.0	Respect for Policies
9.2	7.9	Attitude Toward Others	8.7	8.2	Respect for Property
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9.0	8.0	Following Directions	10.0	7.9	Sensitivity to Others
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9.0	7.1	Gaining Commitment	8.3	7.3	Surrendering Control
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8.6	7.7	Realistic Expectations			
9.5	8.2	Realistic Goal Setting for Others			
8.6	7.6	Realistic Personal Goal Setting			



# COMPARISON ANALYSIS

For consulting and coaching

Job Attributes Hierarchy	Zone Range	Person
1. SELF MANAGEMENT	8.4 — 10.0	8.1
2. CUSTOMER FOCUS	8.0 — 9.0	9.2
3. SELF STARTING	8.1 — 10.0	7.6
4. FLEXIBILITY	7.7 — 8.8	8.4
5. RESULTS ORIENTATION	8.3 — 10.0	7.8
6. PERSONAL ACCOUNTABILITY	8.1 — 10.0	8.4
7. GOAL ACHIEVEMENT	7.5 — 8.2	8.2
Job Rewards/Culture Hierarchy	Zone Range	Person
1. UTILITARIAN/ECONOMIC	7.7 — 10.0	6.3
2. THEORETICAL	7.3 — 10.0	2.7
3. TRADITIONAL/REGULATORY	4.6 — 6.5	8.2
Job Behavioral Hierarchy	Zone Range	Person
1. CUSTOMER ORIENTED	8.3 — 10.0	10.0
2. FREQUENT INTERACTION WITH OTHERS	5.8 — 8.6	9.0
3. FREQUENT CHANGE	5.5 — 7.7	5.8

