



Personal Talent Plus Report

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Demo Group Organization
3-29-2006

Provided by:
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INTRODUCTION

Where Opportunity Meets Talent™

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.

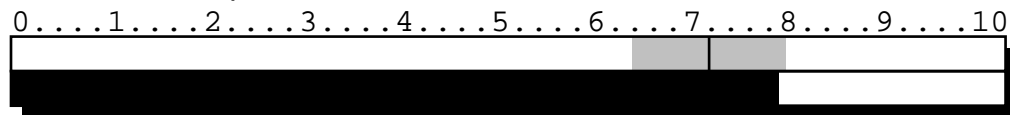
SECTION 6: BEHAVIORAL FEEDBACK

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

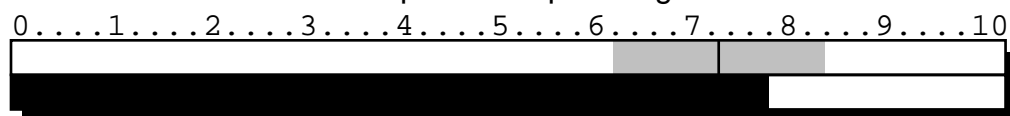
PERSONAL SKILLS HIERARCHY

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.

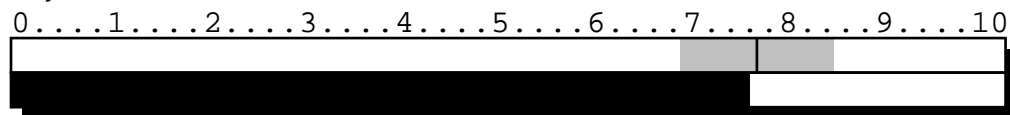
1. **PERSONAL ACCOUNTABILITY:** A measure of the capacity to be answerable for personal actions.



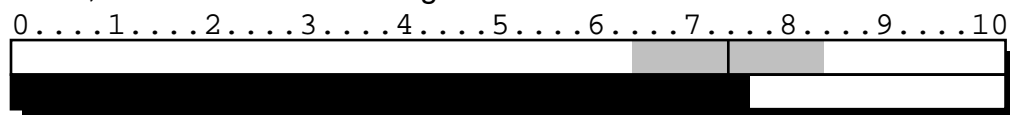
2. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.



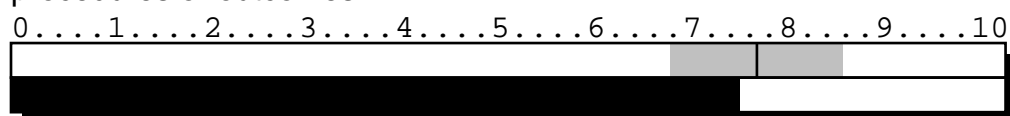
3. **TEAMWORK:** The ability to cooperate with others to meet objectives.



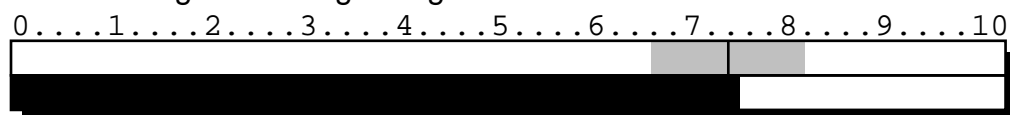
4. **CONTINUOUS LEARNING:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



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



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

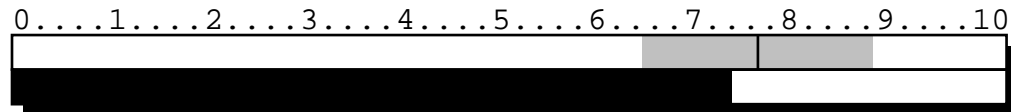


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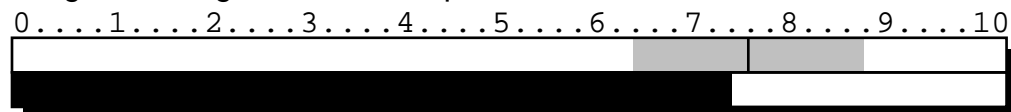
* 68% of the population falls within the shaded area.

PERSONAL SKILLS HIERARCHY

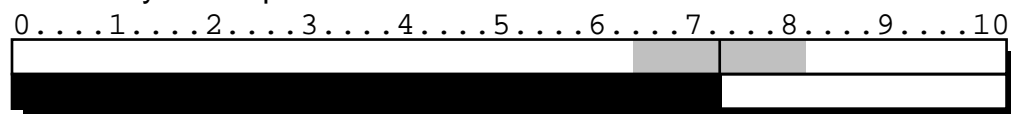
7. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



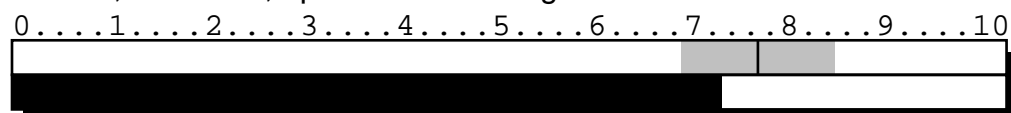
8. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



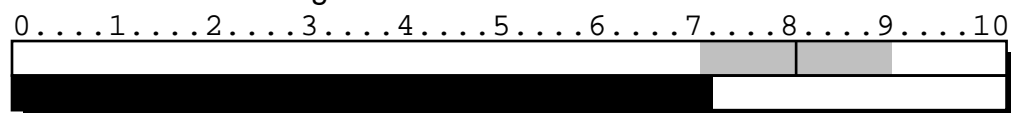
9. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



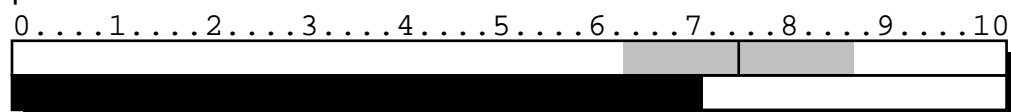
10. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



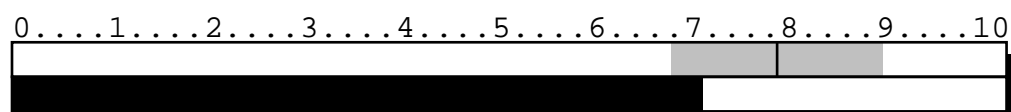
11. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



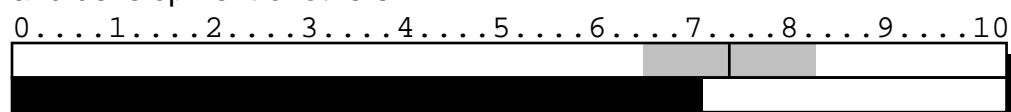
12. PROBLEM SOLVING: The ability to identify key components of a problem to formulate a solution or solutions.



13. CUSTOMER FOCUS: A commitment to customer satisfaction.



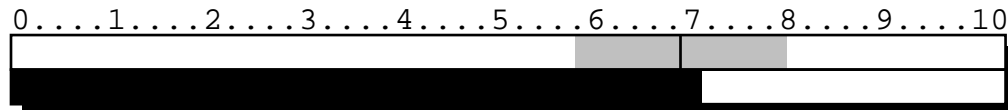
14. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



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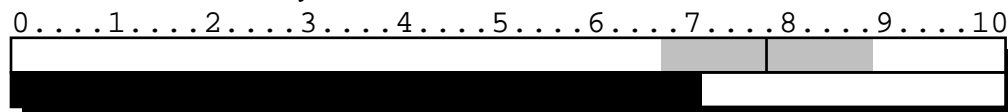
PERSONAL SKILLS HIERARCHY

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



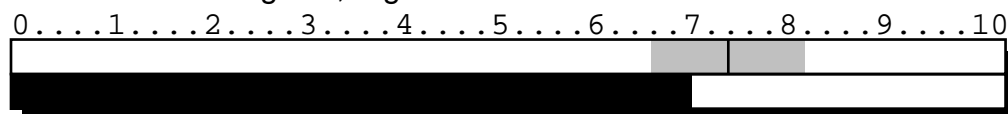
6.9 *
7.1

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



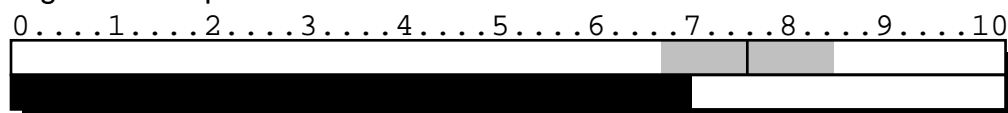
7.8 *
7.1

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



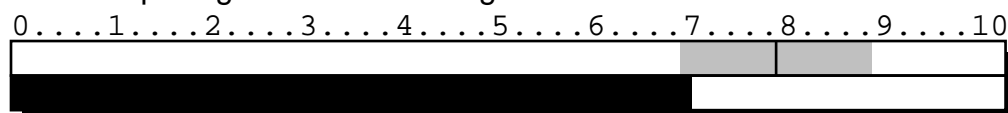
7.4 *
7.0

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



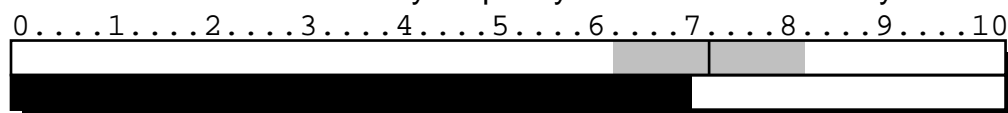
7.6 *
7.0

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



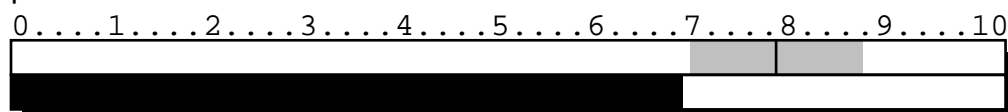
7.9 *
7.0

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



7.2 *
7.0

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



7.9 *
6.9

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PERSONAL SKILLS HIERARCHY

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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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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. SOCIAL

0 1 2 3 4 5 6 7 8 9 10



5.7 *
7.5

2. TRADITIONAL/REGULATORY

0 1 2 3 4 5 6 7 8 9 10



4.5 *
7.3

3. AESTHETIC

0 1 2 3 4 5 6 7 8 9 10



3.8 *
5.5

4. INDIVIDUALISTIC/POLITICAL

0 1 2 3 4 5 6 7 8 9 10



4.8 *
4.3

5. THEORETICAL

0 1 2 3 4 5 6 7 8 9 10



5.5 *
3.2

6. UTILITARIAN/ECONOMIC

0 1 2 3 4 5 6 7 8 9 10



5.8 *
2.2

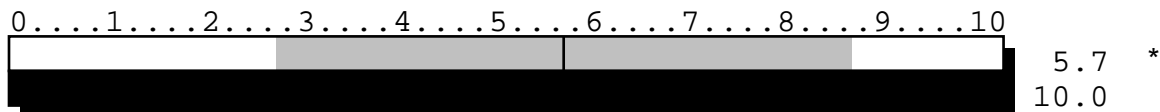
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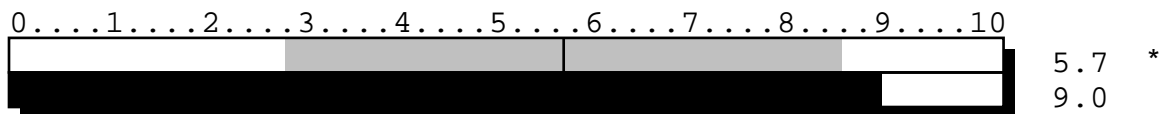
BEHAVIORAL HIERARCHY

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.

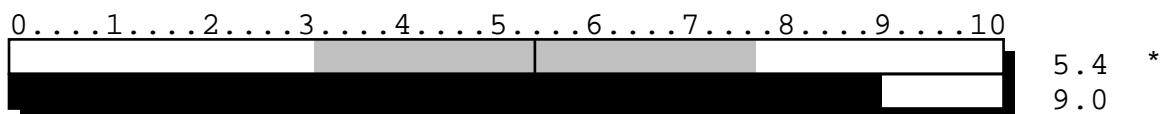
1. COMPETITIVENESS



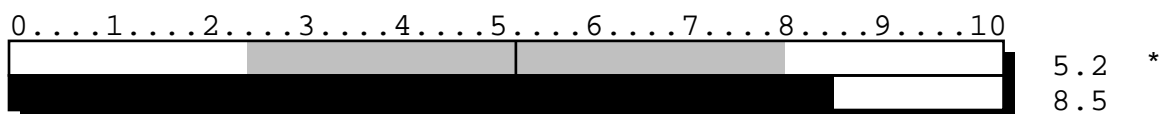
2. FREQUENT INTERACTION WITH OTHERS



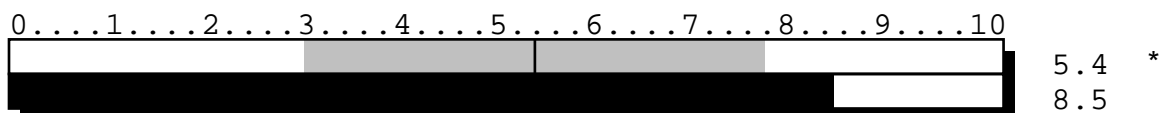
3. FREQUENT CHANGE



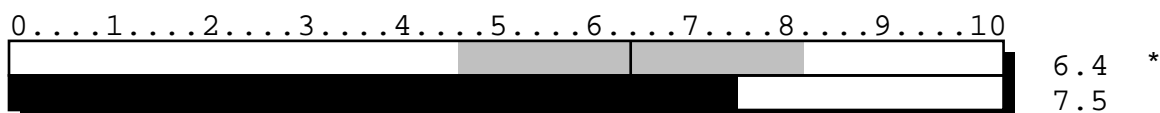
4. URGENCY



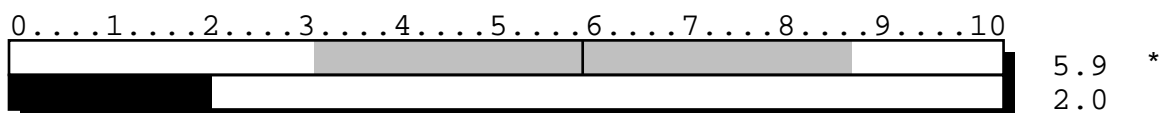
5. VERSATILITY



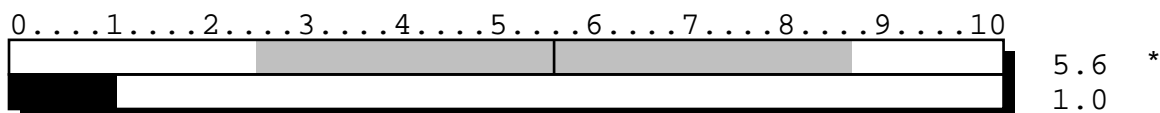
6. CUSTOMER ORIENTED



7. ANALYSIS OF DATA



8. ORGANIZED WORKPLACE



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FEEDBACK

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:

1. **PERSONAL ACCOUNTABILITY:** A measure of the capacity to be answerable for personal actions.
 - Accepts personal responsibility for the consequences of personal actions
 - Avoids placing unnecessary blame on others
 - Maintains personal commitment to objectives regardless of the success or failure of personal decisions
 - Applies personal lessons learned from past failures to moving forward in achieving future successes

2. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.
 - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
 - Identifies, evaluates and communicates potential impacts of hypothetical situations
 - Defines options to leverage opportunities in achieving business goals
 - Develops plans and strategies that lead to desired strategic outcomes

3. **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

4. **CONTINUOUS LEARNING:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.
 - Researches job related topics to improve understanding, expertise and personal performance
 - Continually updates business skills
 - Actively seeks suitable opportunities to implement newly acquired skills and knowledge
 - Provides expertise, knowledge and information to others as required

5. **PLANNING AND ORGANIZATION:** The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
 - Defines plans and organizes activities necessary to reach targeted goals
 - Organizes and utilizes resources in ways that maximize their effectiveness
 - Implements appropriate plans and adjusts them as necessary
 - Consistently demonstrates organization and detail orientation

PERSONAL SKILLS FEEDBACK

6. **DECISION MAKING:** The ability to analyze all aspects of a situation to gain thorough insight to make decisions.
 - Analyzes data necessary for decision-making
 - Makes major decisions impacting strategic outcomes appropriately and effectively
 - Makes decisions in a timely manner
 - Demonstrates ability to make unpopular and difficult decisions when necessary

7. **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 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:

1. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.

2. TRADITIONAL/REGULATORY

- You value traditions inherent in social structure, rules, regulations and principles.

3. AESTHETIC

- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.

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:

1. COMPETITIVENESS

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

2. FREQUENT INTERACTION WITH OTHERS

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

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

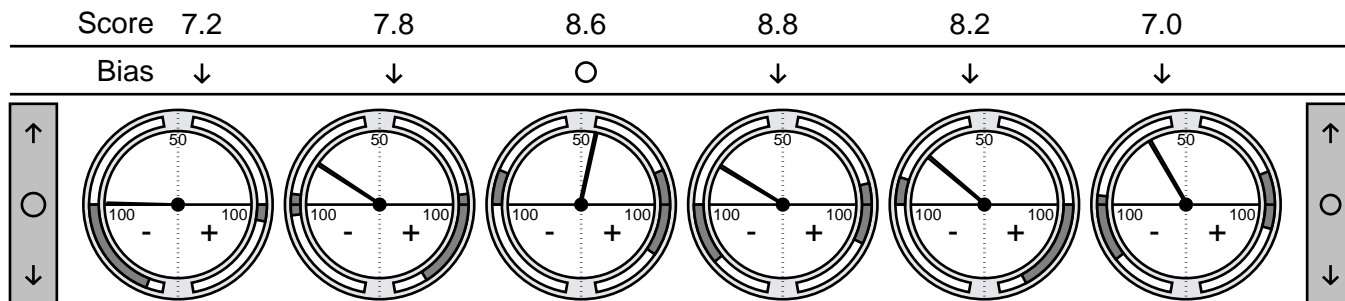
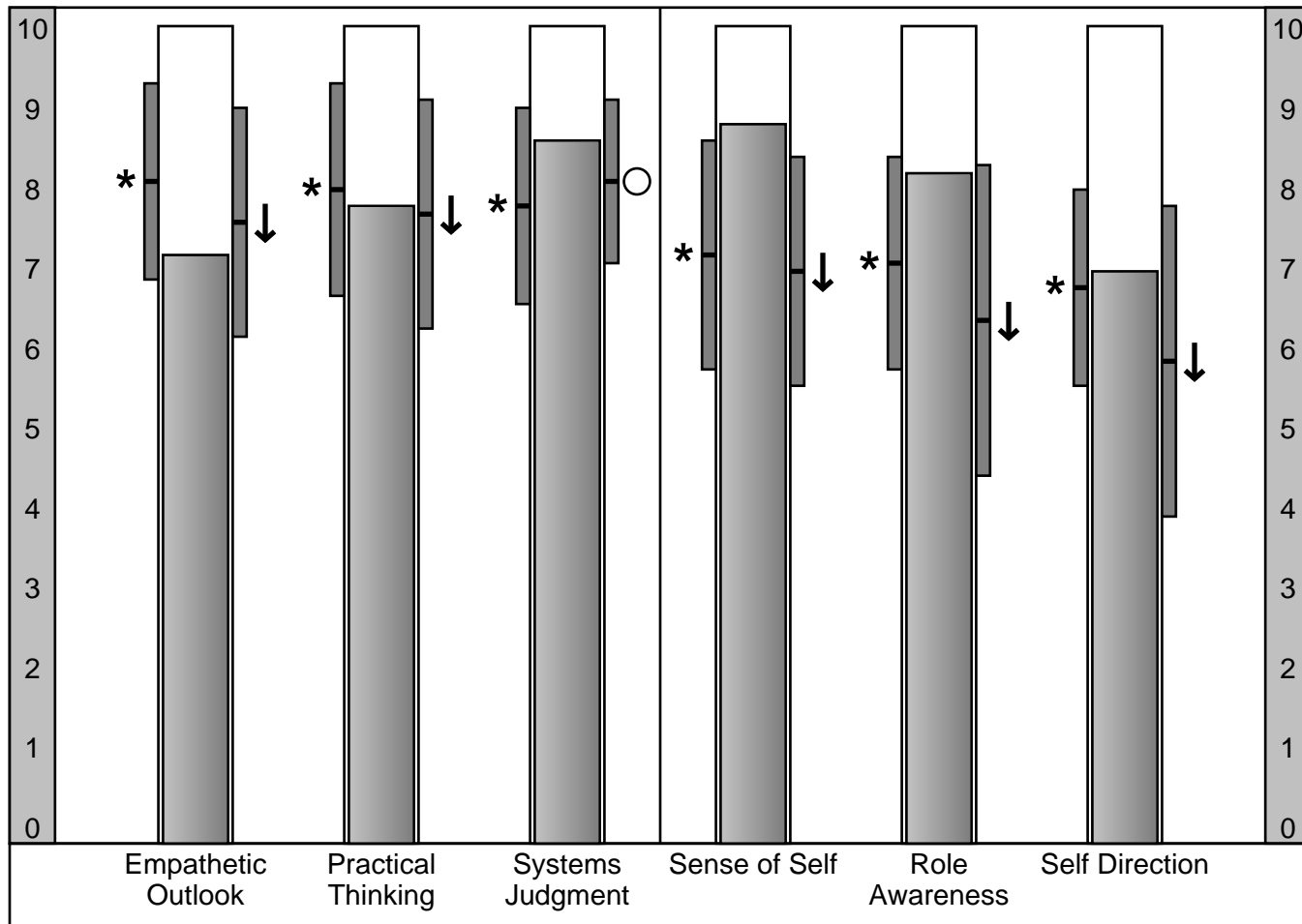
For consulting and coaching

3-29-2006

*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



CATEGORY BREAKDOWN

For consulting and coaching

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
9.8	8.1	Self Improvement	7.0	6.9	Self Direction
8.8	6.7	Self Assessment	6.8	7.4	Project And Goal Focus
8.8	7.3	Sense of Self	6.7	8.0	Attention to Detail
8.8	7.1	Role Confidence	6.7	7.9	Attitude Toward Others
8.6	8.0	Following Directions	6.7	7.8	Freedom from Prejudices
8.6	8.0	Respect for Policies	6.7	7.9	Sensitivity to Others
8.6	7.8	Systems Judgment	6.7	8.1	Personal Relationships
8.4	8.2	Realistic Goal Setting for Others	6.7	7.4	Self Management
8.3	7.3	Surrendering Control	6.6	7.3	Consistency and Reliability
8.2	7.7	Realistic Expectations	6.6	7.3	Job Ethic
8.2	7.5	Quality Orientation	6.6	7.2	Persistence
8.2	7.1	Role Awareness	6.6	8.2	Respect for Property
8.1	8.1	Understanding Motivational Needs	6.5	7.5	Accountability for Others
8.0	7.8	Relating to Others	6.5	7.1	Personal Drive
8.0	7.1	Internal Self Control	6.5	7.7	Evaluating Others
8.0	7.6	Status and Recognition	6.5	7.1	Gaining Commitment
7.9	7.2	Personal Accountability	6.4	7.0	Intuitive Decision Making
7.9	6.9	Meeting Standards	6.4	7.3	Sense of Mission
7.9	7.2	Taking Responsibility	6.3	8.3	Theoretical Problem Solving
7.8	7.3	Conceptual Thinking	5.9	7.6	Integrative Ability
7.8	7.9	Proactive Thinking	4.2	7.0	Handling Stress
7.8	8.0	Practical Thinking			
7.7	7.6	Concrete Organization			
7.7	7.4	Enjoyment of the Job			
7.6	8.0	Material Possessions			
7.5	7.9	Emotional Control			
7.5	7.8	Persuading Others			
7.5	7.7	Sense of Belonging			
7.4	7.9	Correcting Others			
7.4	7.4	Handling Rejection			
7.4	7.6	Using Common Sense			
7.4	7.7	Evaluating What is Said			
7.3	7.3	Results Orientation			
7.2	7.0	Balanced Decision Making			
7.2	7.6	Realistic Personal Goal Setting			
7.2	7.3	Project Scheduling			
7.2	7.9	Conveying Role Value			
7.2	8.1	Empathetic Outlook			
7.1	7.4	Developing Others			
7.1	7.5	Problem Solving			
7.1	7.6	Long Range Planning			
7.1	6.9	Initiative			
7.0	7.4	Self Confidence			
7.0	7.9	Leading Others			
7.0	7.5	Sense of Timing			
7.0	7.8	Monitoring Others			

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CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
6.5	7.5	Accountability for Others	6.6	8.2	Respect for Property
6.7	8.0	Attention to Detail	7.3	7.3	Results Orientation
6.7	7.9	Attitude Toward Others	8.2	7.1	Role Awareness
7.2	7.0	Balanced Decision Making	8.8	7.1	Role Confidence
7.8	7.3	Conceptual Thinking	8.8	6.7	Self Assessment
7.7	7.6	Concrete Organization	7.0	7.4	Self Confidence
6.6	7.3	Consistency and Reliability	7.0	6.9	Self Direction
7.2	7.9	Conveying Role Value	9.8	8.1	Self Improvement
7.4	7.9	Correcting Others	6.7	7.4	Self Management
7.1	7.4	Developing Others	7.5	7.7	Sense of Belonging
7.5	7.9	Emotional Control	6.4	7.3	Sense of Mission
7.2	8.1	Empathetic Outlook	8.8	7.3	Sense of Self
7.7	7.4	Enjoyment of the Job	7.0	7.5	Sense of Timing
6.5	7.7	Evaluating Others	6.7	7.9	Sensitivity to Others
7.4	7.7	Evaluating What is Said	8.0	7.6	Status and Recognition
8.6	8.0	Following Directions	8.3	7.3	Surrendering Control
6.7	7.8	Freedom from Prejudices	8.6	7.8	Systems Judgment
6.5	7.1	Gaining Commitment	7.9	7.2	Taking Responsibility
7.4	7.4	Handling Rejection	6.3	8.3	Theoretical Problem Solving
4.2	7.0	Handling Stress	8.1	8.1	Understanding Motivational Needs
7.1	6.9	Initiative	7.4	7.6	Using Common Sense
5.9	7.6	Integrative Ability			
8.0	7.1	Internal Self Control			
6.4	7.0	Intuitive Decision Making			
6.6	7.3	Job Ethic			
7.0	7.9	Leading Others			
7.1	7.6	Long Range Planning			
7.6	8.0	Material Possessions			
7.9	6.9	Meeting Standards			
7.0	7.8	Monitoring Others			
6.6	7.2	Persistence			
7.9	7.2	Personal Accountability			
6.5	7.1	Personal Drive			
6.7	8.1	Personal Relationships			
7.5	7.8	Persuading Others			
7.8	8.0	Practical Thinking			
7.8	7.9	Proactive Thinking			
7.1	7.5	Problem Solving			
6.8	7.4	Project And Goal Focus			
7.2	7.3	Project Scheduling			
8.2	7.5	Quality Orientation			
8.2	7.7	Realistic Expectations			
8.4	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			
8.0	7.8	Relating to Others			
8.6	8.0	Respect for Policies			

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