



TTI  
SUCCESS  
INSIGHTS®

# TriMetrix® DNA

## Comparison Report

**John Smith and Frank Jones**

8-19-2021

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# Introduction

## Where Opportunity Meets Talent



The TTI Success Insights® TriMetrix® DNA Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces and competencies. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

**The following is a comparative summary in the three main areas:**

### Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

### Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

### Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.

### Competencies

This section presents 25 key competencies and ranks them from top to bottom, defining each person's major strengths. The skills at the top highlight well-developed capabilities and reveal where each person is naturally most effective in focusing their time.

# Checklist for Communicating



*Most people are aware of and sensitive to the ways in which they prefer to be communicated to but may not understand the styles of others. Most find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides a list of things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.*

## Ways to Communicate with John

- Plan interaction that supports his dreams and intentions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Ask for his opinions/ideas regarding people.
- Support the results, not the person, if you agree.
- Support and maintain an environment where he can be efficient.
- Present the facts logically; plan your presentation efficiently.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Read the body language—look for impatience or disapproval.

## Ways to Communicate with Frank

- Keep conversation at discussion level.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Present your case softly, non-threateningly, with a sincere tone of voice.
- Use a scheduled timetable when implementing new action.
- Take time to be sure that he is in agreement and understands what you said.

# Checklist for Communicating

## Continued



*This section of the report is a list of things NOT to do while communicating with either John and Frank. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.*

### Ways NOT to Communicate with John

- Ramble on, or waste his time.
- Be dictatorial.
- Come with a ready-made decision or make it for him.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Let disagreement reflect on him personally.
- Talk down to him.
- Direct or order.
- Take credit for his ideas.

### Ways NOT to Communicate with Frank

- Overuse gestures.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.
- Overuse emotions.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Make promises you cannot deliver.
- Be domineering or demanding; don't threaten with a position of power.
- Force him to respond quickly to your objectives. Don't say, "Here's how I see it."

# Value to the Organization



*This section of the report identifies the specific talents and behavior John and Frank each bring to the job. These statements showcase the value each person brings to the organization. This can be used to develop a system to capitalize on the particular value each person contributes.*

## John's Value:

- Thinks big.
- Self-starter.
- Forward-looking and future-oriented.
- Positive sense of humor.
- Optimistic and enthusiastic.
- Usually makes decisions with the bottom line in mind.
- Will join organizations to represent the company.
- Team player.

## Frank's Value:

- Will gather data for decision making.
- Good at reconciling factions—is calming and adds stability.
- Builds good relationships.
- Consistent and steady.
- Patient and empathetic.
- Concerned about quality.
- Service-oriented.
- Dependable team player.

# Behavioral Descriptors



Based on John's and Frank's responses, the report has marked those words that describe each of their personal behavior styles. These words describe how each person solves problems and meets challenges, influences people, responds to the pace of the environment and how they respond to rules and procedures set by others.

J.S. Driving Ambitious Pioneering Strong-Willed Determined Competitive Decisive Venturesome	J.S. Inspiring Magnetic Enthusiastic Persuasive Convincing Poised Optimistic Trusting	F.J. Relaxed Passive Patient Possessive Predictable Consistent Steady Stable	Cautious Careful Exacting Systematic Accurate Open-Minded Balanced Judgment F.J. Diplomatic
<b>Dominance</b>	<b>Influence</b>	<b>Steadiness</b>	<b>Compliance</b>
Calculating Cooperative Hesitant Cautious Agreeable Modest F.J. Peaceful Unobtrusive	Reflective Factual F.J. Calculating Skeptical Logical Suspicious Matter-of-Fact Incisive	Mobile Active Restless Impatient Pressure-Oriented Eager Flexible Impulsive	Firm Independent Self-Willed Obstinate Unsystematic Uninhibited Arbitrary Unbending

# Primary Behavioral Cluster



The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

## John Smith:

**1. Urgency** - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



43\*

100

**2. Interaction** - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



58\*

100

**3. Versatile** - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



54\*

100

**4. Frequent Change** - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



52\*

98

## Frank Jones:

**1. Consistent** - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



62\*

90

**2. Following Policy** - Adhere to rules, regulations, or existing methods.

0 10 20 30 40 50 60 70 80 90 100



61\*

88

**3. Persistence** - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



62\*

87

**4. Organized Workplace** - Establish and maintain specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



53\*

80



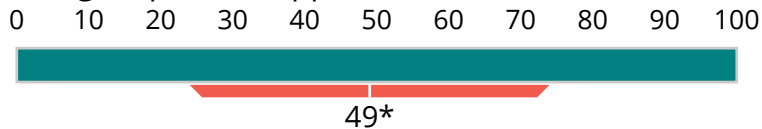
# Primary Driving Forces Cluster



The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces.

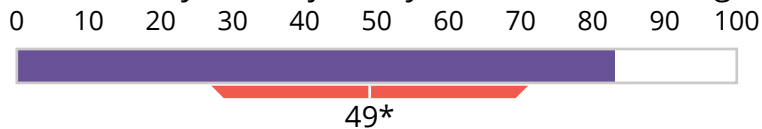
## John Smith:

**1. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



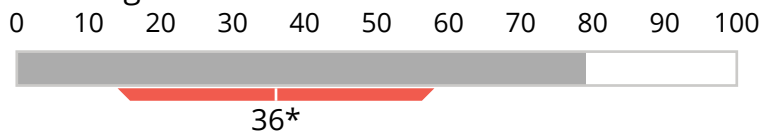
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**2. Objective** - People who are driven by the functionality and objectivity of their surroundings.



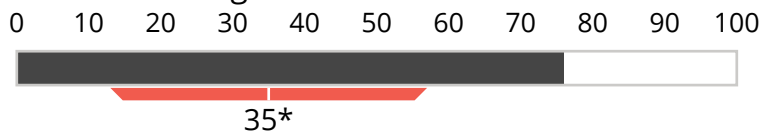
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**3. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



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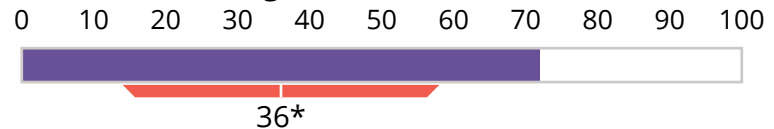
**4. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



76

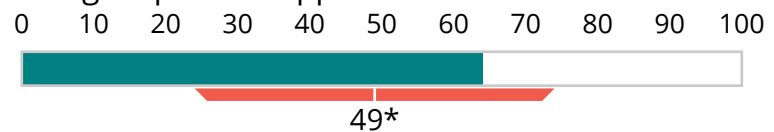
## Frank Jones:

**1. Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



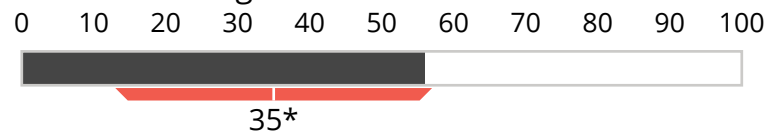
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**2. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



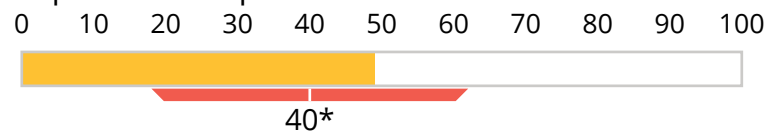
64

**3. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



56

**4. Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



49

# Driving Forces Descriptors



Based on John's and Frank's responses, the report has listed the words that describe each of their primary driving forces. These words describe why each person does what they do and serve as a filter or driver of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

## John Smith

## Frank Jones

<b>Intentional</b>	<b>Harmonious</b>
Opportunity Self Interests Personal Benefit	Subjective Balance The Experience
<b>Objective</b>	<b>Intentional</b>
Function Compartmentalization Detachment	Opportunity Self Interests Personal Benefit
<b>Structured</b>	<b>Collaborative</b>
Ideology Proven Methods Structure	Supporting Cooperation Sharing
<b>Collaborative</b>	<b>Selfless</b>
Supporting Cooperation Sharing	Accomplishment Willing Accommodating

# Potential Behavioral & Motivational Strengths



*This section describes the potential areas of strength between John's and Frank's behavioral styles and top four driving forces. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.*

## John's Strengths

- Calculated with their time, talent, and resources.
- Will champion a worthy cause, as a challenge, if they see a potential return.
- Will initiate action even during chaos.
- Initiates action to stir up activity.
- A leader for those who share his traditions.
- Will champion change and be bottom-line focused for results within the system of living.
- Looks for ways to improve a situation for the good of the company.
- Focused on supporting others to solve problems.

## Frank's Strengths

- Supports a leader and a cause that brings beauty or creativity.
- Steady, consistent and subjective member of the team.
- Accommodating and pleasing others is one of his natural talents, which is maximized when there is a potential personal gain.
- Strong supporter and willing to help when working toward a common goal.
- Will support a leader in a quiet and methodical way.
- Will take a quiet but firm stance when his security or loyalty is questioned.
- Takes a methodical approach to implementing changes that can positively impact the people and the company.
- When stability is established, he will focus on completing objectives.

# Potential Behavioral & Motivational

## Conflict



*This section describes the potential areas of conflict between John's and Frank's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.*

### John's Conflicts

- Has a direct method of developing others if he sees a future return.
- May try to utilize many people to obtain results.
- May over focus on productivity over appearance.
- Will only see his objectives in the here and now.
- May contradict his beliefs to get results.
- A desire for better results may be prohibited by his way of living.
- Tends to display his support by solving problems or challenges.
- May not realize how his quick decisions can impact co-workers.

### Frank's Conflicts

- Dislikes unwarranted change in his environment because of the disruption of balance.
- Difficulty dealing with diverse situations involving objective views.
- Difficulty correcting others, as he wants to get results but not offend.
- Struggles with delivering a tough message, even if it's to the company's benefit.
- Will forgive but has a hard time forgetting.
- May tolerate others' criticism for the good of the company.
- May put all his "eggs in one basket" with little regard for return.
- May have difficulty breaking habits that hinder accomplishments.

# Ideal Environment



People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on John's and Frank's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

## John's Ideal Environment

- Rewards based on group "wins", as well as individual contributions.
- The opportunity to show others their potential in order to drive the desired outcomes.
- An environment where keeping the momentum moving is critical and rewarded.
- Fast-paced chaotic activity based situations.
- An environment that aligns with his system for solving problems and making decisions.
- Opportunity to make an existing system quicker, better and faster.
- Opportunities to complete tasks and projects for the sake of getting things done.
- Opportunity to assertively express his desire to collaborate within a group setting.

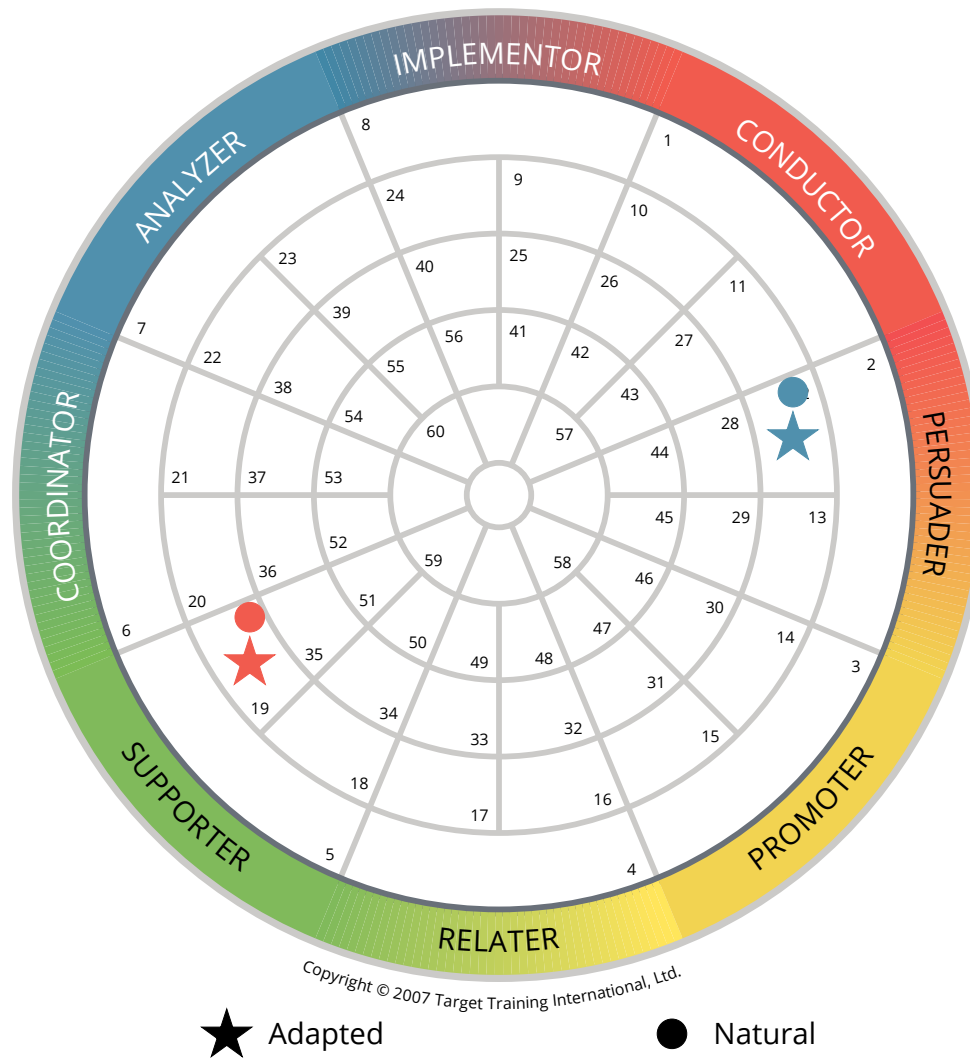
## Frank's Ideal Environment

- An environment that supports time-tested, proven processes for completing tasks.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- Work on a team that is viewed as a resource to achieve results.
- An opportunity to achieve his goals without being in the limelight.
- Opportunities to challenge change for the sake of change in a private setting.
- An environment where knowing when to be the gatekeeper of information and when to share materials is rewarded.
- Time to allow for completion of current tasks or projects, prior to making a change.
- Working behind the scenes is an important part of accomplishing the task.

# The Success Insights® Wheel



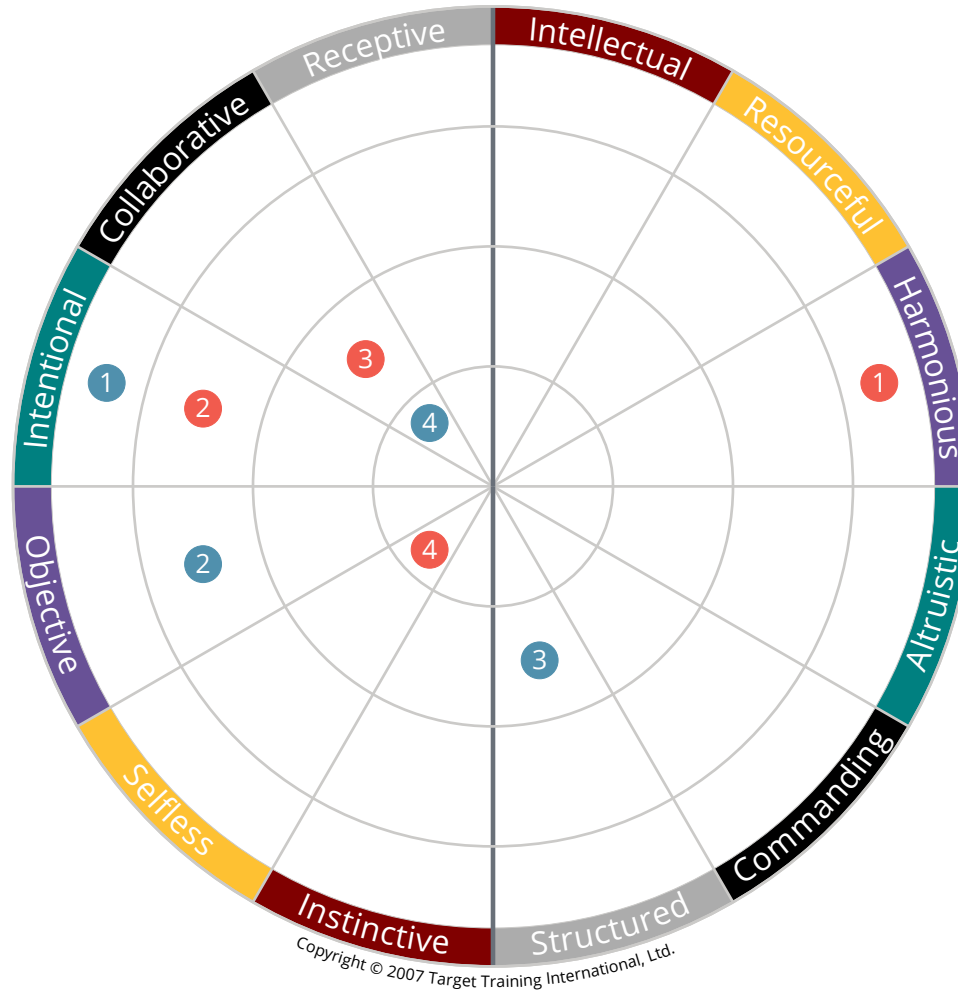
- John Smith
- Frank Jones



# Primary Cluster Driving Forces Wheel



- John Smith
- Frank Jones

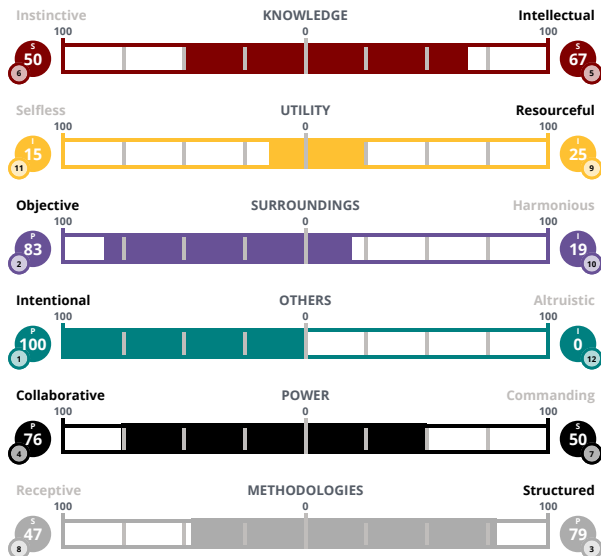
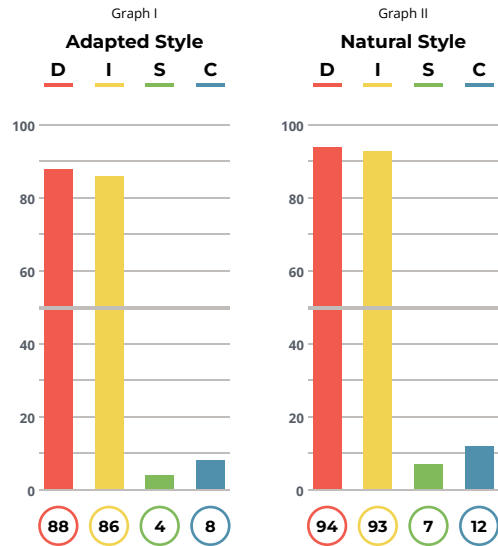


1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force

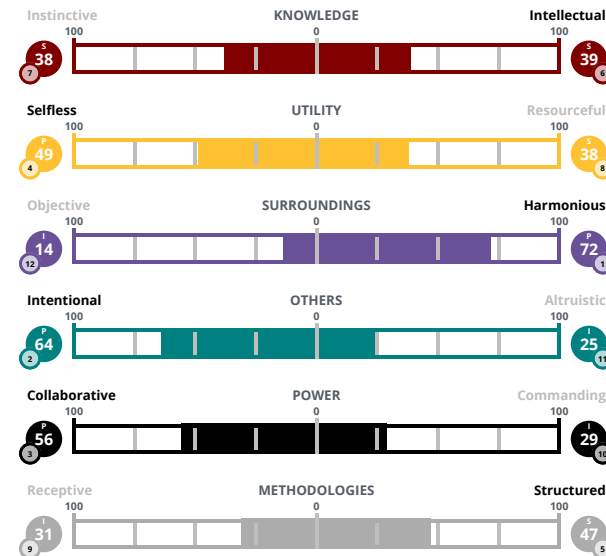
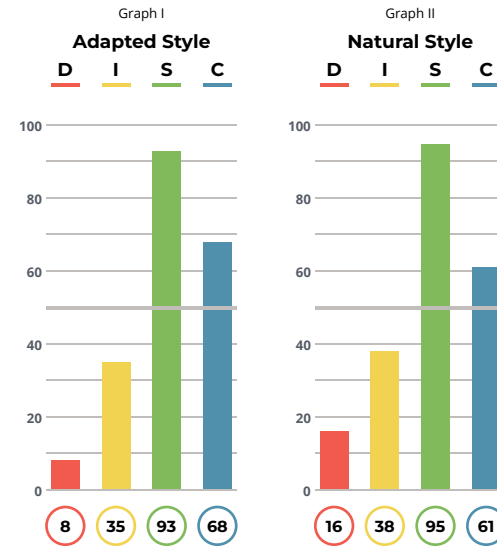
# DISC and Driving Forces Graphs



## John Smith:



## Frank Jones:

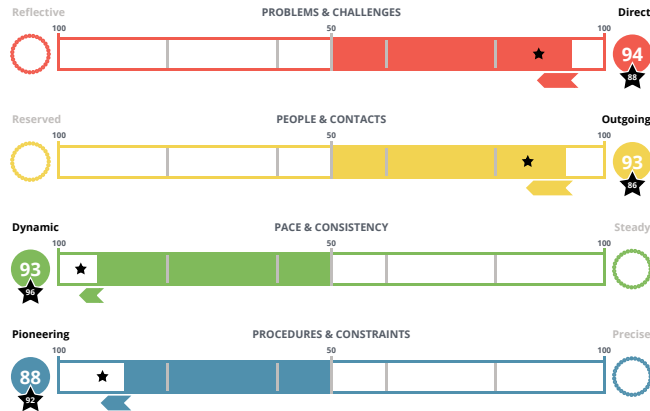




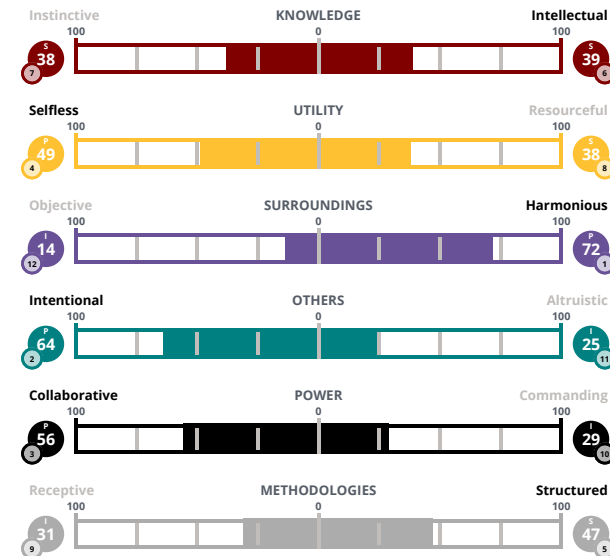
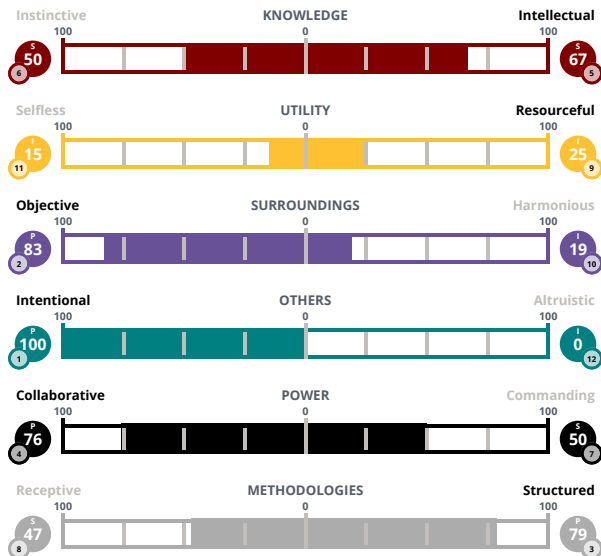
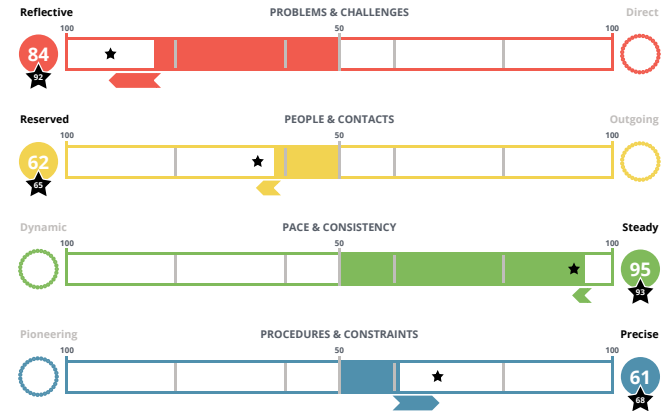
# DISC and Driving Forces Continuums



## John Smith:



## Frank Jones:



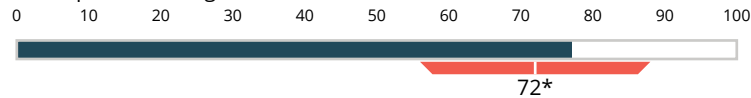
# Competencies Hierarchy



This section displays the top seven job related competencies for John and Frank.

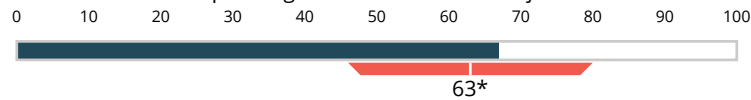
## John Smith:

**1. Employee Development/Coaching** - Facilitating, supporting and contributing to the professional growth of others.



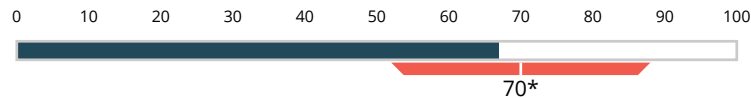
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**2. Teamwork** - Cooperating with others to meet objectives.



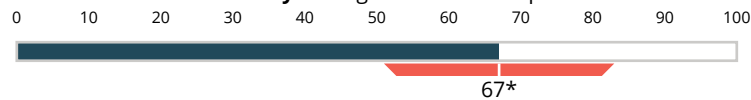
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**3. Flexibility** - Readily modifying, responding and adapting to change with minimal resistance.



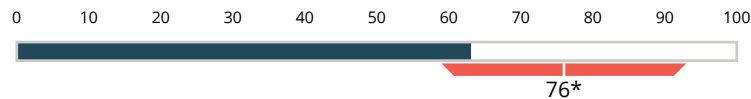
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**4. Personal Accountability** - Being answerable for personal actions.



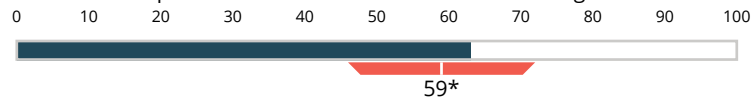
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**5. Understanding Others** - Understanding the uniqueness and contributions of others.



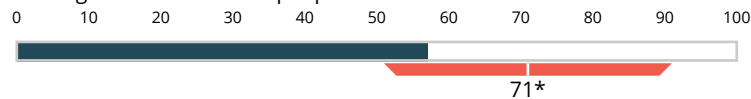
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**6. Conceptual Thinking** - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



63

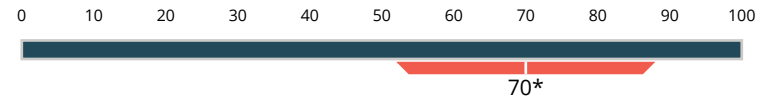
**7. Interpersonal Skills** - Effectively communicating, building rapport and relating well to all kinds of people.



57

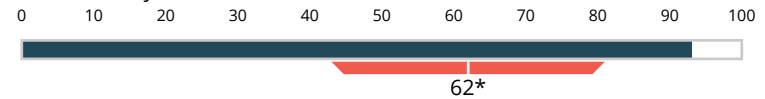
## Frank Jones:

**1. Flexibility** - Readily modifying, responding and adapting to change with minimal resistance.



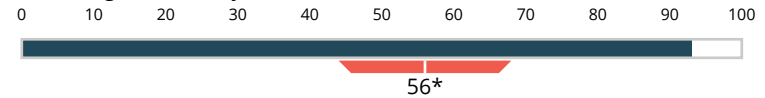
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**2. Conflict Management** - Understanding, addressing and resolving conflict constructively.



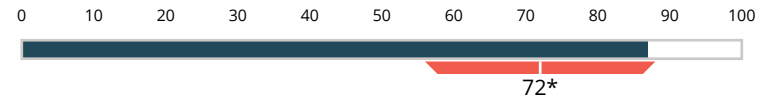
93

**3. Creativity and Innovation** - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



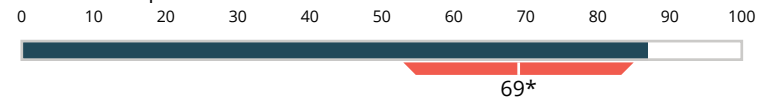
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**4. Goal Orientation** - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



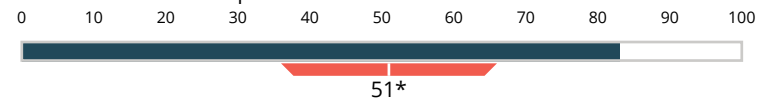
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**5. Customer Focus** - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



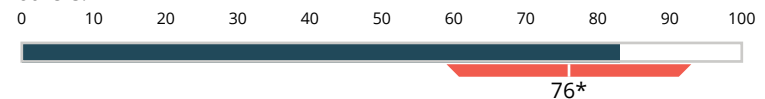
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**6. Negotiation** - Listening to many points of view and facilitating agreements between two or more parties.



83

**7. Understanding Others** - Understanding the uniqueness and contributions of others.



83

# Development Indicator

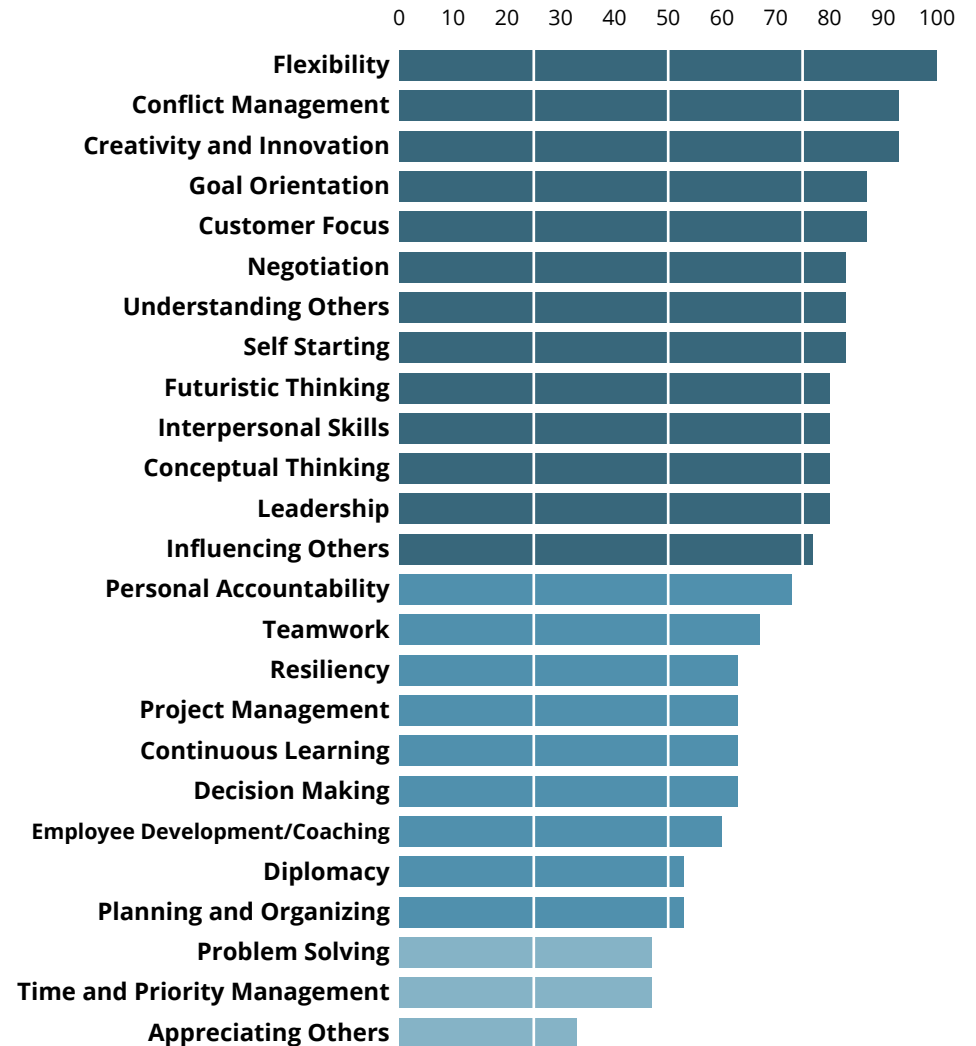


The Development Indicator displays a ranking of each individual's 25 personal skills.

## John Smith:



## Frank Jones:

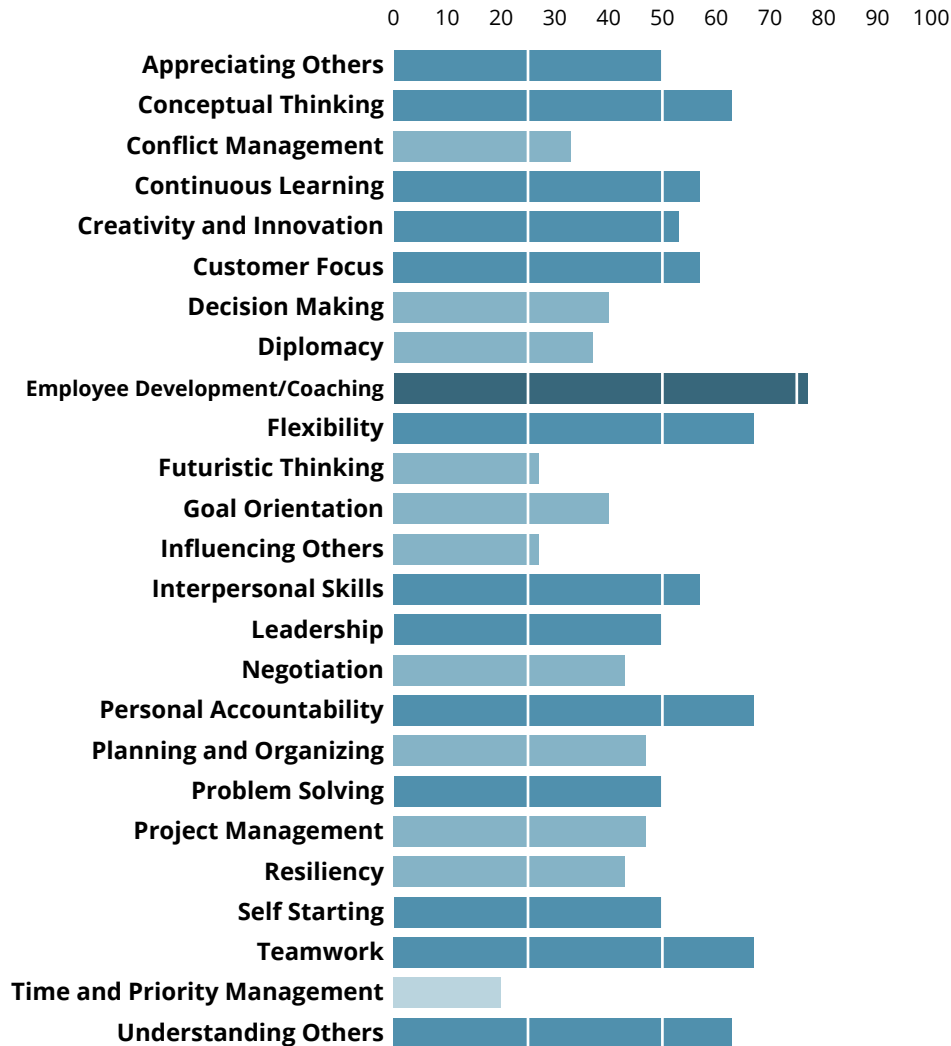


# Development Indicator



The Development Indicator displays a ranking of each individual's 25 personal skills in alphabetical order.

## John Smith:



## Frank Jones:

