

# TRIMETRIX DNA<sup>®</sup> LEADER DEBRIEF

Name: \_\_\_\_\_ Current Position: \_\_\_\_\_

## BEHAVIORS

The most critical for success

**#1**

**#2**

**#3**

These would prevent success

**#1**

**#2**

**#3**

## DRIVING FORCES

<b>Social:</b>	Altruistic	Intentional
<b>Theoretical:</b>	Intellectual	Instinctive
<b>Individualistic:</b>	Commanding	Collaborative
<b>Aesthetic:</b>	Harmonious	Objective
<b>Utilitarian:</b>	Resourceful	Selfless
<b>Traditional:</b>	Structured	Receptive

## COMPETENCIES Choose the top 5

**#1**

**#2**

**#3**

**#4**

**#5**

# THE TRIMETRIX DNA<sup>®</sup> REPORT

TriMetrix DNA combines behaviors, driving forces and competencies together in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. TriMetrix DNA is available in management/ staff, executive and sales versions.

## BEHAVIORS

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment. This report measures the four dimensions of normal behavior: dominance, influence, steadiness and compliance.

### Dominance (How they relate to problems)

- Competitiveness
- Urgency

### Steadiness (How they relate to pace)

- Frequent Change
- Consistency
- Versatility
- Customer Relations

### Influence (How they relate to people)

- Frequent Interaction with Others
- People Oriented

### Compliance (How they relate to procedure)

- Follow Up and Follow Through
- Analysis of Data
- Following Policy
- Organized Workplace

## DRIVING FORCES

Knowledge of an individual's driving forces help tell us why a person behaves a certain way. 12 Driving Forces<sup>™</sup> measures the primary driving forces cluster – the top four of an individual's driving forces – to tell a story of how a person derives meaning from life and work.

- **Social:** Altruistic vs. Intentional
- **Theoretical:** Intellectual vs. Intuitive
- **Individualistic:** Commanding vs. Collaborative
- **Aesthetic:** Harmonious vs. Objective
- **Utilitarian:** Resourceful vs. Selfless
- **Traditional:** Structured vs. Receptive

## COMPETENCIES

An individual's hierarchy of competencies is key to their success, and knowing what they are is essential to reaching their goals. This report is designed to assist managing and developing a career. For many jobs, personal skills are as important as technical skills in producing superior performance.

- Appreciating Others
- Conflict Management
- Creativity and Innovation
- Decision Making
- Flexibility
- Goal Orientation
- Conceptual Thinking
- Continuous Learning
- Customer Focus
- Diplomacy
- Futuristic Thinking
- Influencing Others
- Interpersonal Skills
- Negotiation
- Planning and Organization
- Project Management
- Self Starting
- Time and Priority Management
- Leadership
- Personal Accountability
- Problem Solving
- Resiliency
- Teamwork
- Understanding Others

