

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Discover and Advance your Talent with **TTI TriMetrix® HD**

*“Ten months after applying TriMetrix HD, we were able to **eliminate turnovers completely** in a market with historical rates of 50%.”*



PROVIDED BY:



Based on a unique 55-factor analysis, **TriMetrix HD** will help you **discover superior talent, improve communication, reduce turnover and increase overall productivity.**

TriMetrix HD brings the four sciences of behaviors, motivators, acumen and competencies together in a **validated, bias-free and fully integrated** assessment that meets **EEOC and OFCCP requirements.**

TriMetrix HD is available in management/staff, executive and sales versions.

What Does TriMetrix HD Provide?

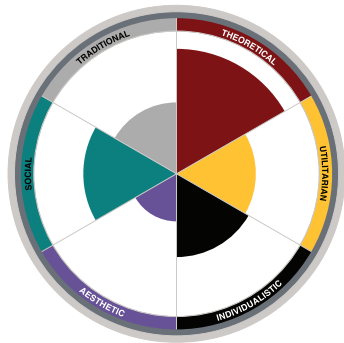
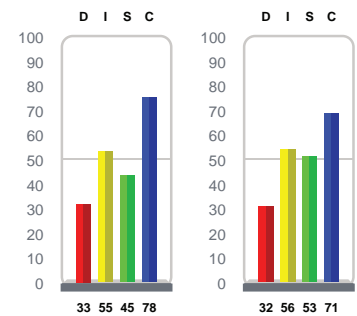
Behaviors

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.

TriMetrix HD tells you *how* this individual will perform.

Adapted Style

Natural Style



Motivators

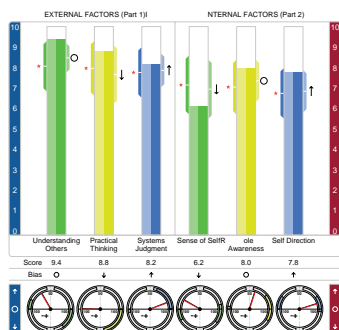
Knowledge of an individual's motivators help to tell us why they do things. The Personal Motivation & Engagement report measures the relative prominence of six basic interests or motivators (a way of valuing life): Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

TriMetrix HD illuminates what motivates this individual's behavior.

Competencies

An individual's hierarchy of competencies is key to their success, and knowing what they are is essential to reaching one's 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.

TriMetrix HD describes *what* this individual "has done" in 25 research based capacities related to the business environment.



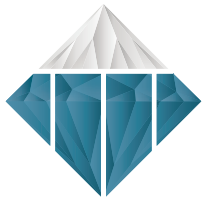
Acumen Capacity Index

The Acumen Indicators section is designed to help individuals truly understand themselves, how they analyze and interpret their experiences. A person's acumen, keenness and depth of perception or discernment, is directly related to performance.

TriMetrix ACI explores both how a person's judgement impacts interaction with the external world, and his or her own self-perception.

When used with TTI's patented job benchmarking system, TriMetrix HD offers a complete picture of a position, allowing you to compare talent to the unique requirements of any job.





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Make Better Decisions with ***TTI TriMetrix® EQ***

*“After assessing our staff, implementing EQ training, and working on employees’ specific work strategies, we saw a **25% increase in annual profits.**”*



PROVIDED BY:

Leveraging the power of three sciences, **TTI TriMetrix EQ** measures your ability to sense, understand and effectively apply the power and acumen of emotions to **facilitate high levels of collaboration and productivity.**

TriMetrix EQ combines Behaviors, Motivators and Emotional Intelligence in a **fully integrated** assessment.

TriMetrix EQ is available in management/staff, executive and sales versions.

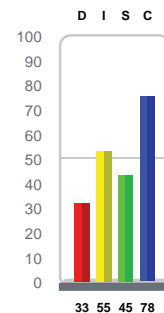
What Does TriMetrix EQ Provide?

Behaviors

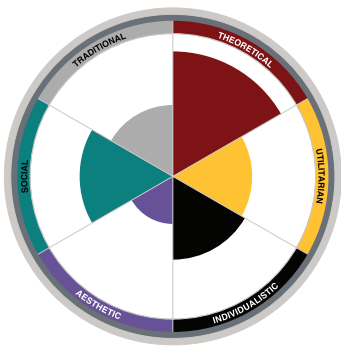
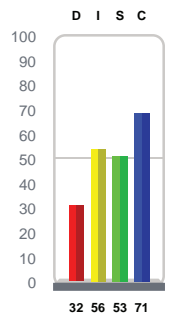
Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment. This report measures the four dimensions of normal behavior: dominance, influence, steadiness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

TriMetrix EQ tells you *how* this individual will perform.

Adapted Style



Natural Style



Motivators

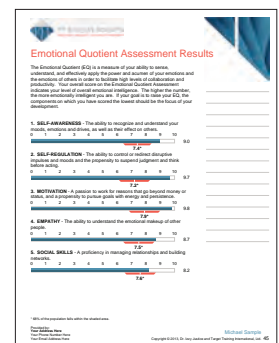
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TriMetrix EQ illuminates what motivates this individual's behavior.

Emotional Intelligence

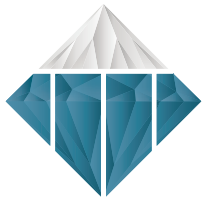
The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence. Within these broad areas, this report measures five dimensions of emotional intelligence: Self-Awareness, Self Regulation, Motivation, Empathy and Social Skills.

TriMetrix EQ focuses and improves on an individual's decision making abilities.



Systematically integrating TTI's Emotional Quotient with behaviors and motivators increases your understanding of one's talents and allows for efficient and effective on the job decision making.





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Engage and Advance High Potentials with **TTI TriMetrix® ACI**

*“With TriMetrix ACI, not only do I get an **in-depth report** of my employees’ individual behaviors and motivators, but I’m also able to **better understand how each person analyzes and interprets experiences**. I call it the 30,000 foot view of the person.”*



PROVIDED BY:

Leveraging the power of three sciences, **TriMetrix ACI** measures **how one thinks and makes decisions**, evaluating the intrinsic, extrinsic and systemic capacity of the individual.

TriMetrix ACI combines Behaviors, Motivators and Acumen together in one **validated, bias-free and fully integrated** assessment that meets **EEOC and OFCCP requirements**.

TriMetrix ACI is available in management/staff, executive and sales versions.

What Does TriMetrix ACI Provide?

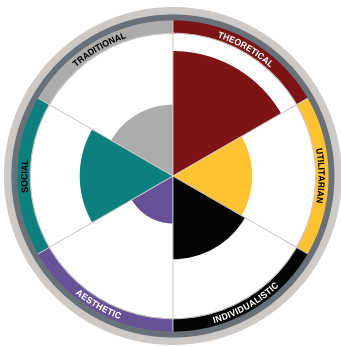
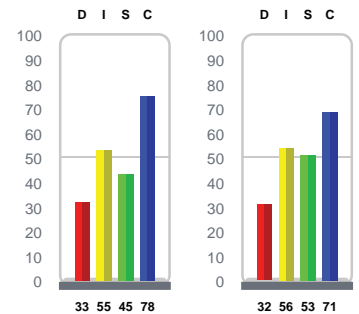
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Motivators

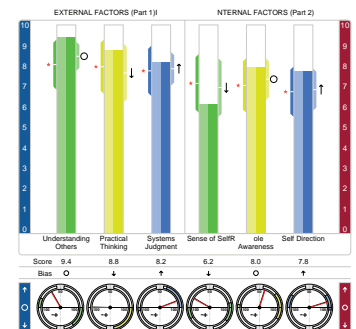
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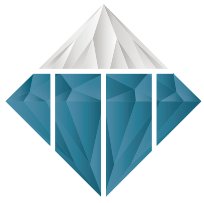
The Acumen Indicators section is designed to help an individual truly understand themselves, how they analyze and interpret their experiences. A person's acumen, keenness and depth of perception or discernment, is directly related to performance. The stronger a person's acumen, the more aware they are of their reality in both their internal and external world.

TriMetrix ACI explores both how a person's judgement impacts interaction with the external world, and his or her own self-perception.



*By integrating TTI's Acumen Capacity Index with Behaviors and Motivators, TriMetrix ACI will **increase your understanding of an individual's talents**, leading to personal and professional development.*





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Engage Human Capital Potential with ***TTI TriMetrix® DNA***

*“TTI’s solutions provide a great launching point for our company to more fully **optimize our current work force.** Tools such as **TriMetrix DNA** ensure we make moves with the appropriate **alignment of responsibilities.**”*



PROVIDED BY:

Leveraging the power of three sciences, TriMetrix DNA will help you leverage your human capital potential by **understanding how people behave, what drives them and which soft skills they bring to the workplace.**

TriMetrix DNA combines behaviors, motivators 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.

What Does TriMetrix DNA Provide?

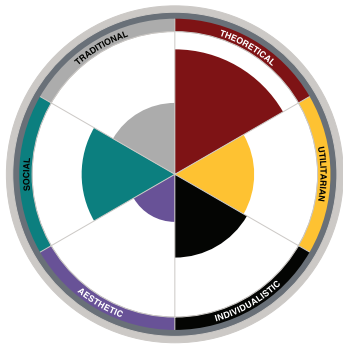
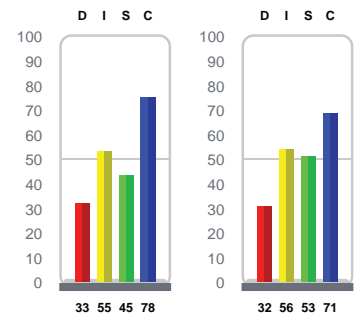
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TriMetrix DNA illuminates *why* this individual acts the way he or she does.

Competencies

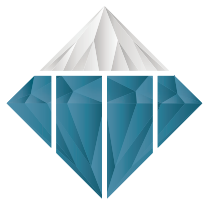
An individual's hierarchy of competencies is key to their success, and knowing what they are is essential to reaching their goals. This report is designed to assist managing and developing a career. For many jobs, personal skills are as important as technical skills in producing superior performance.

TriMetrix DNA describes *what* this individual “has done” in 23 research based capacities related to the business environment.



*When used with TTI's patented job benchmarking system, **TriMetrix DNA** will identify, prioritize and calibrate performance criteria, allowing for exceptional job fit.*





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Make Better Decisions with ***TTI Emotional Quotient™***

*“After assessing our staff, implementing EQ training, and working on employees’ specific work strategies, we saw a **25% increase in annual profits.**”*



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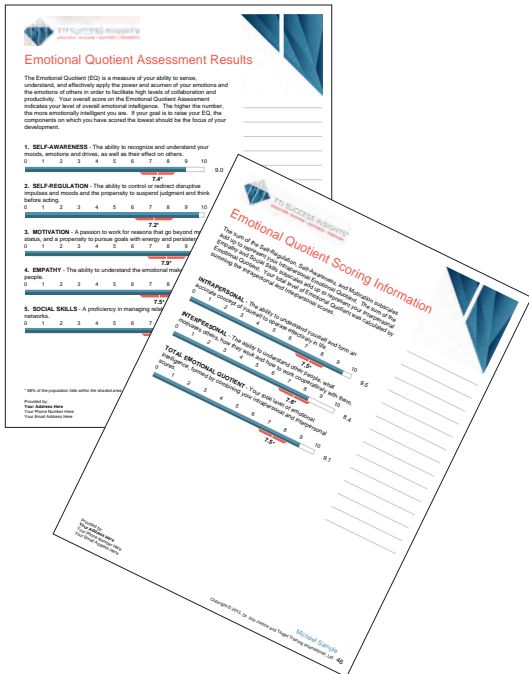


Emotional Quotient (EQ) measures **emotional intelligence**, or your ability to sense, understand and effectively apply the power and acumen of emotions to **facilitate high levels of collaboration and productivity.**

With EQ training, your employees will develop the skills and knowledge to better understand your customers, how to manage their expectations, and ultimately meet their needs.

TTI Emotional Quotient is available as a stand-alone report, or integrated with Behaviors and Motivators in TTI TriMetrix® EQ.

What Does Emotional Quotient Provide?



The Emotional Quotient report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate high levels of **collaboration and productivity**. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

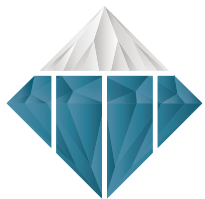
This report measures five dimensions of emotional intelligence:

1. Self-Awareness
2. Self Regulation
3. Motivation
4. Empathy
5. Social Skills

*Studies have shown that salespeople and customer service agents who have undergone EQ training develop more accounts, **have higher sales, deliver strong customer service and realize better customer retention** than those who have not.*

(Consortium for Research on Emotional Intelligence in Organizations)





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Recruit and Retain Effective Teams with ***TTI Talent Insights®***

*“By implementing **Talent Insights** in our call center’s hiring process, we slashed our turnover rate in half, saving the company over **\$500,000** a year.”*



Ideal for the **recruitment and retention** of entry level-customer service and general support talent, **Talent Insights** is simple, yet sophisticated.

Talent Insights effortlessly integrates the Behaviors individuals bring to the job and the Motivators that drive them.

Talent Insights is available in management/staff, executive and sales versions.

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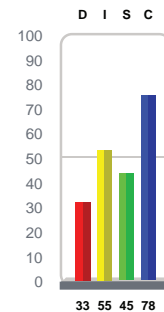
What Does TTI Talent Insights® Provide?

Behaviors

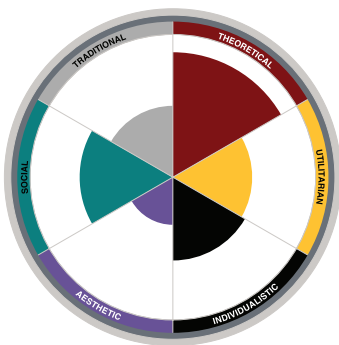
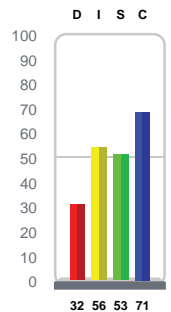
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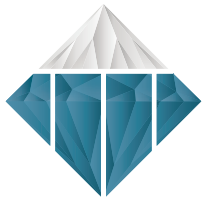
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Talent Insights illuminates what motivates this individual's behavior.

Talent Insights defines how an individual's behaviors and motivators blend together, so you'll understand how to enhance performance and increase overall job satisfaction.





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Achieve Success with ***ODsurveys Plus***

*You don't have to spend hours developing a survey to assess your organization. **ODsurveys Plus** offers survey question templates to aid in the development of your fully customizable survey.*



PROVIDED BY:

The need for **accurate and timely assessment of organizational development priorities** has never been more important than in today's rapidly evolving workplace. Managers must **continually be in touch with customer demands, how to adjust services/products to meet customer expectations, how well employees are achieving organizational goals and where the organization needs realignment in order to succeed.** However, these areas continually change, presenting management with moving targets.

ODsurveys Plus provides an **efficient alternative** to the labor-intensive survey process. **Now your organization can quickly identify the types of interventions required to grow.**

Survey Options

Surveys are **completely customizable** to measure what you need to know and are easily **administered 24/7** through **secure** online access.

Organizational Development/Employee Engagement Surveys

Successful organizations see the **importance of addressing the needs of employees**. To do this, an organization must **regularly assess** its services, policies and practices to ensure they are providing the leadership, work environment, management practices and incentives top notch employees require. Organizational and employee engagement surveys, **customized to gather the right information**, are a **vital diagnostic tool** to determine how the organization can **improve or modify** their culture **to achieve employee satisfaction**.

360/Personal Performance Surveys

Personal effectiveness within each key position is crucial to the **ongoing success of the organization**. 360 surveys allow respondents to provide valuable feedback regarding the **effectiveness of another individual's performance**. The results of 360 surveys are then used **to enhance and develop the individual**.

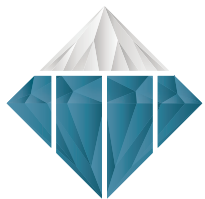
Product and Service Feedback Surveys

Providing the **best products or services to your clients is critical to success**. A customer feedback survey will give you the valuable feedback you need to **ensure your clients will continue to support your organization**. The customer feedback survey also **tells your clients that you care** about your relationship with them. Get the facts related to the **success of your new marketing plan, or an evaluation of a new product**.

Since each survey can be **customized to suit your needs, you are in control of the parameters**. You choose the survey titles, content, respondent instructions, demographic filters, categories, questions, rating scales and comment areas. Survey results can be viewed in a **variety of report options**, including mean score, unfavorable/favorable, frequency distribution and written comments report.

ODsurveys Plus brings all the value with minimal time investment. With the ability to complete surveys anywhere, anytime, it is fast and easy to obtain crucial decision-making information that will support continued organizational success.



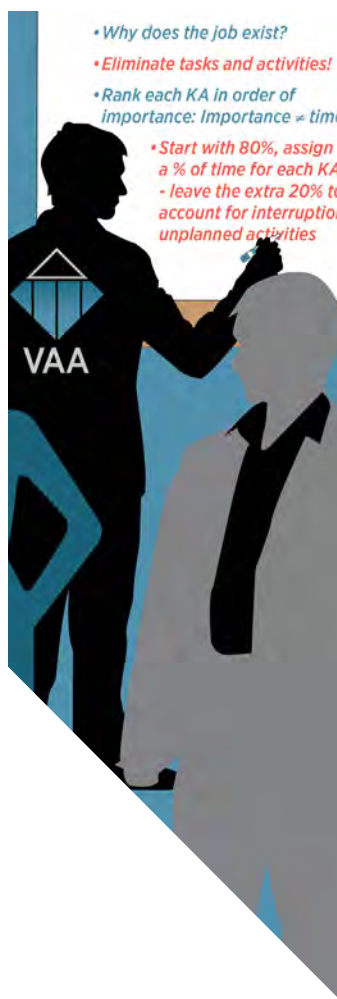
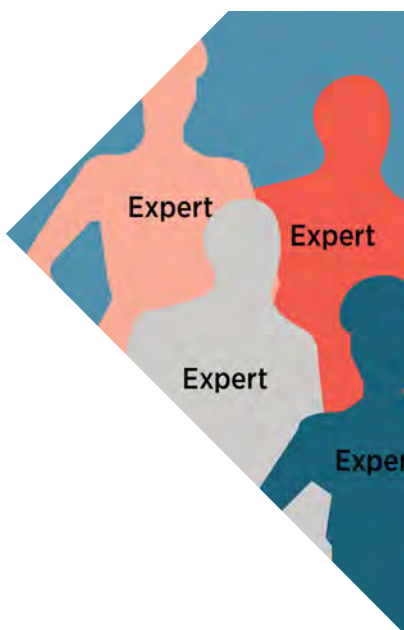


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Innovate Talent Management with ***Job Benchmarking***

By investing in Job Benchmarking, you'll secure the talent necessary for success while eliminating common biases often associated with the hiring process.



TTI's patented Job Benchmarking process is a **unique and effective solution** because it **benchmarks a specific job, not the person** in the job. To do this, we **let the job talk** through an **interactive process and job assessment**.

When Job Benchmarking is implemented properly, it will have a **direct effect on your business' bottom line**. You'll not only attract the **best candidates**, but you'll **save time and money** by hiring the right people the first time and **reducing the learning curve** with new employees who are **strategically matched to fit** your company.

Begin today with a review of how TTI's **Job Benchmarking Process** can contribute to your talent management —and **lay a foundation for success!**

PROVIDED BY:

The Nielson Group
www.nielsongroup.com
972.346.2892



Job Benchmarking *Process*

Job Benchmarking can be broken into **four key phases**. Each phase is **contingent on the one prior**, and the entire benchmarking process **can be duplicated across all positions** within the company.

Setup: *Identify the Job and “Subject Matter Experts”*

It is important to understand **why the job exists, how success in the job is measured, the history of the position and how it fits the company strategy**. The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you **create the job benchmark**.

Key Accountabilities: *Define, Prioritize and Weigh Key Accountabilities*

Through discussion, the SMEs will define a **comprehensive yet succinct group of 3-5 key accountabilities for the position**. These will be ranked by importance and time requirement.

Assessment: *Respond to the Job Assessment and Review the Multiple Respondent Report*

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the **Multiple Respondent Report combines the input of all SMEs to create a benchmark for the job**.

Results: *Compare Talent to the Job Benchmark using a Gap Report.*

A talent assessment on the same scale as the job will **identify the characteristics an individual will bring to the job**, allowing you to **easily determine the best job fit and identify coaching opportunities**. Within the framework of a company’s overall selection process, **effective hiring decisions can be made and productivity can begin immediately**.

Job Benchmarking *Tools*

TTI offers many benchmarking tools to **ensure the best job fit**. We recommend the following suites for superior Job Benchmarking:

TTI Talent Insights

Talent Insights blends behaviors and motivators in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements**. When used with TTI’s patented Job Benchmarking system, Talent Insights will help you understand how to **enhance performance and increase overall job satisfaction**.

TTI TriMetrix® DNA

TriMetrix DNA combines behaviors, motivators and competencies together in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements**. When used with TTI’s patented Job Benchmarking system, TriMetrix DNA will **identify, prioritize and calibrate performance criteria**, allowing for **exceptional job fit**.

TTI TriMetrix® HD

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