



Job Plus/Talent Comparison Report

Matching Report
Comparing Candidate Talent
& Job Specific Benchmark
1-31-2006

The Maui Analysis Group
Top Performance Quantified

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INTRODUCTION

Where Talent Meets Opportunity™

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

INTERPRETATION GUIDELINES

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top seven attributes in Section 1, the top three areas in Section 2, and the top three areas in Section 3. The answers to these questions will maximize the use of this report:

ATTRIBUTES

- How difficult will it be for someone to master and maintain the specific attribute for which the job is calling?
- If a gap exists between the job and the person, can the gap be addressed with training, or not?
- Are courses, seminars, training, books, tapes, or CDs available for personal development in the weak area(s)?
- How cost effective will it be to train a person rather than hire someone who has already mastered the necessary attributes?
- Has the person mastered certain attributes that could be detrimental to the job benchmark?

REWARDS/CULTURE

- How will a person feel if they have to spend eight hours a day in a culture that does not reward their passion?
- How will a person feel if he/she has negative feelings about the built-in rewards and culture of the job?

BEHAVIORAL TRAITS

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

ADDITIONAL CONSIDERATION

- How are other people in the same job performing based on the results of their TriMetrix Personal Talent Report?

INTRODUCTION

This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH TALENT REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

INTRODUCTION

SECTION 1: JOB ATTRIBUTES HIERARCHY (23 AREAS)

This section presents the key job attributes, quantifies their importance to this specific job benchmark, and compares the talent results for each attribute. The job has a unique ranking of attributes, reflecting different levels of capacities required for superior performance.

SECTION 2: REWARDS/CULTURE HIERARCHY (6 AREAS)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the talent results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections 1 through 3 (above) are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual talent report(s).

SECTION 4: JOB ATTRIBUTES FEEDBACK

This section will assist you in understanding the type and kinds of attributes (people skills) that are needed for superior job performance.

SECTION 5: REWARDS/CULTURE FEEDBACK

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

SECTION 6: BEHAVIORAL FEEDBACK

This section clarifies the nature of the behavioral traits demanded by the job.

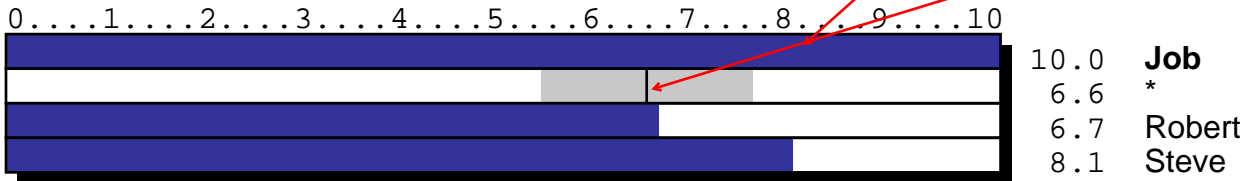
Note: The information provided in Sections 4-6 (above) offers you a better understanding of the job requirements for superior performance based on the top seven attributes, the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

JOB ATTRIBUTES HIERARCHY

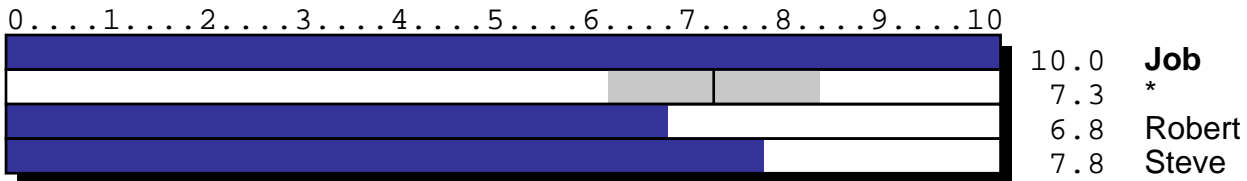
This section identifies which people attributes are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a job attribute that is of significant importance to the job, but has a low ranking for the person. In turn, a job attribute may be of low importance to the job, but has a high ranking for the person.

How do the candidates compare to the Benchmark? How do they compare to the National Mean?

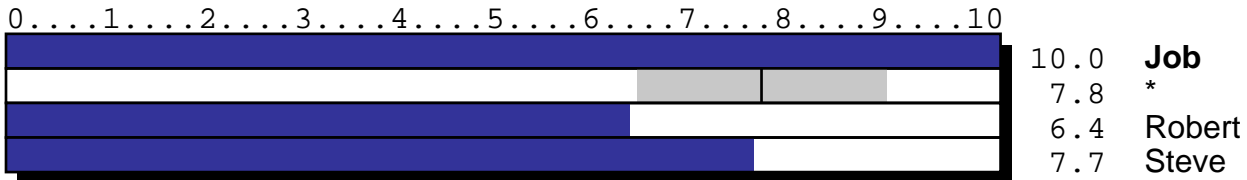
1. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



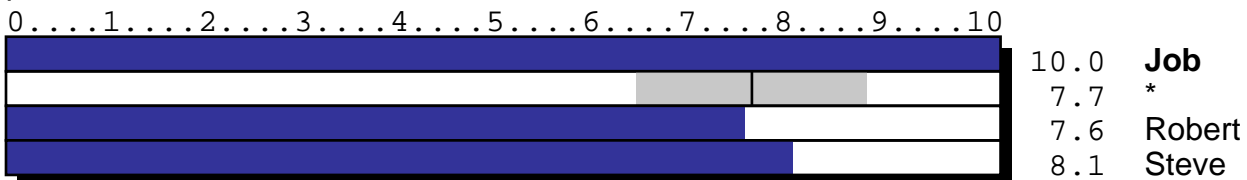
2. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



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



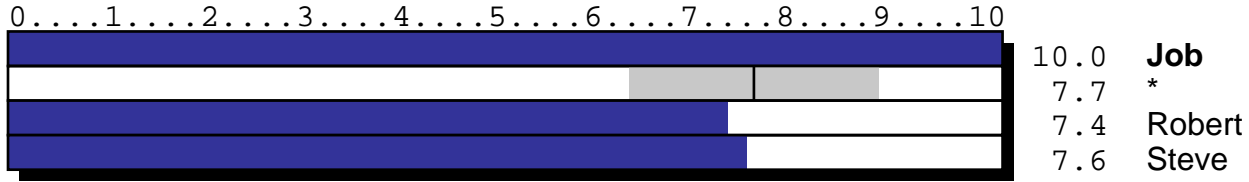
4. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



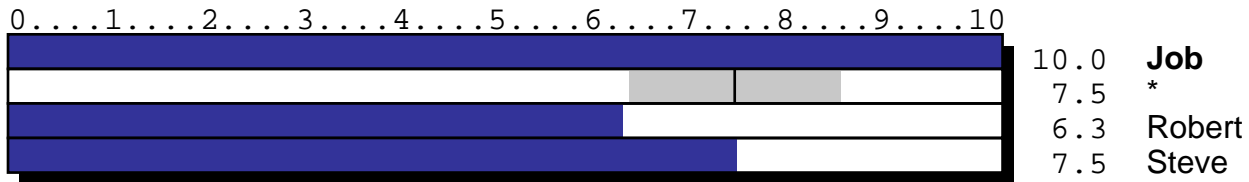
* 68% of the population falls within the shaded area.

JOB ATTRIBUTES HIERARCHY

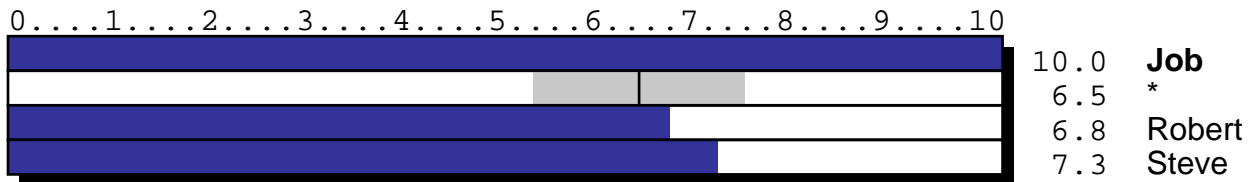
5. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



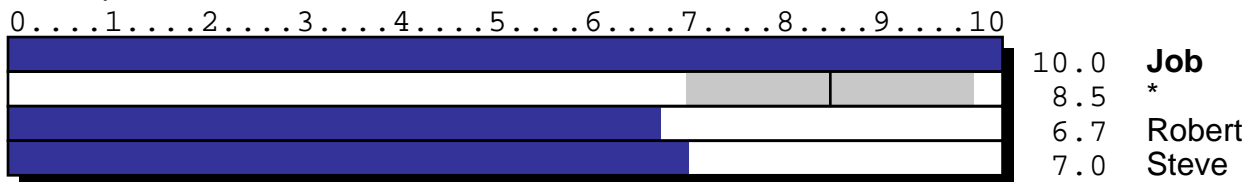
6. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



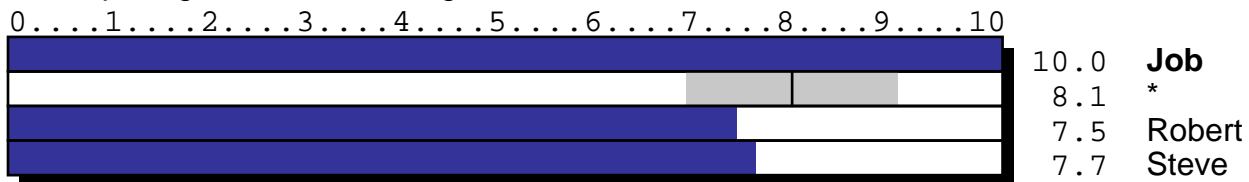
7. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



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



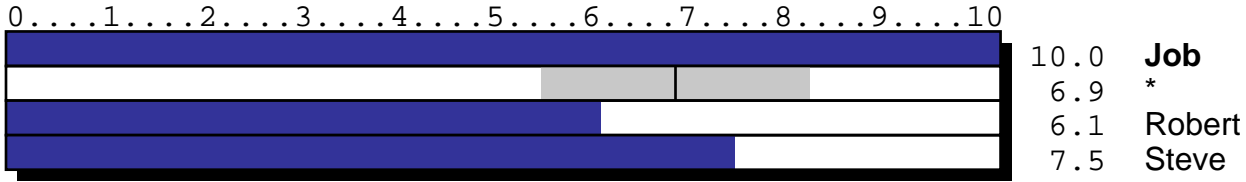
9. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



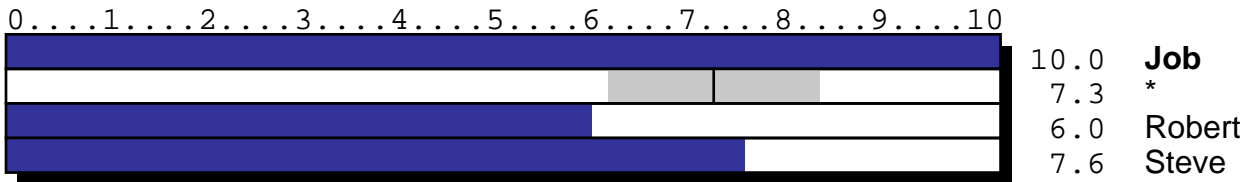
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JOB ATTRIBUTES HIERARCHY

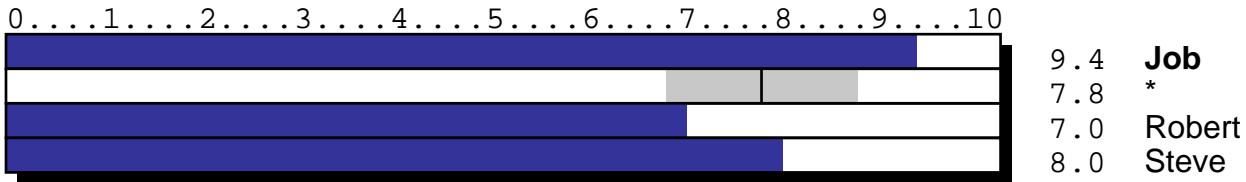
10. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



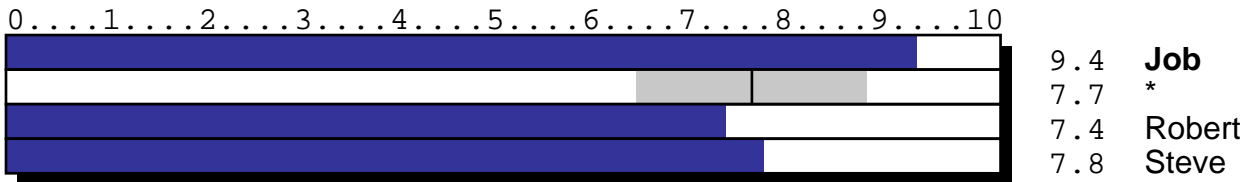
11. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



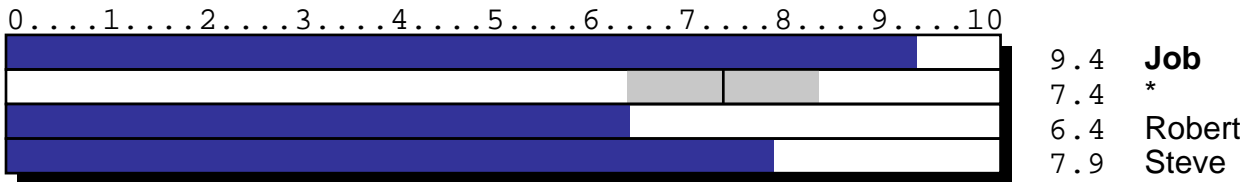
12. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



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



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



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

JOB ATTRIBUTES HIERARCHY

15. CUSTOMER FOCUS: A commitment to customer satisfaction.

0 1 2 3 4 5 6 7 8 9 10



8.8 **Job**
 8.1 *
 7.7 Robert
 7.8 Steve

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

0 1 2 3 4 5 6 7 8 9 10



8.8 **Job**
 7.5 *
 7.3 Robert
 7.9 Steve

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

0 1 2 3 4 5 6 7 8 9 10



8.8 **Job**
 7.2 *
 6.8 Robert
 7.7 Steve

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

0 1 2 3 4 5 6 7 8 9 10



8.8 **Job**
 8.0 *
 7.2 Robert
 7.9 Steve

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

0 1 2 3 4 5 6 7 8 9 10

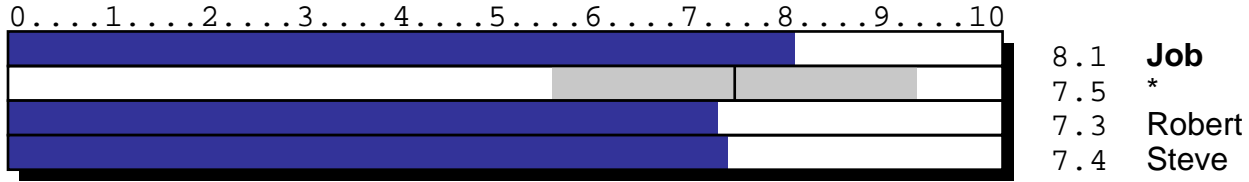


8.1 **Job**
 8.1 *
 6.8 Robert
 7.7 Steve

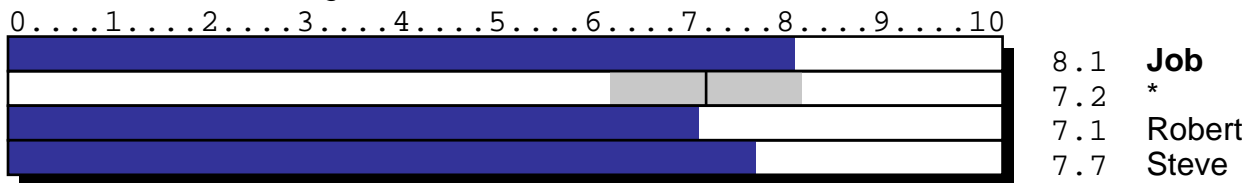
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JOB ATTRIBUTES HIERARCHY

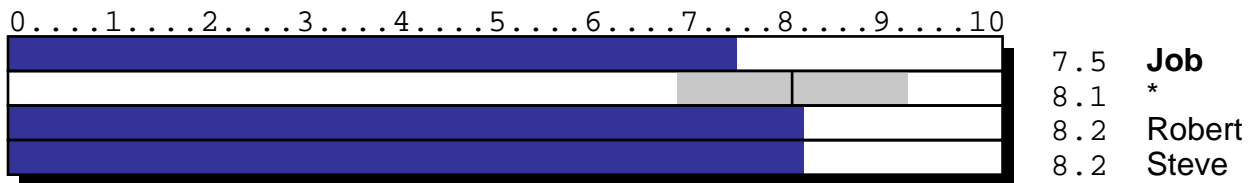
20. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



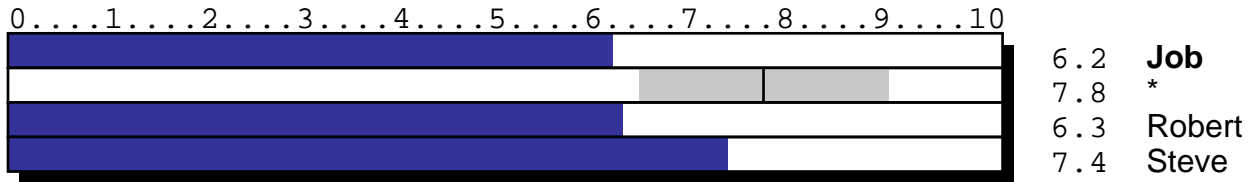
21. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



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



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

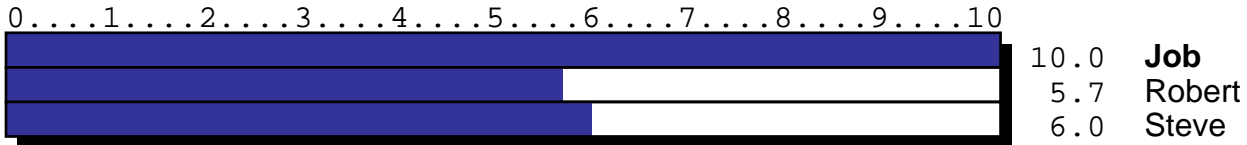


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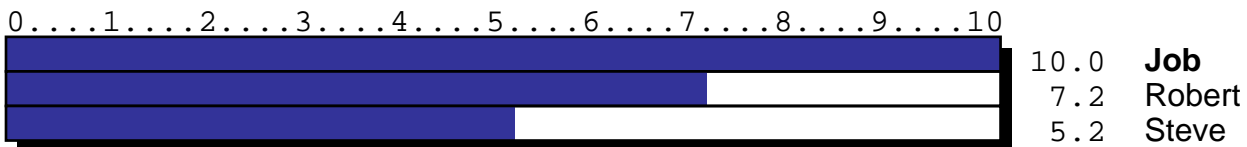
REWARDS/CULTURE HIERARCHY

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.

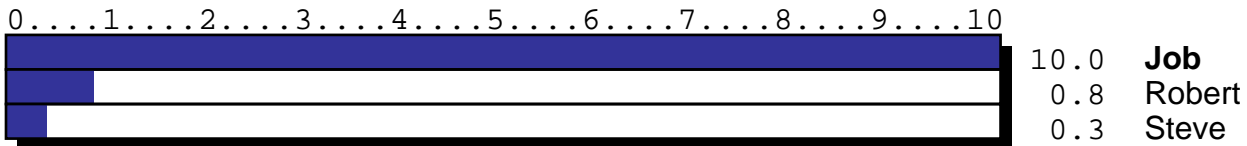
1. THEORETICAL



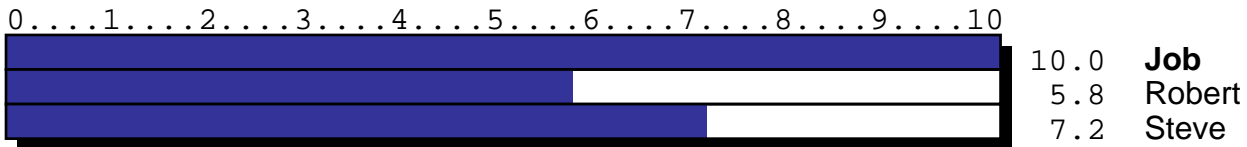
2. UTILITARIAN/ECONOMIC



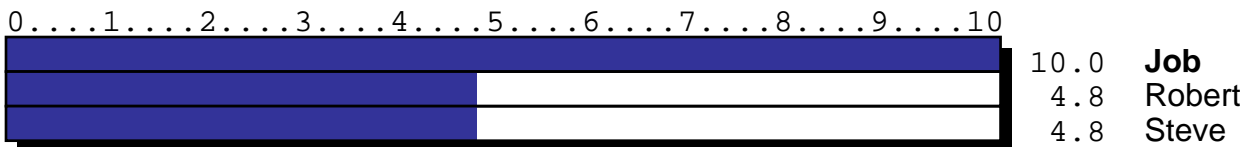
3. AESTHETIC



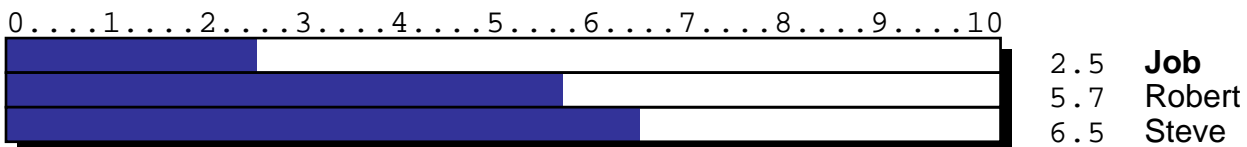
4. INDIVIDUALISTIC/POLITICAL



5. TRADITIONAL/REGULATORY



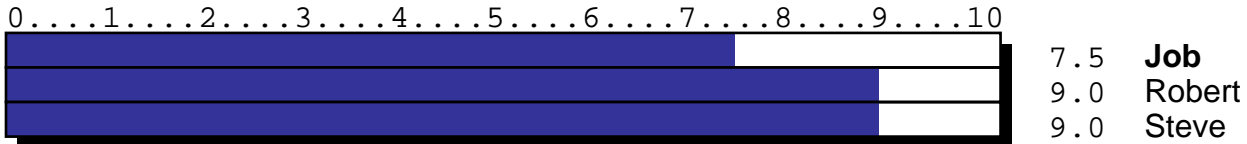
6. SOCIAL



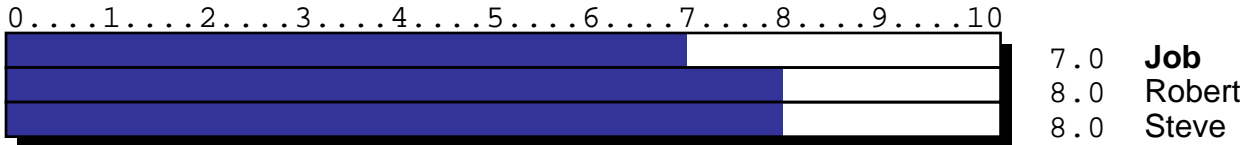
BEHAVIORAL HIERARCHY

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(s). 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.

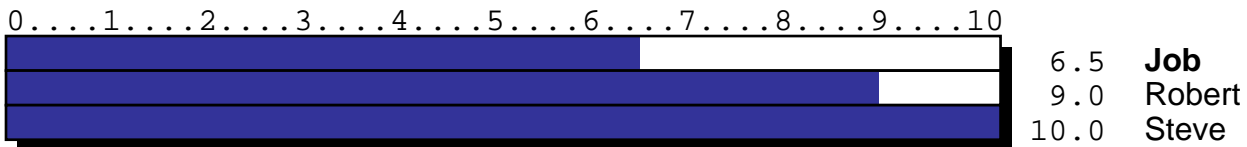
1. VERSATILITY



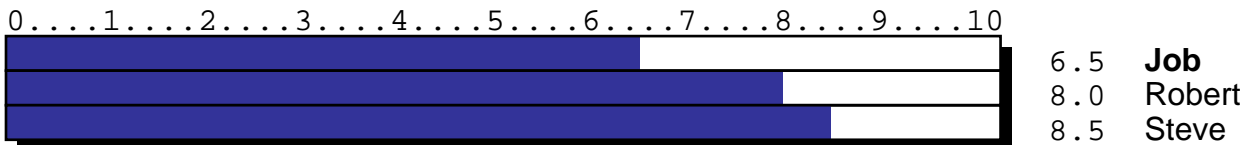
2. FREQUENT INTERACTION WITH OTHERS



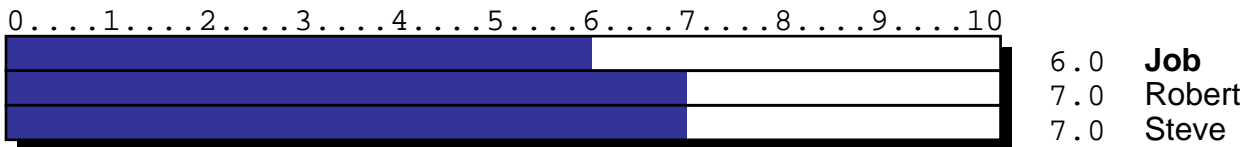
3. URGENCY



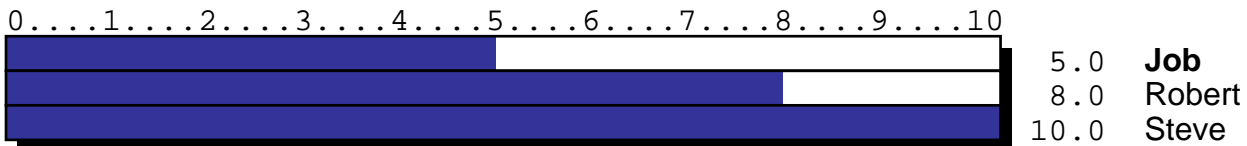
4. FREQUENT CHANGE



5. CUSTOMER ORIENTED



6. COMPETITIVENESS



BEHAVIORAL HIERARCHY

7. ORGANIZED WORKPLACE

0 1 2 3 4 5 6 7 8 9 10



4.5 **Job**
3.5 Robert
3.5 Steve

8. ANALYSIS OF DATA

0 1 2 3 4 5 6 7 8 9 10



4.5 **Job**
4.0 Robert
4.0 Steve

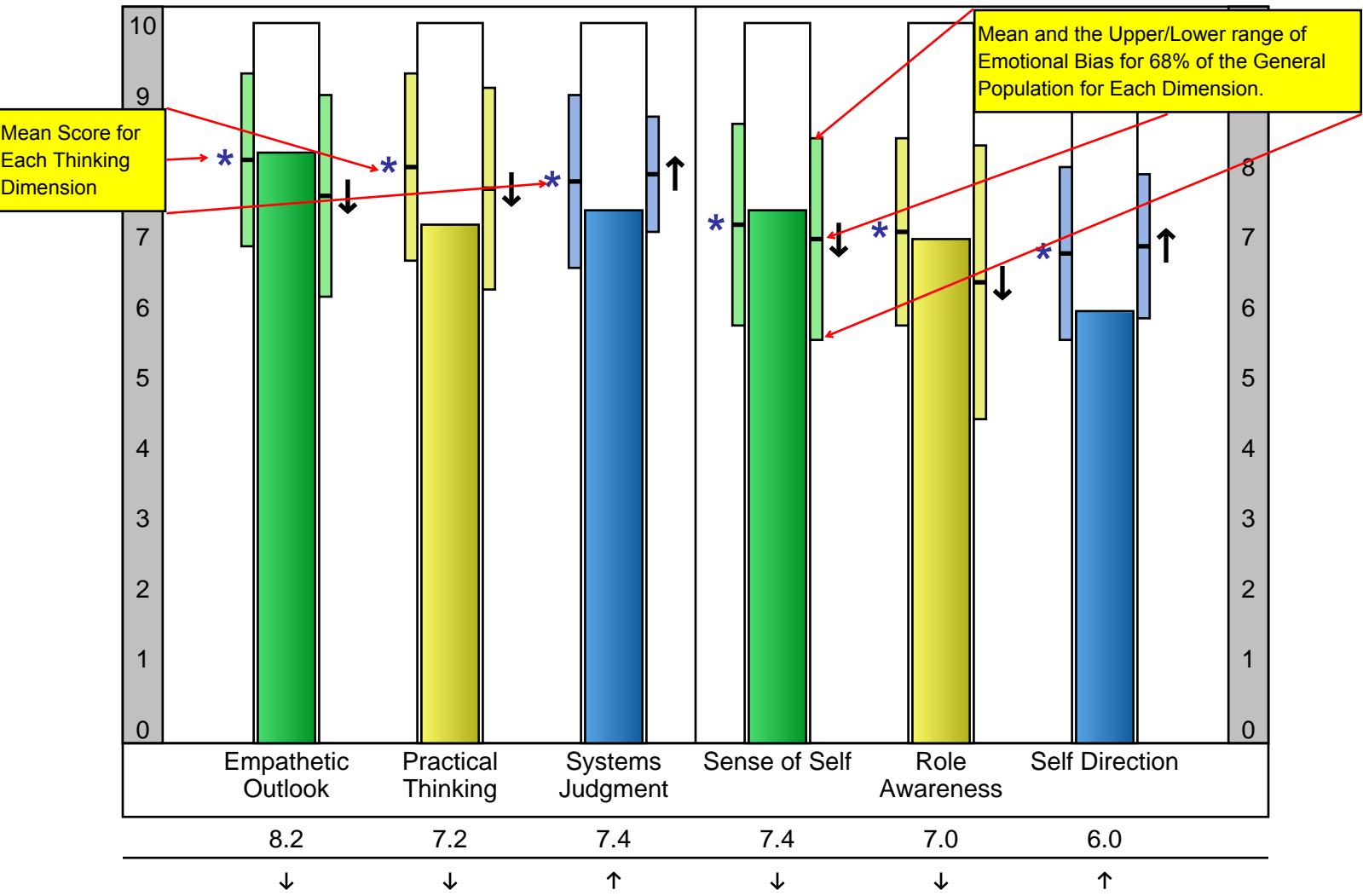
TriMetrix™-DIMENSIONAL BALANCE

For consulting and coaching

This measures the CLARITY that this Individual SEES the PROBLEMS, CHALLENGES & OPPORTUNITIES in their External/Workplace World...and the Emotional Bias or decisive influence that bias brings to that Clarity. It is literally a "MAP OF HOW THIS PERSON THINKS"

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



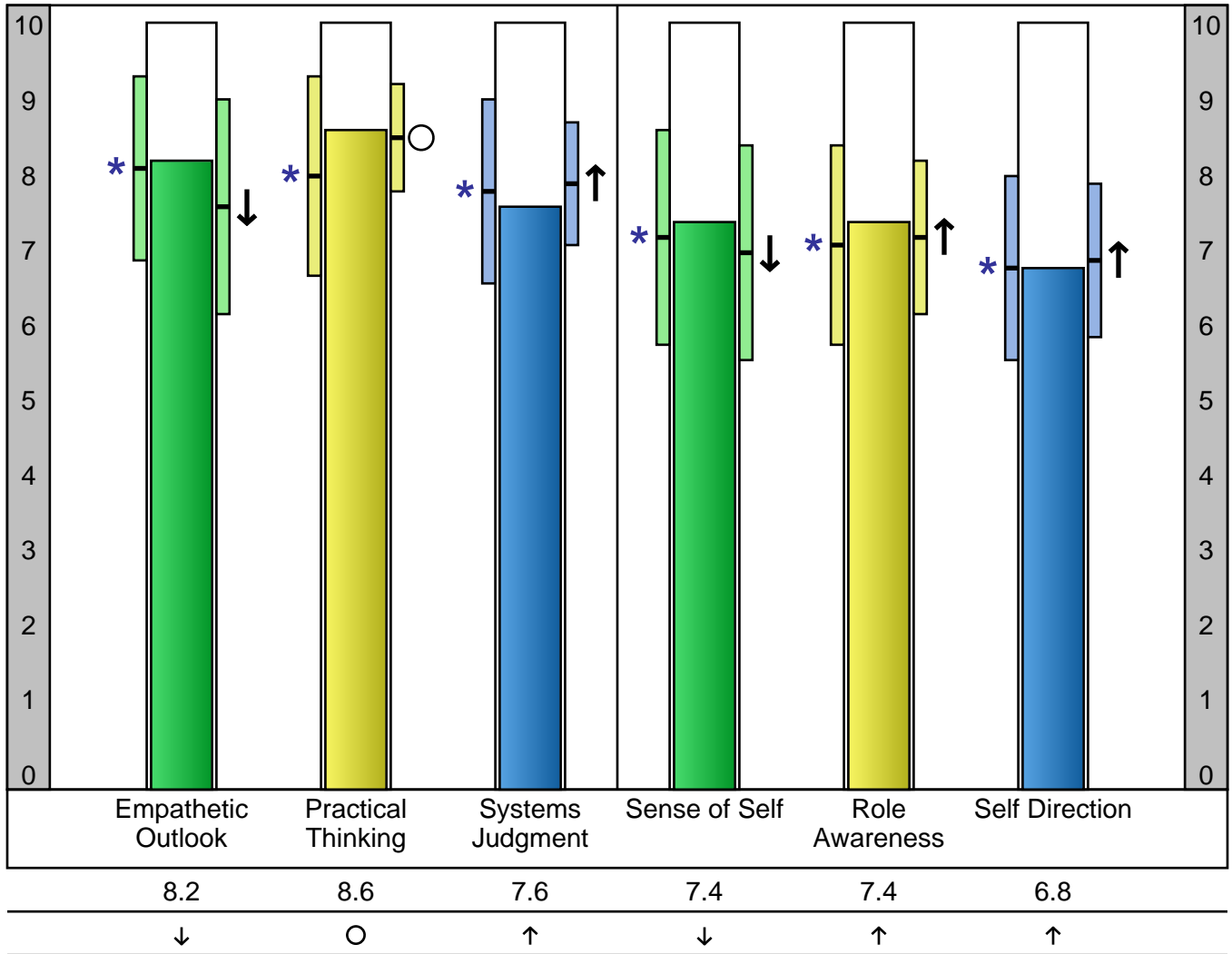
* Population
 ↑ Overvaluation
 ○ Balanced
 ↓ Undervaluation

TriMetrix™-DIMENSIONAL BALANCE

For consulting and coaching

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



* Population
 ↑ Overvaluation
 ○ Balanced
 ↓ Undervaluation

Evaluative Judgment...A Map of Thinking Development

Expanded Definitions of the TriMetrix Dimensional Balance Page Dimensions of Thought

This is an accurate scientific measurement of HOW THIS PERSON THINKS...This is such an **IMPORTANT** part of the TriMetrix assessment, that I invite you to call me if you have **ANY** questions about the scores for your candidate(s) and **HOW** they relate to the **JOB** you are considering her/him for. This is why the science behind TriMetrix has been nominated for the Nobel Peace Prize. It is an invaluable insight into performance!*

** Reliability Scores must be 0.70-0.70 or higher)*

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External World View:

Empathetic Outlook - The ability to perceive and understand the feelings and attitudes of others.

The ability to place oneself "in-the-shoes" of another and to be able to view a situation from their perspective. It involves being conscious of how one's actions will impact others (layman's terms for this dimension: empathic thinking, understanding of an individual, kindness, warmth, capacity to identify with others and for seeing things from their point of view, ability to feel at ease with others, secure with others).

Practical Thinking - The ability to make practical, common sense decisions; to see and understand what is happening in a common sense way. **To realistically identify problems and solutions in practical terms, rather than in theoretical or conceptual terms.**

This capacity grasps practical situations and the role of people in them. It classifies people & tasks in groups and classes COMPARED to other people, tasks & groups.

Systems Judgment - Measures one's balance in getting things accomplished within the external system of people and things within which one works. It is one's affinity for schematic thinking.

Internal World View:

Self Esteem/Sense of Self – One's ability to realize and appreciate one's own unique self-worth. They base these feelings on internal factors, as opposed to external ones. This internal feeling of value allows people to appreciate themselves based not on what they do, what role they occupy or what success they attain, but rather how they judge themselves based on who they know themselves to be inside. This could also be considered the level of "self acceptance."

Role Awareness – One's ability to be aware of his/her role in the world or within a given environment. This is the ability to understand the expectations one places on a position, and to clearly see how those expectations are to be met. *This dimension and self-direction can be negatively impacted in the case of a person looking for, or starting, a new job or career. If such is the case, then lower scores in these two dimensions may be overlooked in the short term.*

Self Direction - Balanced self-direction originates with an internal drive to excel along a chosen path. It requires one to have a strong desire to be "better" than they currently are, no matter how good they actually become. It also speaks to how clearly they see the path by which they can achieve this improvement. *As with Role Awareness, a low score here could simply represent someone who is in transition or questioning the method by which they are to accomplish or achieve self-betterment.*

JOB ATTRIBUTES FEEDBACK

This section provides you with a better understanding of the job attributes required for superior performance. Feedback is provided on the seven most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. **SELF MANAGEMENT:** The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.
 - Independently pursues business objectives in an organized and efficient manner
 - Prioritizes activities as necessary to meet job responsibilities
 - Maintains required level of activity toward achieving goals without direct supervision
 - Minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame

 2. **GOAL ACHIEVEMENT:** The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.
 - Establishes goals that are relevant, realistic and attainable
 - Identifies and implements required plans and milestones to achieve specific business goals
 - Initiates activity toward goals without unnecessary delay
 - Stays on target to complete goals regardless of obstacles or adverse circumstances

 3. **RESULTS ORIENTATION:** The ability to identify actions necessary to complete tasks and obtain results.
 - Maintains focus on goals
 - Identifies and acts on removing potential obstacles to successful goal attainment
 - Implements thorough and effective plans and applies appropriate resources to produce desired results
 - Follows through on all commitments to achieve results

 4. **INTERPERSONAL SKILLS:** The ability to interact with others in a positive manner.
 - Initiates and develops business relationships in positive ways
 - Successfully works with a wide range of people at varying levels of organizations
 - Communicates with others in ways that are clear, considerate and understandable
 - Demonstrates ease in relating with a diverse range of people of varying backgrounds, ages, experience and education levels
-

JOB ATTRIBUTES FEEDBACK

5. **DIPLOMACY AND TACT:** The ability to treat others fairly, regardless of personal biases or beliefs.
 - Maintains positive relationships with others through treating them fairly
 - Demonstrates respect for others
 - Understands and values differences between people
 - Respects diversity in race, national origin, religion, gender, life style, age and disability.

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. **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

REWARDS/CULTURE FEEDBACK

This section provides you with a better understanding of the culture of this job. The culture of any job is clearly defined by how it rewards superior performance. Feedback is provided on the three most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. THEORETICAL

- Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

2. UTILITARIAN/ECONOMIC

- Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

3. AESTHETIC

- Rewards those who value balance in their lives, creative self-expression, beauty and nature.

BEHAVIORAL FEEDBACK

This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the three most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. VERSATILITY

- The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

2. FREQUENT INTERACTION WITH OTHERS

- The job requires a strong "people orientation," versus a task orientation. The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

3. URGENCY

- The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.