



TriMetrix[®] DNA
Job Report

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Introduction

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behaviour and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TriMetrix® DNA Job benchmarking process. The result is an evaluative report that analyses a total of 49 separate areas, presented in three sections:

Job Competencies Hierarchy (25 Areas)

This section presents 25 key job competencies and quantifies their importance to this specific job. Each job has a unique ranking of competencies, reflecting different levels of capacities required by different jobs for superior performance.

Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

Behavioural Hierarchy (12 Areas)

This section explores the behavioural traits demanded of the job. The higher the ranking, the more important the behavioural trait will be to the job for stress reduction and superior performance.

The results of each area are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organisation.



Introduction

Summary Of Top Competencies

This section will assist in understanding the type and kind of competencies that are needed for superior job performance. Read the feedback on each of the top seven competencies thoroughly to understand the job's requirements.

Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organisation is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

Behavioural Feedback

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

Job Competency Questions

This section contains suggested interview questions that pertain specifically to the competencies of the job.

Driving Forces Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards of the job.

Behavioural Questions

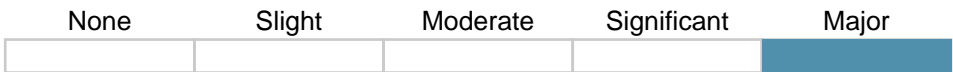
This section contains suggested interview questions that pertain specifically to the behavioural traits required by the job.

Key Characteristics of the Position

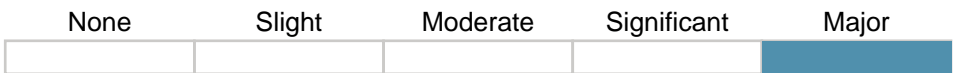


The position has been analysed relative to four key characteristics. These characteristics are accountability for results, results through people, authority, and risk. Based on the responses to the questionnaire, these characteristics have been measured on a sliding scale and are illustrated by a bar graph. The scale range includes none, slight, moderate, significant, and major.

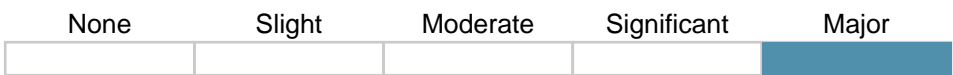
Accountability For Results: This characteristic addresses the accountability for producing measurable results in the position. This includes accountability for meeting financial, operations and/or system objectives.



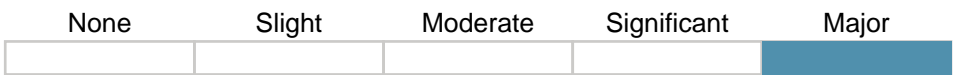
Results through People: This characteristic address the emphasis on producing results through the efforts and cooperation of people. This characteristic is not limited to management or leadership positions. Many non-management or leadership positions in team-based organisational structures depend heavily upon the efforts and cooperation of people to produce results.



Authority: This characteristic addresses the level of authority that exists in the position. Evidence of authority can be found in the ability to make decisions or changes without prior approval from upper management. This characteristic is not limited to management or leadership position. In their efforts to become more responsive, many large organisations are finding it necessary to drive decision-making downward. In these organisations, many positions can be characterised by a moderate to significant amount of authority but are not considered management or leadership.

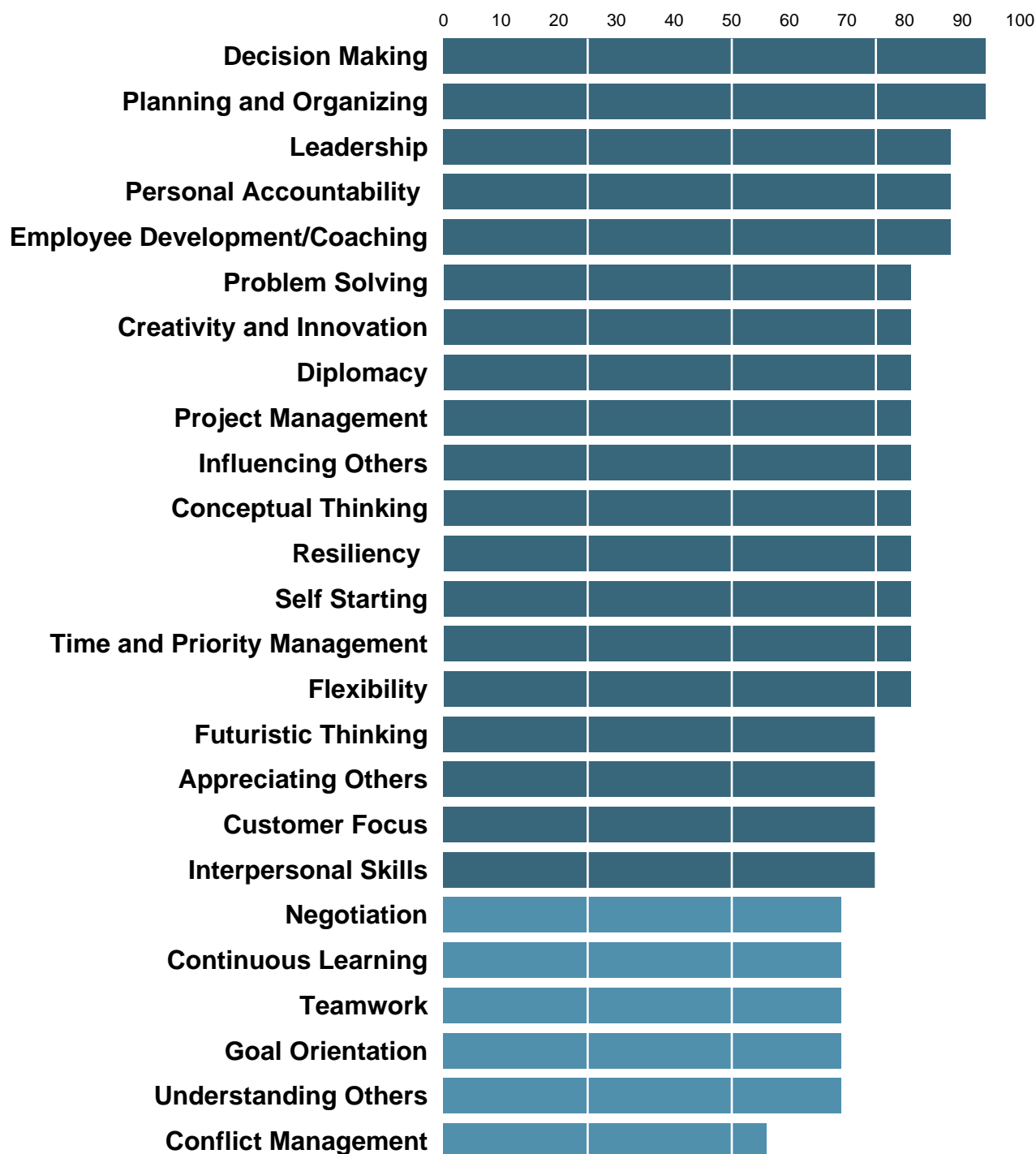


Risks: This characteristic addresses the inherent level of business risk or liability to the organisation that exists in the position. Positions with indications of moderate, significant or major levels of inherent risk or liability to the organisation may warrant the use of drug, alcohol and/or other appropriate assessments in their selection and management systems.



Hierarchy of Competencies

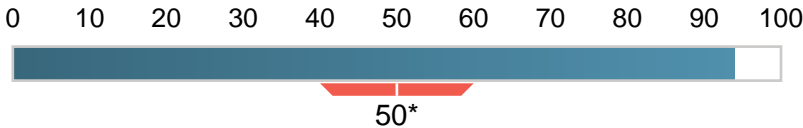
The competencies required for superior performance have been prioritised based on the analysis of responses to the questionnaire. The hierarchical order of the competencies represents their relative importance to each other in producing superior performance in the job.



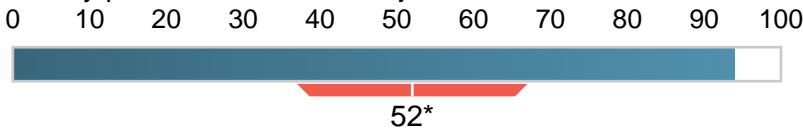
Job Competencies Hierarchy

All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

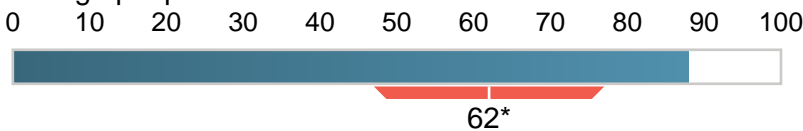
1. Decision Making - Utilising effective processes to make decisions.



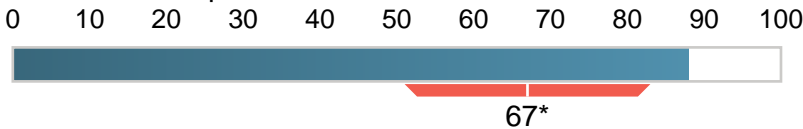
2. Planning and Organizing - Utilising logical, systematic and orderly procedures to meet objectives.



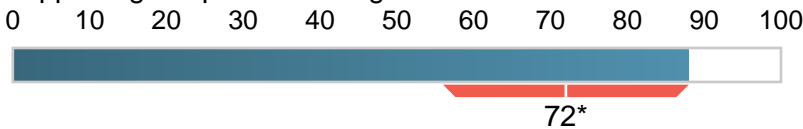
3. Leadership - Achieving extraordinary business results through people.



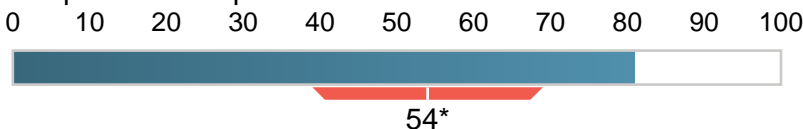
4. Personal Accountability - A measure of the capacity to be answerable for personal actions.



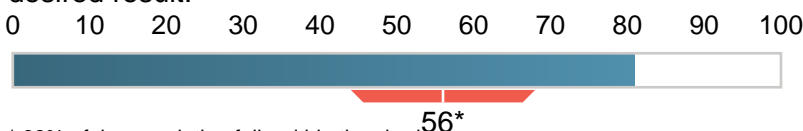
5. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



6. Problem Solving - Defining, analysing and diagnosing key components of a problem to formulate a solution.



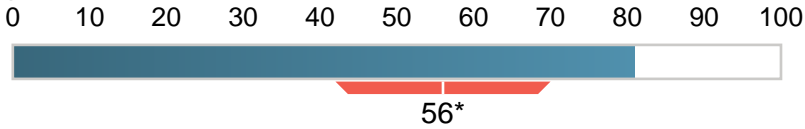
7. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



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

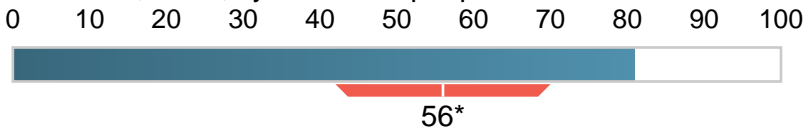
Job Competencies Hierarchy

8. Diplomacy - The ability to treat others fairly, regardless of personal biases or beliefs.



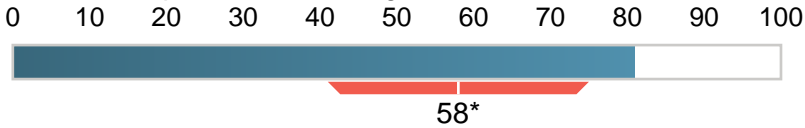
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9. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



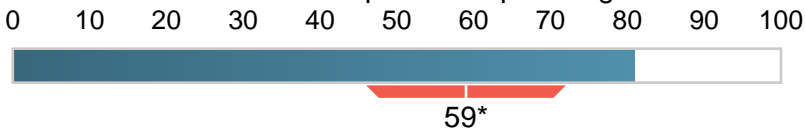
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10. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



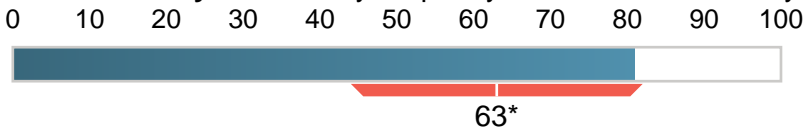
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11. Conceptual Thinking - The ability to analyse hypothetical situations or abstract concepts to compile insight.



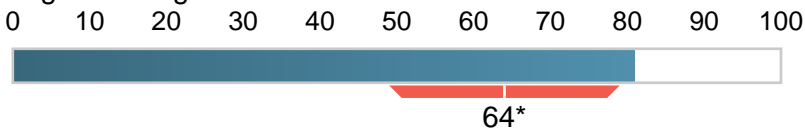
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12. Resiliency - The ability to quickly recover from adversity.



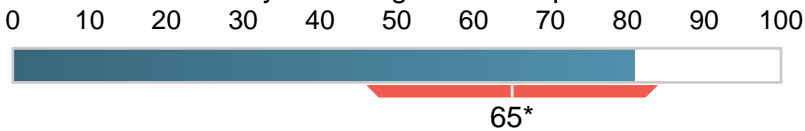
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13. Self Starting - Demonstrating initiative and willingness to begin working.



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14. Time and Priority Management - Demonstrating self control and an ability to manage time and priorities.

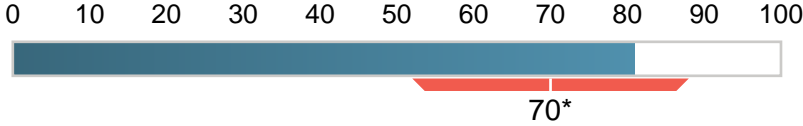


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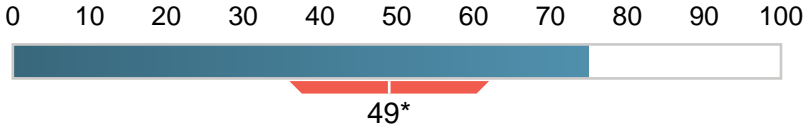
Job Competencies Hierarchy

15. Flexibility - Agility in adapting to change.



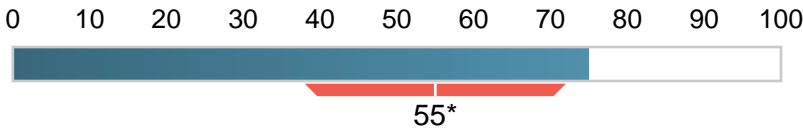
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16. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realised.



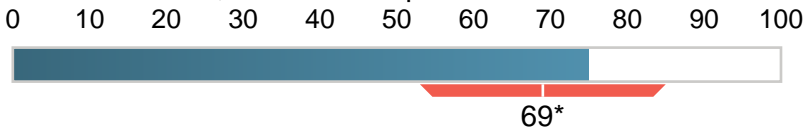
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17. Appreciating Others - Identifying with and caring about others.



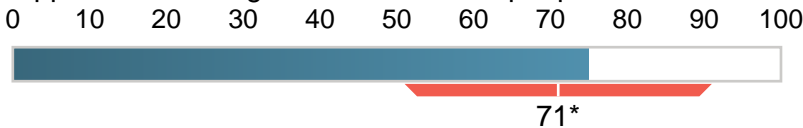
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18. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



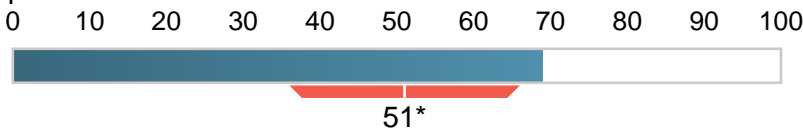
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19. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



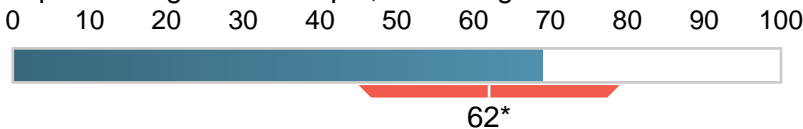
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20. Negotiation - Facilitating agreements between two or more parties.



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21. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



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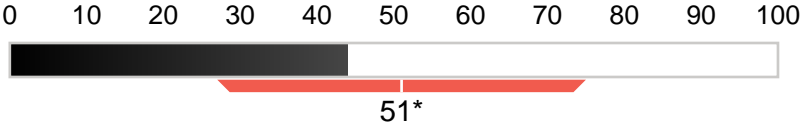


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Situational Driving Forces Cluster

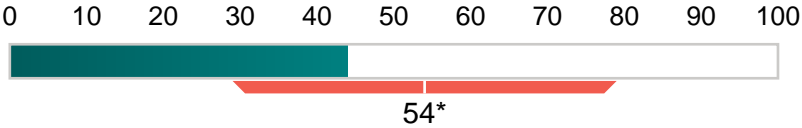
This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

5. Commanding - People who are driven by status, recognition and control over personal freedom.



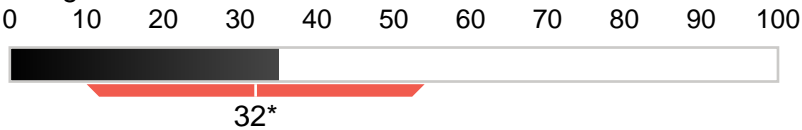
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6. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



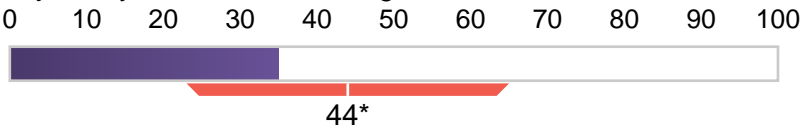
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7. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



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



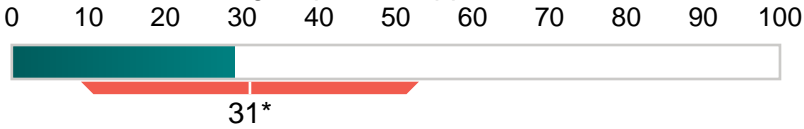
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Indifferent Driving Forces Cluster

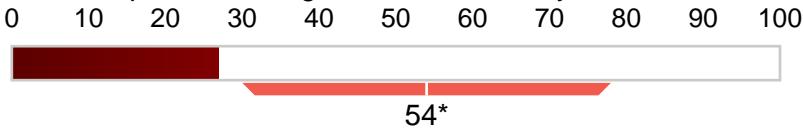
This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

9. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



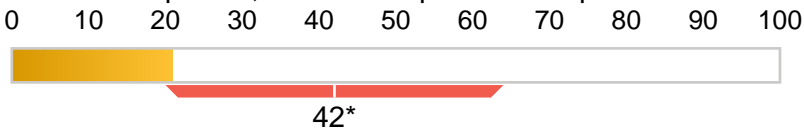
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10. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



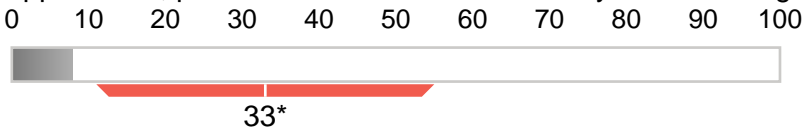
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11. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



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



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Summary of Top Competencies



6. Problem Solving: Defining, analysing and diagnosing key components of a problem to formulate a solution.

- Anticipates, identifies and resolves problems or obstacles.
- Utilises logical processes to analyse and solve problems.
- Defines the causes, effects, impact and scope of problems.
- Identifies the multiple components of problems and their relationships.
- Prioritises steps to a solution.
- Defines and develops criteria for optimum solutions.
- Evaluates the potential impact of possible solutions.
- Looks for specific goals, clearly defined solution paths, and/or clear expected solutions.
- Allows for initial planning including some abstract thinking to come up with creative solutions.
- Understands and defines the problem before jumping to a solution.

7. Creativity and Innovation: Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.

- Notices unique patterns, variables, processes, systems or relationships.
- Expresses non-traditional perspectives and/or novel approaches.
- Synthesises data, ideas, models, processes or systems to create new insights.
- Challenges established theories, methods and/or protocols.
- Encourages and promotes creativity and innovation.
- Modifies existing concepts, methods, models, designs, processes, technologies and systems.
- Develops and tests new theories to explain or resolve complex issues.
- Applies unorthodox theories and/or methods.
- Imagines new or revolutionary concepts, methods, models, designs, processes, technology, systems, products, services or industries.
- Combines knowledge, curiosity, imagination, and evaluation to achieve desired results.



Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energised and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.

- 1. Receptive
 - This position is driven by new ideas, methods and opportunities that fall outside a defined system for living.

- 2. Resourceful
 - This position is driven by practical results, maximising both efficiency and returns for your investments of time, talent, energy and resources.

- 3. Harmonious
 - This position is driven by the experience, subjective viewpoints and balance in your surroundings.

- 4. Instinctive
 - This position is driven by utilising past experiences, intuition and seeking specific knowledge when necessary.

Behavioural Feedback

This section provides a brief description of the top four Behaviours required for this position. These are the behaviours that will need to be demonstrated most often for superior performance.

- 1. **Competitive**
 - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.

- 2. **Urgency**
 - The job requires decisiveness, quick response, and fast action.

- 3. **Frequent Change**
 - The job requires rapid shifts between tasks.

- 4. **Interaction**
 - The job requires frequent communication and engagement with others.



Would like to conduct a Job Match Benchmark?

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