



**TriMetrix<sup>®</sup> 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.

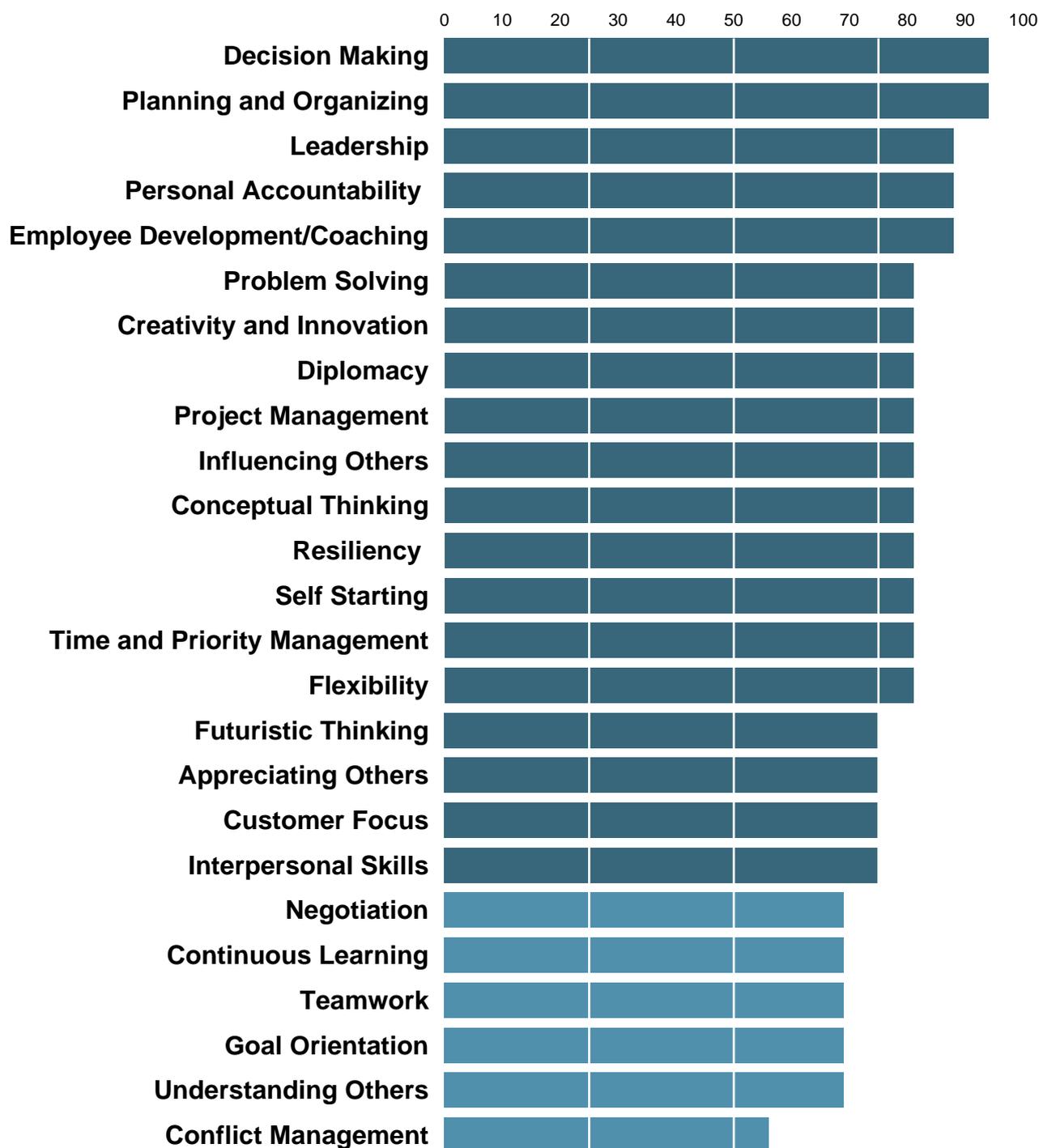
## Behavioural Questions

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



# Hierarchy of Competencies

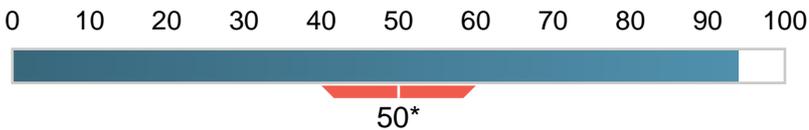
The competencies required for superior performance have been prioritised based on the analysis of responses to the questionnaire. The hierarchical order of the competencies represents their relative importance to each other in producing superior performance in the job.



# Job Competencies Hierarchy

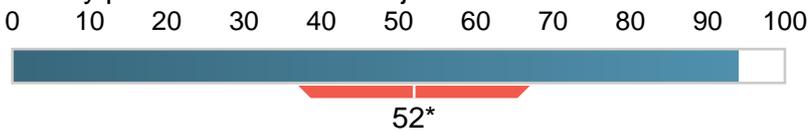
All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

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



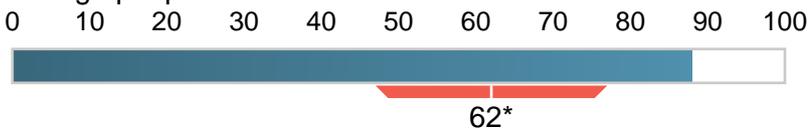
94

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



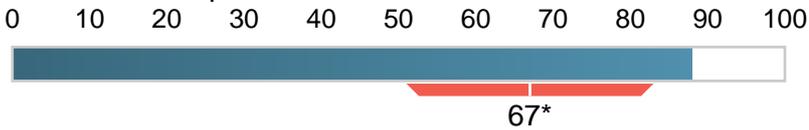
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**3. Leadership** - Achieving extraordinary business results through people.



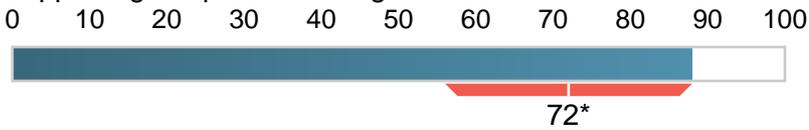
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**4. Personal Accountability** - A measure of the capacity to be answerable for personal actions.



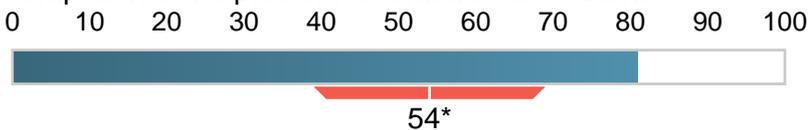
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**5. Employee Development/Coaching** - Facilitating and supporting the professional growth of others.



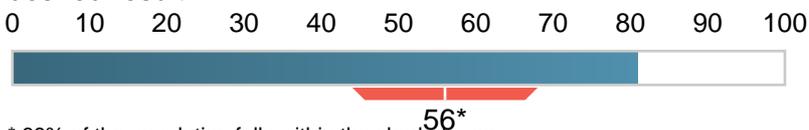
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**6. Problem Solving** - Defining, analysing and diagnosing key components of a problem to formulate a solution.



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

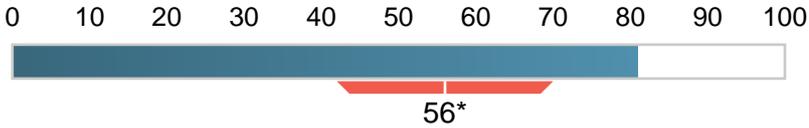


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\* 68% of the population falls within the shaded area.

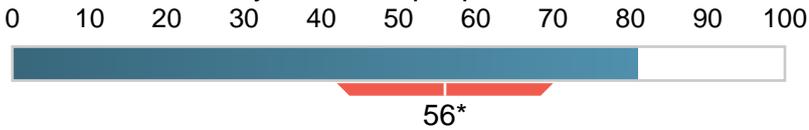
# Job Competencies Hierarchy

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



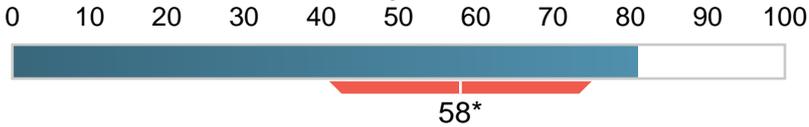
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**9. Project Management** - Identifying and overseeing all resources, tasks, systems and people to obtain results.



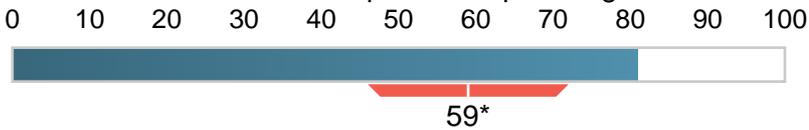
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**10. Influencing Others** - Personally affecting others actions, decisions, opinions or thinking.



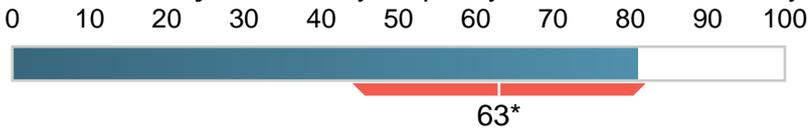
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**11. Conceptual Thinking** - The ability to analyse hypothetical situations or abstract concepts to compile insight.



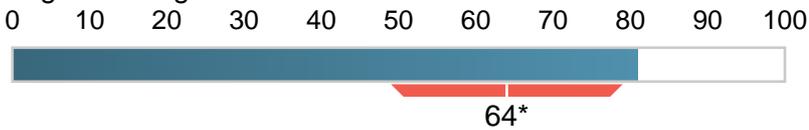
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**12. Resiliency** - The ability to quickly recover from adversity.



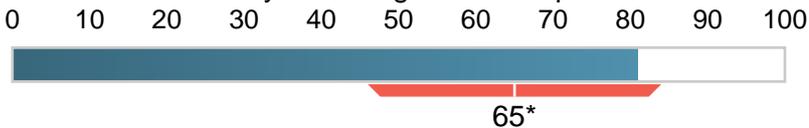
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**13. Self Starting** - Demonstrating initiative and willingness to begin working.



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



81

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





















# 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.

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## 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.

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Would like to conduct a Job Match Benchmark?

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