TriMetrix™ System

Job Report

Sales Manager Position

ABC Sales Company

7-27-2004

INTRODUCTION

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TriMetrix job benchmarking process. The result is an evaluative report that analyzes a total of 37 separate areas, presented in three sections:

SECTION 1: JOB ATTRIBUTES HIERARCHY (23 AREAS)

This section presents 23 key job attributes and quantifies their importance to this specific job. Each job has a unique ranking of attributes, reflecting different levels of capacities required by different jobs 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. It clarifies "why" and "in what kind of environment" this job will produce success.
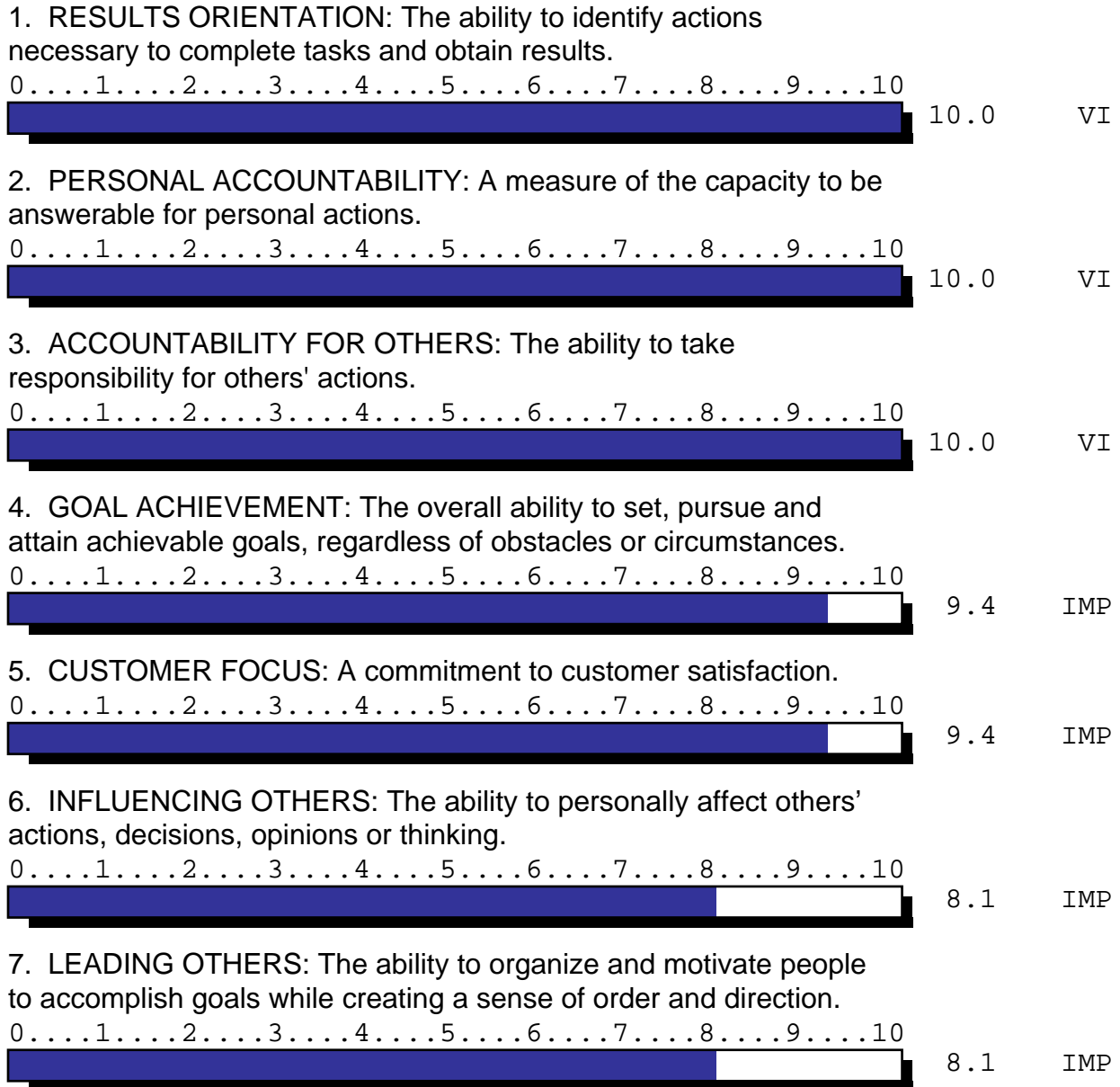
SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral 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 organization.

JOB ATTRIBUTES HIERARCHY

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

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

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0....1....2....3....4....5....6....7....8....9....10
```
10.0   VI

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

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0....1....2....3....4....5....6....7....8....9....10
```
10.0   VI

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

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0....1....2....3....4....5....6....7....8....9....10
```
10.0   VI

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

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0....1....2....3....4....5....6....7....8....9....10
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9.4   IMP

5. CUSTOMER FOCUS: A commitment to customer satisfaction.

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0....1....2....3....4....5....6....7....8....9....10
```
9.4   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
8.1   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
8.1   IMP

The following scale is used throughout the report.

```
   0 - 4.9  =  NOT IMPORTANT TO JOB
 5.0 - 7.4  =  SOMEWHAT IMPORTANT
 7.5 - 9.9  =  IMPORTANT
      10    =  VERY IMPORTANT
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JOB ATTRIBUTES HIERARCHY

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

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0....1....2....3....4....5....6....7....8....9....10
```
7.5   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
7.5   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
7.5   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
7.5   IMP

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

```
0....1....2....3....4....5....6....7....8....9....10
```
7.5   IMP

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

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0....1....2....3....4....5....6....7....8....9....10
```
6.9   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
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6.2   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.6   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.6   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.6   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
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5.0   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.0   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.0   SWI

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

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0....1....2....3....4....5....6....7....8....9....10
```
5.0   SWI

22. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.
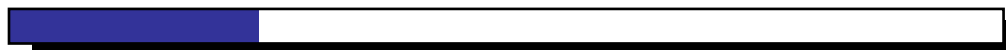
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0....1....2....3....4....5....6....7....8....9....10
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4.4   NI

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

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0....1....2....3....4....5....6....7....8....9....10
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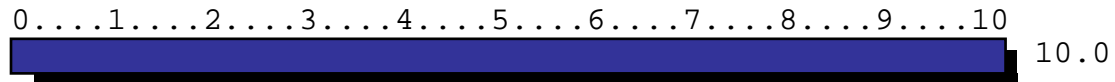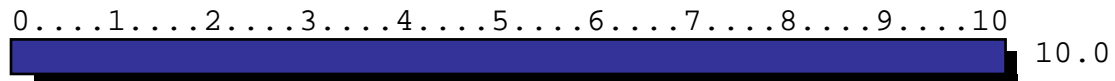2.5   NI

REWARDS/CULTURE HIERARCHY

This section identifies the rewards/culture system of a specific job. Matching a person's passion to a job that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the job to the lowest.
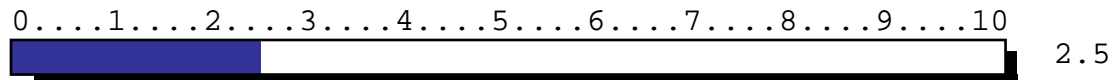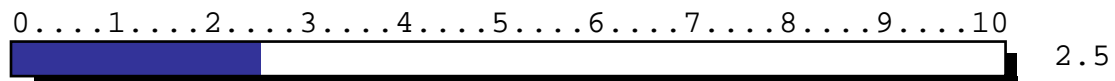
1. UTILITARIAN/ECONOMIC
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0....1....2....3....4....5....6....7....8....9....10
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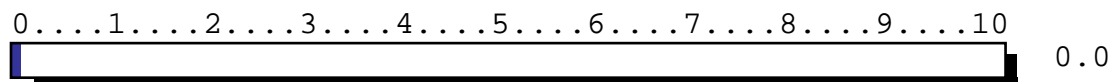10.0

2. INDIVIDUALISTIC/POLITICAL
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0....1....2....3....4....5....6....7....8....9....10
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10.0

3. THEORETICAL
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0....1....2....3....4....5....6....7....8....9....10
```
2.5

4. AESTHETIC
```
0....1....2....3....4....5....6....7....8....9....10
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2.5

5. SOCIAL
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0....1....2....3....4....5....6....7....8....9....10
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0.0

6. TRADITIONAL/REGULATORY
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0....1....2....3....4....5....6....7....8....9....10
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0.0
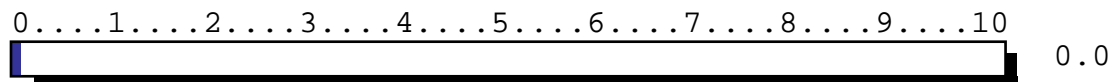
BEHAVIORAL HIERARCHY

This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.
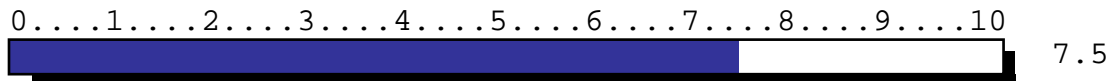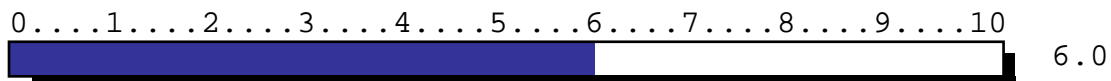
1. COMPETITIVENESS
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0....1....2....3....4....5....6....7....8....9....10
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10.0

2. URGENCY
```
0....1....2....3....4....5....6....7....8....9....10
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9.0

3. FREQUENT CHANGE
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0....1....2....3....4....5....6....7....8....9....10
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8.8

4. VERSATILITY
```
0....1....2....3....4....5....6....7....8....9....10
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7.5

5. FREQUENT INTERACTION WITH OTHERS
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0....1....2....3....4....5....6....7....8....9....10
```
7.0

6. CUSTOMER ORIENTED
```
0....1....2....3....4....5....6....7....8....9....10
```
6.0

7. ANALYSIS OF DATA
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0....1....2....3....4....5....6....7....8....9....10
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4.0

8. ORGANIZED WORKPLACE
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0....1....2....3....4....5....6....7....8....9....10
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2.5

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