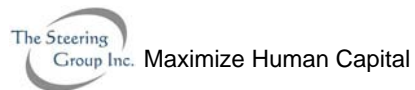


Norm Newhire

Position/Job Title

ABC Company

2-13-2007



The Steering Group, Inc.
Tel: 404-978-2282 Fax: 404-978-2282
bill@thesteeringgroup.com

INTRODUCTION

Where Opportunity Meets Talent®

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TriMetrix 3 System Personal Report can be compared with specific job requirements outlined in TriMetrix System Job and Job Plus Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

SECTION 1: PERSONAL SKILLS HIERARCHY (23 AREAS)

This section presents 23 key personal skills and ranks them from top to bottom, defining your major strengths. The skills at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

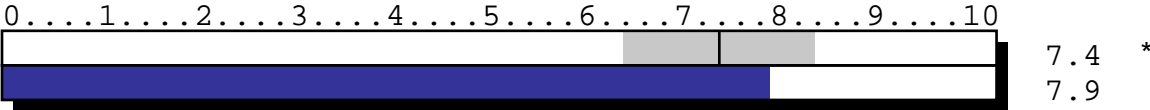
SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

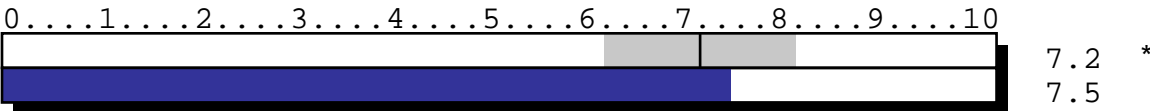
PERSONAL SKILLS HIERARCHY

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

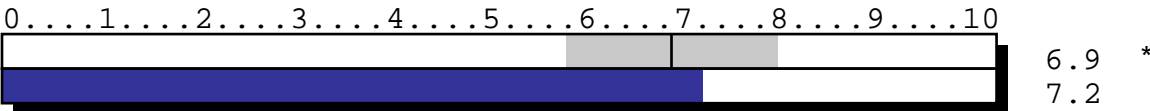
1. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



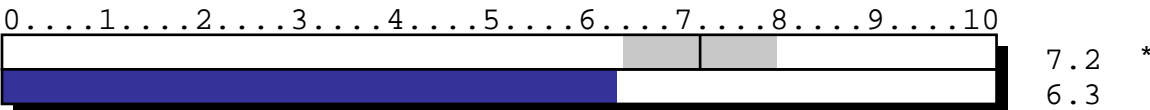
2. RESILIENCY: The ability to quickly recover from adversity.



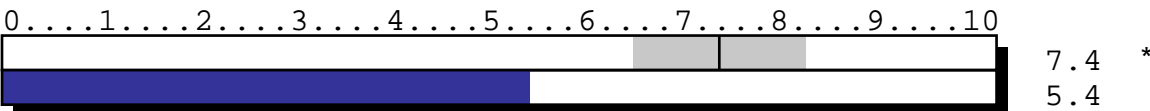
3. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



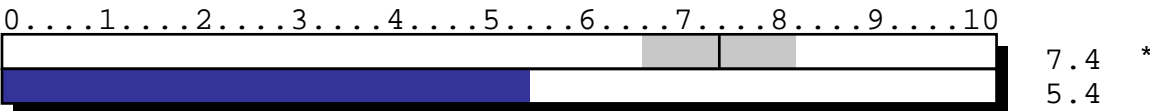
4. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



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



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

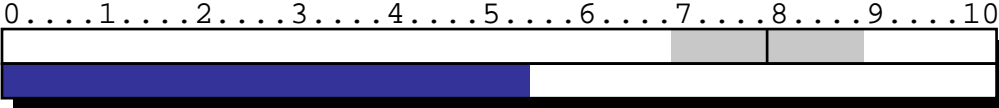


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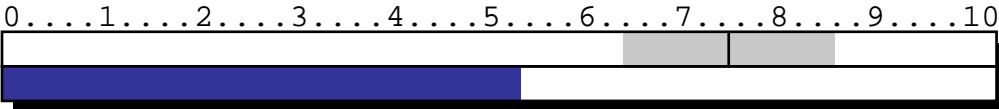
* 68% of the population falls within the shaded area.

PERSONAL SKILLS HIERARCHY

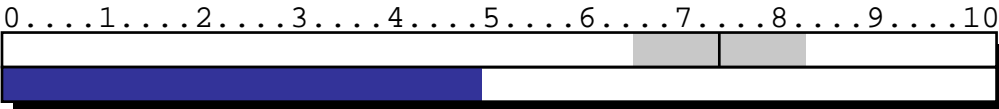
7. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



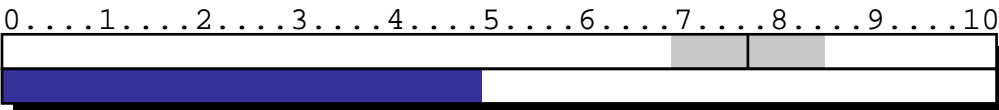
8. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



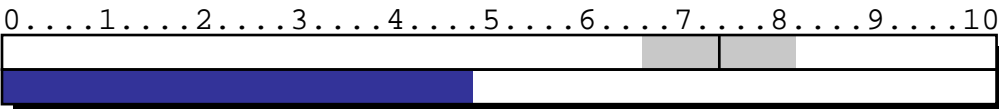
9. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



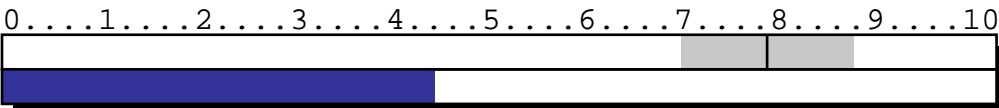
10. TEAMWORK: The ability to cooperate with others to meet objectives.



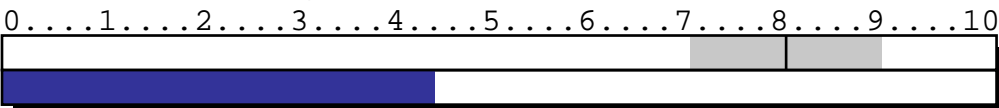
11. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



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



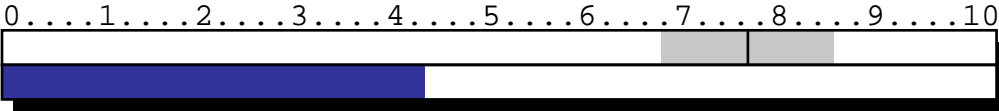
13. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



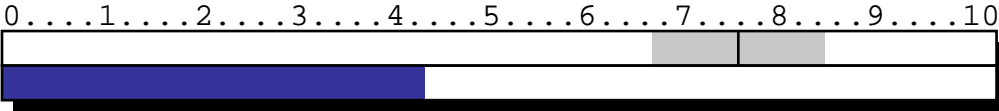
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PERSONAL SKILLS HIERARCHY

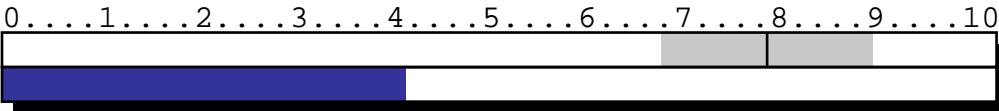
14. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



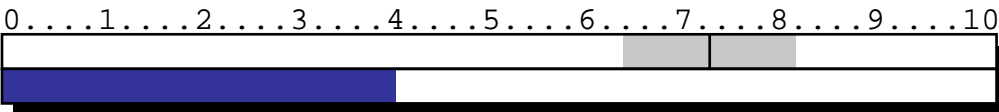
15. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



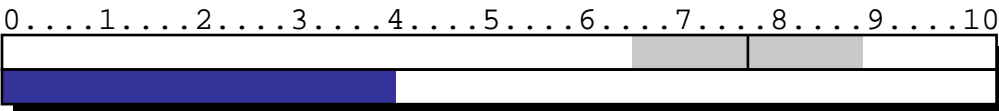
16. CUSTOMER FOCUS: A commitment to customer satisfaction.



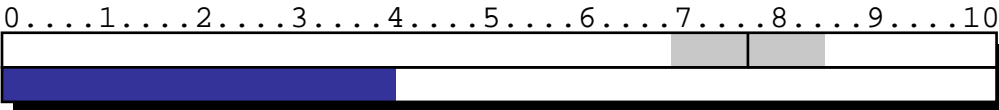
17. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



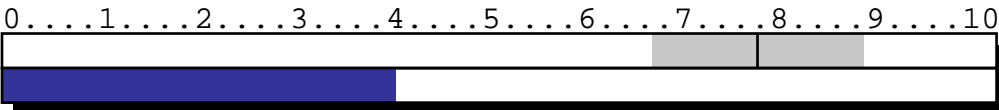
18. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



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



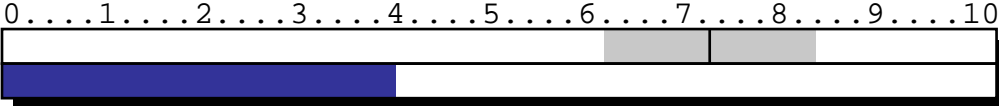
20. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



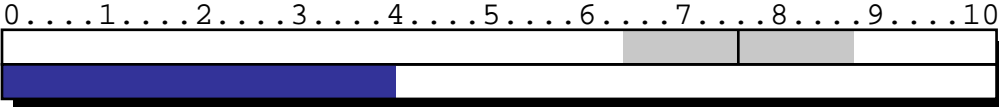
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PERSONAL SKILLS HIERARCHY

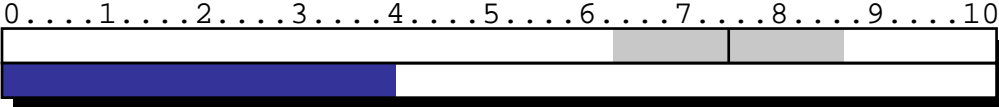
21. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



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



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



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PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

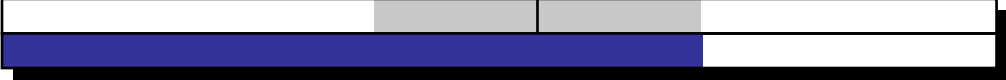
1. UTILITARIAN/ECONOMIC

0 1 2 3 4 5 6 7 8 9 10



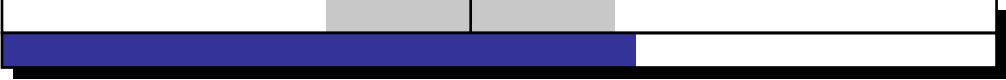
2. THEORETICAL

0 1 2 3 4 5 6 7 8 9 10



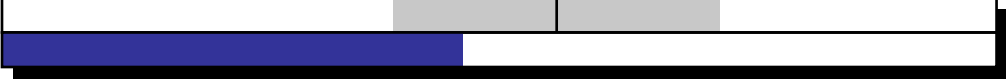
3. INDIVIDUALISTIC/POLITICAL

0 1 2 3 4 5 6 7 8 9 10



4. SOCIAL

0 1 2 3 4 5 6 7 8 9 10



5. AESTHETIC

0 1 2 3 4 5 6 7 8 9 10



6. TRADITIONAL/REGULATORY

0 1 2 3 4 5 6 7 8 9 10



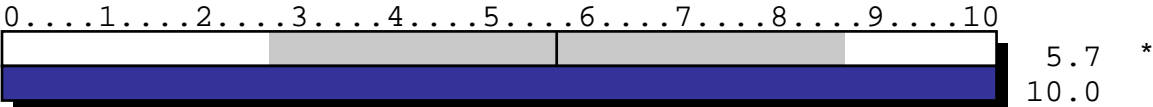
PIAV: 55-62-25-40-51-19

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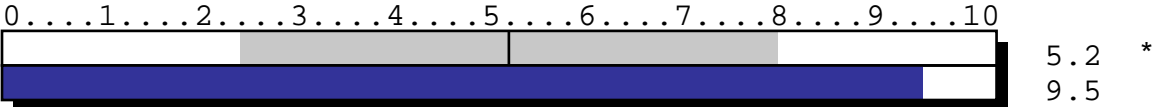
BEHAVIORAL HIERARCHY

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

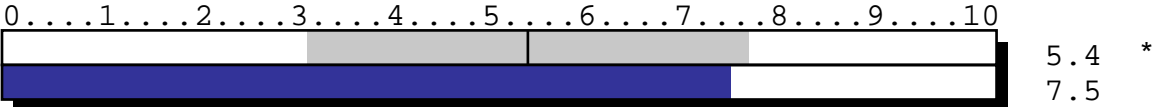
1. COMPETITIVENESS



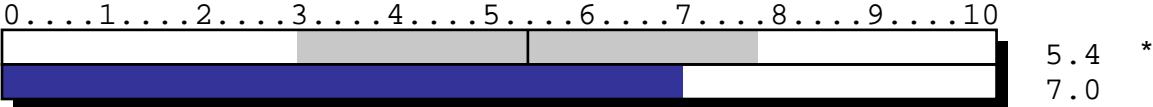
2. URGENCY



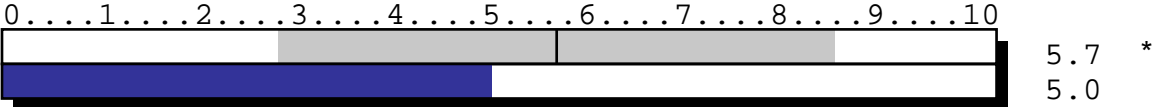
3. FREQUENT CHANGE



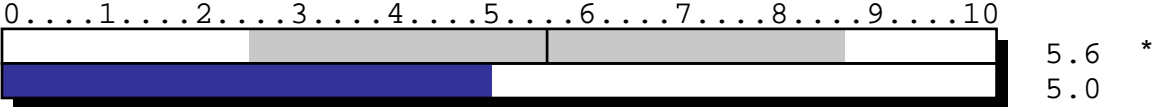
4. VERSATILITY



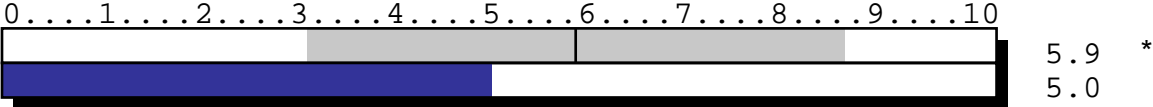
5. FREQUENT INTERACTION WITH OTHERS



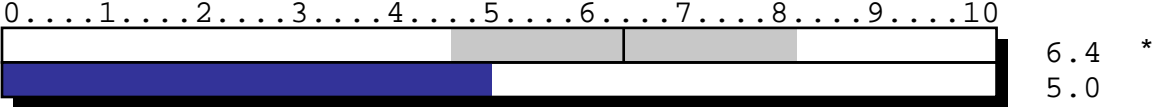
6. ORGANIZED WORKPLACE



7. ANALYSIS OF DATA



8. CUSTOMER ORIENTED



SIN: 100-52-11-41 (11) SIA: 97-20-08-15 (01)

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

TriMetric® -DIMENSIONAL BALANCE

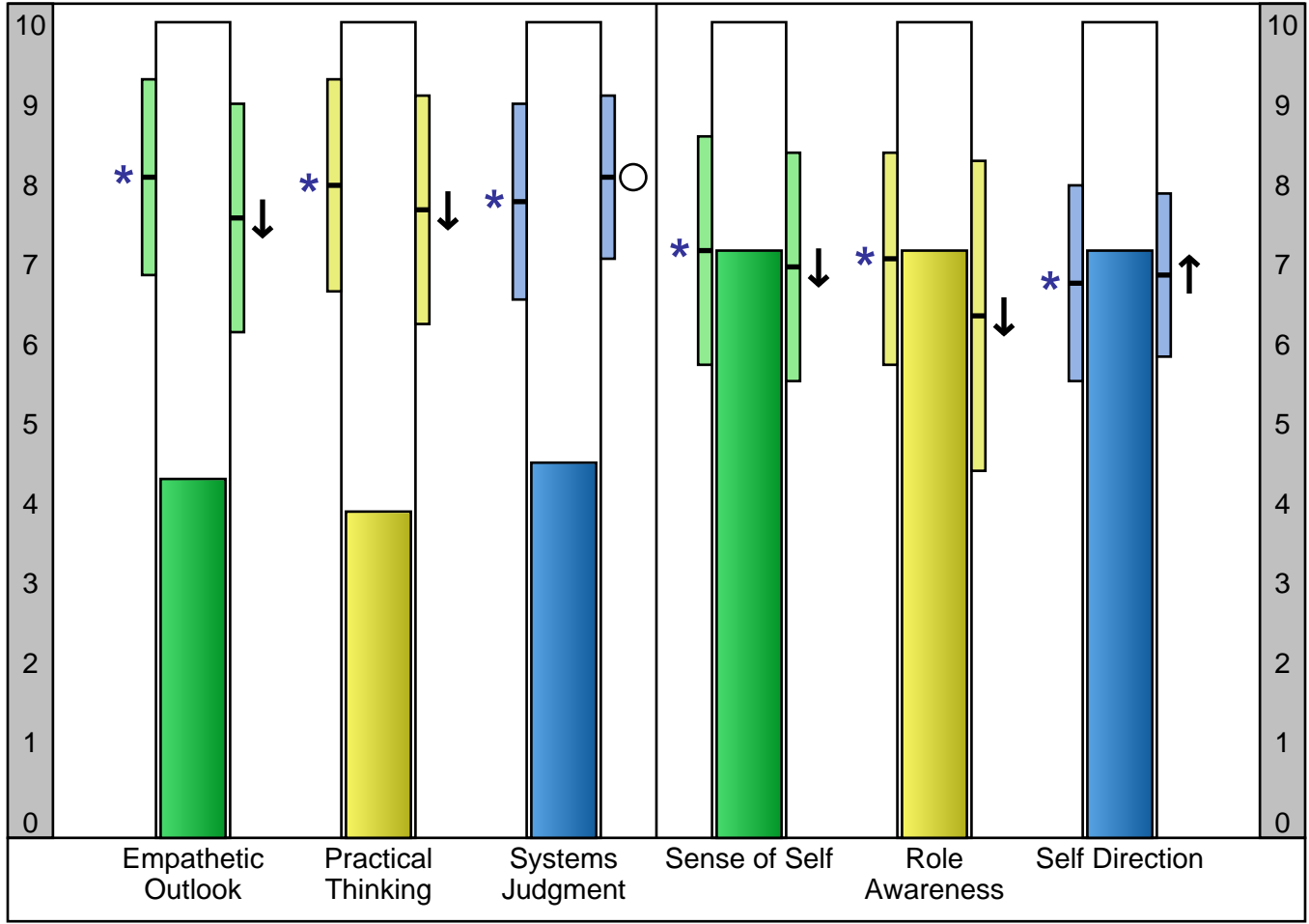
For consulting and coaching

2-13-2007

- * Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

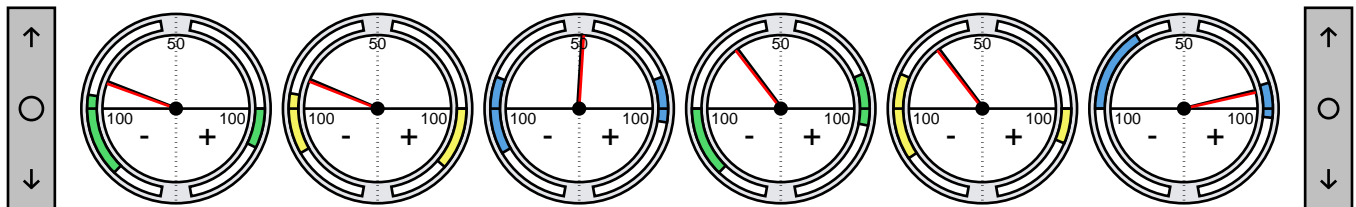
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 4.4 4.0 4.6 7.2 7.2 7.2

Bias ↓ ↓ ○ ↓ ↓ ↑



CATEGORY BREAKDOWN

For consulting and coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others

CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
8.2	7.4	Handling Rejection	4.0	7.7	Sense of Belonging
8.2	8.1	Self Improvement	4.0	7.9	Attitude Toward Others
8.0	7.1	Role Confidence	4.0	7.8	Freedom from Prejudices
7.7	7.1	Personal Drive	4.0	7.0	Handling Stress
7.3	7.8	Persuading Others	4.0	7.9	Sensitivity to Others
7.2	7.3	Sense of Self	4.0	8.1	Personal Relationships
7.2	6.9	Initiative	4.0	7.3	Project Scheduling
7.2	7.2	Persistence	4.0	7.5	Sense of Timing
7.2	6.9	Self Direction	4.0	8.3	Theoretical Problem Solving
7.2	7.1	Role Awareness	4.0	7.3	Conceptual Thinking
7.1	7.5	Quality Orientation	4.0	7.7	Realistic Expectations
7.0	7.1	Internal Self Control	4.0	7.9	Emotional Control
6.7	7.3	Consistency and Reliability	4.0	7.6	Concrete Organization
6.7	7.4	Self Confidence	4.0	7.8	Monitoring Others
6.7	7.3	Job Ethic	4.0	7.5	Problem Solving
6.7	7.3	Sense of Mission	4.0	8.1	Understanding Motivational Needs
6.7	7.4	Enjoyment of the Job	4.0	7.7	Evaluating Others
6.6	6.7	Self Assessment	4.0	8.0	Practical Thinking
6.3	7.2	Personal Accountability	4.0	7.0	Intuitive Decision Making
6.3	6.9	Meeting Standards	4.0	7.6	Integrative Ability
6.3	7.2	Taking Responsibility	4.0	7.6	Using Common Sense
6.2	8.0	Material Possessions			
5.9	7.3	Surrendering Control			
5.9	7.6	Realistic Personal Goal Setting			
5.8	7.8	Relating to Others			
5.7	7.6	Long Range Planning			
5.7	8.2	Respect for Property			
5.4	7.9	Leading Others			
5.4	7.4	Self Management			
5.3	7.5	Accountability for Others			
5.3	7.1	Gaining Commitment			
5.0	8.0	Attention to Detail			
4.9	7.4	Developing Others			
4.6	8.0	Following Directions			
4.6	7.0	Balanced Decision Making			
4.6	8.0	Respect for Policies			
4.6	7.8	Systems Judgment			
4.5	7.4	Project And Goal Focus			
4.5	7.9	Proactive Thinking			
4.5	7.6	Status and Recognition			
4.4	8.1	Empathetic Outlook			
4.0	7.3	Results Orientation			
4.0	7.9	Correcting Others			
4.0	8.2	Realistic Goal Setting for Others			
4.0	7.9	Conveying Role Value			
4.0	7.7	Evaluating What is Said			

CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
5.3	7.5	Accountability for Others	5.7	8.2	Respect for Property
5.0	8.0	Attention to Detail	4.0	7.3	Results Orientation
4.0	7.9	Attitude Toward Others	7.2	7.1	Role Awareness
4.6	7.0	Balanced Decision Making	8.0	7.1	Role Confidence
4.0	7.3	Conceptual Thinking	6.6	6.7	Self Assessment
4.0	7.6	Concrete Organization	6.7	7.4	Self Confidence
6.7	7.3	Consistency and Reliability	7.2	6.9	Self Direction
4.0	7.9	Conveying Role Value	8.2	8.1	Self Improvement
4.0	7.9	Correcting Others	5.4	7.4	Self Management
4.9	7.4	Developing Others	4.0	7.7	Sense of Belonging
4.0	7.9	Emotional Control	6.7	7.3	Sense of Mission
4.4	8.1	Empathetic Outlook	7.2	7.3	Sense of Self
6.7	7.4	Enjoyment of the Job	4.0	7.5	Sense of Timing
4.0	7.7	Evaluating Others	4.0	7.9	Sensitivity to Others
4.0	7.7	Evaluating What is Said	4.5	7.6	Status and Recognition
4.6	8.0	Following Directions	5.9	7.3	Surrendering Control
4.0	7.8	Freedom from Prejudices	4.6	7.8	Systems Judgment
5.3	7.1	Gaining Commitment	6.3	7.2	Taking Responsibility
8.2	7.4	Handling Rejection	4.0	8.3	Theoretical Problem Solving
4.0	7.0	Handling Stress	4.0	8.1	Understanding Motivational Needs
7.2	6.9	Initiative	4.0	7.6	Using Common Sense
4.0	7.6	Integrative Ability			
7.0	7.1	Internal Self Control			
4.0	7.0	Intuitive Decision Making			
6.7	7.3	Job Ethic			
5.4	7.9	Leading Others			
5.7	7.6	Long Range Planning			
6.2	8.0	Material Possessions			
6.3	6.9	Meeting Standards			
4.0	7.8	Monitoring Others			
7.2	7.2	Persistence			
6.3	7.2	Personal Accountability			
7.7	7.1	Personal Drive			
4.0	8.1	Personal Relationships			
7.3	7.8	Persuading Others			
4.0	8.0	Practical Thinking			
4.5	7.9	Proactive Thinking			
4.0	7.5	Problem Solving			
4.5	7.4	Project And Goal Focus			
4.0	7.3	Project Scheduling			
7.1	7.5	Quality Orientation			
4.0	7.7	Realistic Expectations			
4.0	8.2	Realistic Goal Setting for Others			
5.9	7.6	Realistic Personal Goal Setting			
5.8	7.8	Relating to Others			
4.6	8.0	Respect for Policies			