

Trimetrix™

Dimensional Balance

Debrief Exercise



Talent Perspectives and Dimensions

The Trimetrix Personal Talent Report provides feedback from two talent perspectives (external and internal) and in six talent dimensions (three in each perspective).

The External World

Intrinsic (People)

Empathetic Outlook is the “interpersonal” perspective:

- Other people, social friends and acquaintances,
- Sensitivity to and empathy with the life situation of others,
- Personal relationships,
- Listening to others with an open mind, and
- Loved ones and family.

Extrinsic (Tasks)

Practical Thinking is the “external” perspective:

- The tangible and observable,
- Practical comparisons of things and tasks,
- Surrounding events and processes,
- The functions of people at work,
- Projects and attention to detail,
- Social appearances, and
- Communication and cultural activities.

Systemic (Systems)

Systems Judgment is the “systems” perspective:

- The ordering mechanisms of understanding, like language and mathematics
- Authoritative order: laws, policies, rules, procedures
- Learning and knowledge,
- Thinking and planning
- All concepts and ideas.
- The ideal self, and
- Strength and maturity of your self-concept.

The Internal World

Intrinsic Self (Being)

Sense of Self is the “inner-personal” perspective:

- Who you really are in your uniqueness,
- Sense of inner worth,
- Clarity of personal strengths, weaknesses, and potential,
- Sense of harmony with all existence, and
- Spiritual connection.

Extrinsic Self (Doing)

Role Awareness is the “external” perspective:

- Job fulfillment,
- All your roles in life (personal and professional),
- Self identification with roles,
- Harmony and balance among all roles, and
- Clarity about your various role duties, responsibilities, and
- Personal satisfaction with roles.

Systemic Self (Becoming)

Self Direction stands for the “structural” perspective:

- Self-knowledge,
- Self-organization and discipline,
- Self-image, and
- Seeing unity with the self you are becoming in the future.

Empathetic Outlook	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Maintains open, supportive relationships 	
<ul style="list-style-type: none"> • Demonstrates sincere, caring attitude 	
<ul style="list-style-type: none"> • Understands others objectively 	
<ul style="list-style-type: none"> • Listens to others objectively 	
<ul style="list-style-type: none"> • Accurate judge of others' strengths & weaknesses 	
<ul style="list-style-type: none"> • Has realistic expectations of others 	
<ul style="list-style-type: none"> • Perceives others' needs & desires objectively 	
<ul style="list-style-type: none"> • Does not over- or under-empathize 	
<ul style="list-style-type: none"> • Has no fear of losing self in others 	
<ul style="list-style-type: none"> • Combined with high clarity score, indicates high level of versatility easily adapting to different people 	
<ul style="list-style-type: none"> • Coupled with a low clarity score, reflects lower versatility- may suddenly over-react positively or negatively toward others 	

Empathetic Outlook	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
• Sensitive, warm and responsive	
• Prefers & enjoys personal relationships	
• Strong desire to be close	
• Good at building trust & personal rapport	
• Desires to please and help others	
• Listens to others well	
• Wants others to trust & like them	
• May get over-involved with others	
• May be too trusting, forgiving, or accommodating	
• May overvalue others' strengths and overlook weaknesses	
• May have overly positive image of others, or unrealistic expectations	
• May give others too much power or control	

Empathetic Outlook	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Maintains a degree of emotional distance on personal level 	
<ul style="list-style-type: none"> • Prefers professional or social relationships 	
<ul style="list-style-type: none"> • Less comfortable in being personally close to others 	
<ul style="list-style-type: none"> • May misjudge others & their abilities 	
<ul style="list-style-type: none"> • Lacks faith and trust in others & their abilities 	
<ul style="list-style-type: none"> • May not listen well 	
<ul style="list-style-type: none"> • May lack sympathy and sensitivity 	
<ul style="list-style-type: none"> • Has difficulty relating to others personally 	
<ul style="list-style-type: none"> • Has difficulty perceiving others' needs, feelings & desires 	
<ul style="list-style-type: none"> • May be willing to use or manipulate others 	

Practical Thinking	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Objective understanding of the work process 	
<ul style="list-style-type: none"> • Good at weighing pros and cons of a situation 	
<ul style="list-style-type: none"> • Equal sensitivity to social sufficiency and deficiency 	
<ul style="list-style-type: none"> • Views social and professional norms objectively 	
<ul style="list-style-type: none"> • Good practical problem-solver 	
<ul style="list-style-type: none"> • Objectively understands & communicates well with co-workers & clients 	
<ul style="list-style-type: none"> • Works well with others in professional context 	
<ul style="list-style-type: none"> • Resourceful and consistent work pattern 	
<ul style="list-style-type: none"> • Maintains balance between doing and delegating 	
<ul style="list-style-type: none"> • Maintains balance between listening and talking 	
<ul style="list-style-type: none"> • Combined with high clarity score, indicates high level of versatility easily adapting to changing situations 	
<ul style="list-style-type: none"> • Coupled with a low clarity score, reflects lower versatility 	
<ul style="list-style-type: none"> • May suddenly over-react positively or negatively 	

Practical Thinking	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
• Highly involved in work process	
• Enjoys social & professional involvement	
• Persistent and focused on task at hand	
• Tends to look on the brighter side of things	
• Solution focus	
• Overvalues doing things right the first time	
• May overvalue social status and/or professional norms	
• Tries to do things right the first time	
• Tends to ignore interruptions or disturbances	
• Tends to be a “doer” and a team player	
• Persuasive communication skills	
• Inspires trust and confidence in work context	
• High responsiveness to fulfilling tasks or projects on time	
• May be extroverted or tends to over-socialize	

Practical Thinking	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Reluctant to fully engage in work process 	
<ul style="list-style-type: none"> • May be more of a delegator than a doer 	
<ul style="list-style-type: none"> • May be results-focused and lack process-orientation 	
<ul style="list-style-type: none"> • May have difficulty with persistence and staying focused on the task 	
<ul style="list-style-type: none"> • May hurry through, or be impatient with time it takes to complete tasks 	
<ul style="list-style-type: none"> • Corrective: readily points out mistakes, deficiencies and omissions 	
<ul style="list-style-type: none"> • Tends to be reactive vs. proactive 	
<ul style="list-style-type: none"> • May depreciate social status and/or professional norms 	
<ul style="list-style-type: none"> • May prefer to avoid social & professional involvement 	
<ul style="list-style-type: none"> • Expects and allows interruptions or disturbances 	
<ul style="list-style-type: none"> • Tends to look on the negative side of things—problem focus 	
<ul style="list-style-type: none"> • May struggle with implementing practical processes 	
<ul style="list-style-type: none"> • Lacks persuasive communication skills 	
<ul style="list-style-type: none"> • May be introverted or tend to under-socialize 	
<ul style="list-style-type: none"> • May become frustrated or judgmental if demands are high 	

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Systems Judgment	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Objective and open attitude toward authority 	
<ul style="list-style-type: none"> • Understands need for laws, policies, rules and order 	
<ul style="list-style-type: none"> • Respects the need for authority 	
<ul style="list-style-type: none"> • Open, two-way communication with authority figures 	
<ul style="list-style-type: none"> • Appreciates structure, planning and organization 	
<ul style="list-style-type: none"> • Demonstrates genuine willingness to cooperate 	
<ul style="list-style-type: none"> • Objectively evaluates ideas, plans and theories 	
<ul style="list-style-type: none"> • Enforces own authority in a balanced way 	
<ul style="list-style-type: none"> • Combined with a high clarity score, indicates a high level of versatility easily adapting to system and policy changes, plans, or new superiors 	
<ul style="list-style-type: none"> • Coupled with a low clarity score, reflects lower versatility—may suddenly over-react positively or negatively to new superiors, plan or policy changes. 	

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Systems Judgment	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
• Organization and systems-reliant	
• Enjoys and depends on structure and order	
• Identifies personally with the company (feels sense of belonging) and its vision, plan, etc.	
• Will try to work up to or exceed performance standards	
• Tends to rely on external order	
• Compliant or submissive to established policies or authority	
• Will do things the company way or by the book	
• May become rule-bound	
• May put too much control in the hands of authority	
• May be somewhat perfectionistic and results-demanding	
• Strictly enforces own authority	
• May have difficulty taking initiative or thinking outside the box	

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Systems Judgment	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Likely has an aversion to organization and systems 	
<ul style="list-style-type: none"> • Tends to be an independent thinker 	
<ul style="list-style-type: none"> • Lacks appreciation for structure and order 	
<ul style="list-style-type: none"> • May lack respect for authority, and be rebellious at times 	
<ul style="list-style-type: none"> • Resistant to complying with established policies or authority 	
<ul style="list-style-type: none"> • Willing to bend the rules 	
<ul style="list-style-type: none"> • May have a fear of authority figures 	
<ul style="list-style-type: none"> • May feel they have been treated unfairly by authority figures or the system 	
<ul style="list-style-type: none"> • Often a maverick or free spirit 	
<ul style="list-style-type: none"> • May have difficulty enforcing their own authority 	
<ul style="list-style-type: none"> • May be a very creative, “outside the box” thinker 	

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Sense of Self	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Has achieved an objective sense of self awareness 	
<ul style="list-style-type: none"> • Realistically judges their strengths & weaknesses 	
<ul style="list-style-type: none"> • Appreciates their own unique individuality 	
<ul style="list-style-type: none"> • Tends to be a well-integrated personality 	
<ul style="list-style-type: none"> • Has a balanced understanding of who they are 	
<ul style="list-style-type: none"> • Clearly aware of their abilities and limitations 	
<ul style="list-style-type: none"> • Has inner strength and faith in themselves 	
<ul style="list-style-type: none"> • May feel they have already accomplished a great deal in life 	
<ul style="list-style-type: none"> • May feel somewhat satisfied with themselves the way they are 	
<ul style="list-style-type: none"> • May be on the threshold of change 	
<ul style="list-style-type: none"> • May not have clear direction yet about how to further develop their potential 	
<ul style="list-style-type: none"> • May be uncertain about how to further improve 	
<ul style="list-style-type: none"> • May reflect a degree of complacency or lack of clear direction 	

Trimetrix™ Dimensional Balance Exercise

Sense of Self	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Strong faith in themselves and their abilities 	
<ul style="list-style-type: none"> • Strong, unshakeable ego and high sense of self worth 	
<ul style="list-style-type: none"> • May place too much importance on themselves 	
<ul style="list-style-type: none"> • Happy and satisfied with who they are and their current level of success 	
<ul style="list-style-type: none"> • May overvalue their strengths and be unclear about, or unaware of their weaknesses 	
<ul style="list-style-type: none"> • May not be very motivated to change or improve 	
<ul style="list-style-type: none"> • Do not take even constructive criticism from others very well 	
<ul style="list-style-type: none"> • May feel they are not getting enough recognition for their contribution(s) 	
<ul style="list-style-type: none"> • May be self-centered, complacent and narcissistic 	
<ul style="list-style-type: none"> • May put too much value on the self-enjoyment of just “being” or “living” 	
<ul style="list-style-type: none"> • May lack the internal motivation to further develop themselves and their potential 	
<ul style="list-style-type: none"> • Has a weaker desire to learn, do, and achieve more 	
<ul style="list-style-type: none"> • May reflect they are in retirement mode 	

Trimetrix™ Dimensional Balance Exercise

Sense of Self	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Strong internal motivation and initiative 	
<ul style="list-style-type: none"> • Judge self as not yet having fulfilled their potential 	
<ul style="list-style-type: none"> • May have strong sense of self worth and good ego, but see great room for improvement 	
<ul style="list-style-type: none"> • Want to learn, do and achieve more 	
<ul style="list-style-type: none"> • Lack feelings of self-satisfaction and complacency 	
<ul style="list-style-type: none"> • Desire to improve themselves and apply more of their potential 	
<ul style="list-style-type: none"> • May feel unfulfilled or dissatisfied with who they are 	
<ul style="list-style-type: none"> • Seek avenues that could lead to higher levels of personal satisfaction and success 	
<ul style="list-style-type: none"> • May lack a strong sense of self worth 	
<ul style="list-style-type: none"> • May depreciate themselves, needlessly 	
<ul style="list-style-type: none"> • Could harbor feelings of inferiority 	
<ul style="list-style-type: none"> • May be dependent on others to value them 	

Trimetrix™ Dimensional Balance Exercise

Role Awareness	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Finds their current life situation adequate, perceiving both fulfilling & non-fulfilling factors 	
<ul style="list-style-type: none"> • Has capacity to maintain a harmonious, balanced integration of all their roles in life 	
<ul style="list-style-type: none"> • Free of role conflict 	
<ul style="list-style-type: none"> • Has clarity with regard to their duties and responsibilities 	
<ul style="list-style-type: none"> • In combination with a high score, understand how to manage their time 	
<ul style="list-style-type: none"> • May greatly enjoy some aspects of their roles, but dissatisfied with other factors 	
<ul style="list-style-type: none"> • May be open to role changes 	
<ul style="list-style-type: none"> • May be in a “maintenance” mode or holding pattern in current professional role 	
<ul style="list-style-type: none"> • May be between jobs 	
<ul style="list-style-type: none"> • May resist change in the status quo 	
<ul style="list-style-type: none"> • May be looking forward to retirement and accompanying benefits 	

Trimetrix™ Dimensional Balance Exercise

Role Awareness	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Has clear understanding of primary life roles 	
<ul style="list-style-type: none"> • Identifies strongly with job and takes it seriously 	
<ul style="list-style-type: none"> • Takes pride in doing good, high quality work—works with intensity 	
<ul style="list-style-type: none"> • Will take initiative—may be a workaholic 	
<ul style="list-style-type: none"> • Puts most of their energy and time into fulfilling role responsibilities 	
<ul style="list-style-type: none"> • Gets strong sense of personal satisfaction, achievement and fulfillment from their roles 	
<ul style="list-style-type: none"> • Wants to make a positive contribution through their work-role 	
<ul style="list-style-type: none"> • Well-adjusted socially and professionally 	
<ul style="list-style-type: none"> • Feels job well utilizes their talents and allows them to further develop their potential 	
<ul style="list-style-type: none"> • Confident in their abilities (perhaps overly confident) 	
<ul style="list-style-type: none"> • May become pre-occupied with short-term objectives 	
<ul style="list-style-type: none"> • Fully engages self in primary role 	
<ul style="list-style-type: none"> • Tends to be fully present to the work at hand 	

Trimetrix™ Dimensional Balance Exercise

Role Awareness	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
• May not have clear understanding of life roles	
• May have been recently laid off or fired	
• May be in job transition	
• May overextend their time & get involved in too many activities	
• May not identify with job or personal roles	
• May feel disengaged from certain roles	
• May feel lack of pride in their job, and may not do their best	
• May have difficulty managing their time	
• May suffer from lack of harmony between personal and professional roles	
• Unlikely to take initiative	
• May feel job is ill-suited to their abilities	
• May feel lack of self confidence to do the job well	
• May have poor working conditions	
• Have difficulty being fully present or engaged in their life roles	
• May feel dissatisfaction with their roles, or aspects of them	
• Have difficulty achieving harmony and balance among different roles	
• Do not get sense of personal satisfaction and achievement from their roles	
• May feel poorly adjusted—both socially and professionally	
• Have doubts that their professional contributions are meaningful	
• May not have clear understanding of life roles	

Trimetrix™ Dimensional Balance Exercise

Self Direction	
0= Neutral (Balanced Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • May be uncertain concerning future goals and how to best pursue them 	
<ul style="list-style-type: none"> • May be so focused on what they are doing in the present, that the future is placed in suspension 	
<ul style="list-style-type: none"> • May lack clarity about who they want to become or where they want to be 	
<ul style="list-style-type: none"> • May be leaving future open to capture best opportunity 	
<ul style="list-style-type: none"> • Likely open-minded and flexible 	
<ul style="list-style-type: none"> • May lack clear standards and principles, or allow self to bend their own rules 	
<ul style="list-style-type: none"> • May be highly disciplined at times, and not at all on other occasions 	
<ul style="list-style-type: none"> • May be undecided about what to pursue 	
<ul style="list-style-type: none"> • May lack clear positive goals that they really want to achieve 	

Trimetrix™ Dimensional Balance Exercise

Self Direction	
+ = Positive (Overvalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
<ul style="list-style-type: none"> • Has clear sense of direction and strongly identifies with it 	
<ul style="list-style-type: none"> • Focused on future objectives for positive self development and growth 	
<ul style="list-style-type: none"> • High level of energy, ambition and ego-drive 	
<ul style="list-style-type: none"> • Has strong, clear mental image of self 	
<ul style="list-style-type: none"> • Desires to advance career 	
<ul style="list-style-type: none"> • Persistent and determined to achieve goals 	
<ul style="list-style-type: none"> • Self-assured and confident 	
<ul style="list-style-type: none"> • Tends to be conscientious, reliable and punctual 	
<ul style="list-style-type: none"> • May be stubborn and inflexible 	
<ul style="list-style-type: none"> • Highly assertive -can assert their will and authority over others 	
<ul style="list-style-type: none"> • May come across as "it's my way or the highway" 	
<ul style="list-style-type: none"> • Thinks highly of self and their adopted belief system 	
<ul style="list-style-type: none"> • Has definite rules and moral code to live by 	
<ul style="list-style-type: none"> • Strong in self organization and self discipline 	
<ul style="list-style-type: none"> • Always looking ahead, optimistically 	
<ul style="list-style-type: none"> • Envisions brighter future 	
<ul style="list-style-type: none"> • May overemphasize reaching final destination, vs. enjoying the journey 	

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Self Direction	
— = Negative (Undervalued Bias)	
Check the boxes that apply to you	Describe practical action plan for those areas that you have checked
Behavioural Characteristics	Action Plan
• May lack a clear sense of direction	
• Lacks focus on how to best pursue future growth & development	
• Low level of energy, ambition and ego-drive, due to lack of clear target or goal	
• Lacks strong, clear mental image of self	
• May not desire to advance career	
• Lacks persistence and determination to achieve goals	
• May be too open-minded and flexible; may suffer from decidophobia	
• Can be easily influenced, molded or manipulated by others	
• Has difficulty asserting their will and authority over others	
• May lack definite rules or a moral code to live by	
• May lack self organization and discipline	
• Has difficulty envisioning brighter future	
• May have vague or conflicting goals	
• May be confused, impulsive, and have hard time following through	
• May have difficulty keeping appointments or meeting schedules	
• May have negative image of themselves, and feel directionless, lost or fearful	

The Personal Talent Capacities

Accountability for Others: A willingness to take responsibility for the actions of other people.

Attention to Detail: The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.

Attitude Toward Others: The general capacity one has for relating with other people.

Balanced Decision Making: The ability to make consistently sound and timely decisions in one's personal and professional life.

Conceptual Thinking: The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.

Concrete Organization: The capacity to understand essential factors of a situation and bring together all necessary resources.

Conflict Management: The ability to resolve different points of view constructively.

Consistency and Reliability: The capacity to regularly and dependably engage in and complete tasks or processes.

Continuous Learning: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.

Conveying Role Value: The capacity to communicate and promote the value and importance of one's role.

Correcting Others: The ability to objectively address the errors, omissions and/or poor results of other people.

Customer Focus: A commitment to customer satisfaction.

Decision Making: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.

Developing Others: The desire to help others expand their talents and potential.

Diplomacy and Tact: The ability to treat others fairly, regardless of personal biases or beliefs.

Emotional Control: The ability to appear to be rational and in-control when facing problems or crises.

Empathetic Outlook: The capacity to perceive and understand the individuality in others.

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Enjoyment of the Job: A measure of a person's attitude toward their current job or career.

Evaluating Others: The capacity to objectively assess or measure the abilities and performance of other people.

Evaluating What is Said: The capacity to objectively listen, understand and accurately interpret what someone else is saying.

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

Following Directions: The capacity to hear, understand and follow instructions.

Freedom from Prejudices: The ability to maintain objectivity when relating to other people.

Gaining Commitment: The ability to get support and "buy-in" from others for a specific goal or set of goals.

Goal Achievement: The ability to identify and prioritize activities that lead to a goal.

Handling Rejection: The capacity to exhibit persistence and strong will in the face of objections.

Handling Stress: The ability to maintain composure and internal strength when coping with external and internal pressures.

Influencing Others: The ability to personally affect others' actions, decisions, opinions or thinking.

Initiative: The compelling desire to get into the flow of work in order to accomplish the vision and complete the goal.

Integrative Ability: The capacity to see different components of a situation and tie them together to see the situation as a whole.

Internal Self Control: The ability to remain in conscious command of one's internal emotions when confronted with difficult circumstances and to respond rationally.

Interpersonal Skills: The ability to interact with others in a positive manner.

Intuitive Decision Making: The capacity to make decisions by looking at the most essential elements and without all the facts or data.

Job Ethic: The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.

Leading Others: The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.

Long Range Planning: The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.

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Material Possessions: An indicator of the desire to possess objects of high monetary value or importance.

Meeting Standards: The ability to perform work according to precise specifications.

Monitoring Others: The capacity to effectively oversee work done and decisions made by an individual or a team.

Objective Listening: The ability to listen to many points of view without bias.
Persistence: The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.

Personal Accountability: The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.

Personal Drive: A gauge of personal motivation to achieve, accomplish or complete tasks, goals or missions.

Personal Relationships: The importance of having and maintaining personal relationships and not just being seen as part of the team.

Persuading Others: The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.

Planning and Organization: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.

Practical Thinking: The capacity to understand situations in a realistic, efficient manner and to achieve the desired results.

Proactive Thinking: The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.

Problem Solving: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.

Project and Goal Focus: The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.

Project Scheduling: The capacity to determine how long it will take to complete a project and to then efficiently break it down further into specific work time frames.

Quality Orientation: The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.

Realistic Expectations: The ability to set realistic time frames and well-defined standards of quality performance and production for others to follow.

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Realistic Goal Setting for Others: The ability to define realistic and manageable goals for others using specific time frames and the resources at hand.

Realistic Personal Goal Setting: The ability to define realistic and attainable goals for one's self using specific time frames and the resources at hand.

Relating to Others: The capacity to understand and relate to others when communicating with them.

Resiliency: The ability to quickly recover from adversity.

Respect for Policies: The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.

Respect for Property: A measure of the level of respect and appreciation for the property that belongs to others or the company.

Results Orientation: The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.

Role Awareness: The degree of a person's identity and awareness regarding his or her professional, social and personal roles.

Role Confidence: The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.

Self-Assessment: The capacity to objectively understand and evaluate one's self.

Self-Confidence: A measure of a person's assured self-reliance in his or her abilities.

Self-Direction: Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them.

Self-Discipline and Sense of Duty: A measure of the level of devotion and commitment to one's own sense of obligation.

Self-Improvement: The measure of the quality of one's own internal motivation to improve.

Self-Management: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.

Self-Starting Ability: A measure of a person's ability to initiate tasks in order to fulfill responsibilities and commitments.

Sense of Belonging: A measure of how a person feels he or she fits into the surrounding world.

Sense of Mission: A measure of a person's sense of purpose in his or her life.

Trimetrix™ Dimensional Balance Exercise

Sense of Self: A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

Sense of Timing: The ability to do the correct thing at the correct time.

Sensitivity to Others: The capacity to understand and appreciate the value of other people with genuine concern for their needs, desires and feelings.

Status and Recognition: A measure of the importance of social status or prestige to a person's current role.

Surrendering Control: The capacity of a person to voluntarily surrender control and accept the authority of another person or group.

Systems Judgment: The capacity to understand and use systems such as knowledge, language, authority structures and logic, including one's ability to understand and work well within the context of established norms, rules, policies and procedures.

Taking Responsibility: A measure of the capacity to be answerable for personal actions.

Teamwork: The ability to cooperate with others to meet objectives.

Understanding Attitude: The capacity to grasp the intangible aspects of a complex situation.

Understanding Motivational Needs: The ability to understand and inspire others in such a way that gets them to act.

Using Common Sense: The capacity to be resourceful and apply good, practical, ordinary sense in whatever situations arise.