

Overview Of TriMetrix™ HD Measures

Provided by: Lisk Associates, LLC

The TriMetrix™ HD System measures 55 different traits and talents in four different categories:

1. Natural Behavioral/Communication Style = “How”
2. Intrinsic Motivators/Driving Forces = “Why”
3. Acumen/Capacity = “Can”
4. Competencies/Personal Skills = “What”

The TriMetrix™ HD System is unique in that it uses the same 55 dimensions to define the characteristics of a job as well as an individual. The job benchmarking process has been patented (U.S. patent #7,249,372). All aspects of the individual TriMetrix™ HD have been validated, are reliable (technical reports can be found at www.liskassociates.com), and are in accordance with both the EEOC and the OFCCP. In addition to selection, the process also offers on-boarding, coaching, and development opportunities based on the needs of the job and the talents of the person doing the job.

Natural Behavioral and Communication Style

People attempt to get their needs met in the world through their behavior. Everyone has a preferred or “natural” behavioral style and every job has certain behaviors that are required for superior performance. When the natural style of the person doing the work overlaps with the behavior needed by the job, it is easier for the person to do the job in an excellent manner, and with less job stress. We measure behavioral style of the job and the candidate using the DISC four-factor model of behavior:

Dominance – how a person deals with problems and challenges

Influence – how a person attempts to influence other people

Steadiness – how a person responds to the pace of change in the environment

Compliance – how a person responds to rules and procedures set by others

The many combinations of these four dimensions define 12 behavioral traits required by any job. The behavioral traits with a brief definition measured by Trimetrix™HD are:

1. Analysis – Compile, confirm, and organize information.
2. Competitive – Want to win or gain an advantage.
3. Consistent – Perform predictably in repetitive situations.
4. Customer-Oriented – Identify and fulfill customer expectations.
5. Following Policy – Adhere to rules, regulations, or existing methods.
6. Frequent Change – Rapidly shift between tasks.
7. Interaction – Frequently engage and communicate with others.
8. Organized Workplace – Establish and maintain specific order in daily activities.
9. People-Oriented – Build rapport with a wide range of individuals.
10. Persistence – Finish tasks despite challenges or resistance.
11. Urgency – Take immediate action.
12. Versatile – Adapt to various situations with ease

Driving Forces/Intrinsic Motivators

Every job provides certain intrinsic rewards to the person doing the work. And, every person has intrinsic motivators or “driving forces”; those things the person feels passionate about. Unlike behaviors, motivators are “hidden.” That is, you can observe HOW a person gets their work done and HOW they communicate (their behavior); you cannot observe WHY he or she is doing it. And yet, intrinsic motivation is what drives a person to give more than the minimum required effort to a job. A person working in a job having motivators that overlap with his or her driving forces tends to give more than what is required, and feels more fulfilled and engaged in the work. The Trimetrix™HHD measures 12 driving forces in six different pairs.

Pair #1

Keyword: Knowledge

Instinctive = Energy from utilizing past experience and intuition to gather knowledge.

Intellectual = Energy from opportunities to learn, research, and discovery of the truth to gather knowledge.

Pair #2

Keyword: Utility

Selfless = Energy from completing tasks for the sake of completion with little expectation of personal return on investment.

Resourceful = Energy from practical business results while maximizing personal return on investment of time, talent, and resources.

Pair #3

Keyword: Surroundings

Objective = Energy from function of their surroundings.

Harmonious = Energy from form, balance, and the experience of their surroundings.

Pair #4

Keyword: Others

Intentional = Energy from helping others for a specific purpose.

Altruistic = Energy from helping others for the satisfaction of helping others.

Pair #5

Keyword: Power

Collaborative = Energy from being in a cooperative or supporting role.

Commanding = Energy from being in a leading role or control over personal freedom.

Pair #6

Keyword: Methodologies

Receptive = Energy from new opportunities, new methods, and new possibilities.

Structured = Energy from proven methods and traditional approaches.

ACUMEN

Acumen is based on the science of axiology (the study of “good”). Acumen is a measure of WHAT CAN this person do and what capacity they possess. The results of this assessment provide six metrics of how clearly a person sees the world around them and themselves. The acumen portion of Trimetrix™ HD measures someone’s capacity for:

1. Understanding Others = How clearly they view “others”
2. Practical Thinking = How clearly they view “doing and things”
3. Systems Judgment = How clearly they view “systems, policies, and procedures”
4. Sense of Self = How clearly they view self
5. Role Awareness = How clearly they view current life/work roles
6. Self Direction = How clearly they view their future

Competencies

The competencies section measures “WHAT” personal talents/skills does a job or person possess. Often referred to as soft skills, a person brings with them the natural talent for certain parts of the job. When a person’s natural competencies overlap the competencies needed for superior performance in a job, they will feel more engaged and energized by the job. Typically, a person is hired for hard skills and fired for soft skills. Trimetrix™ HD measures 25 competencies:

1. Conceptual Thinking – The ability to analyze hypothetical situations or abstract concepts to compile insight.
2. Conflict Management – Addressing and resolving conflict constructively.
3. Continuous Learning – Taking initiative in learning and implementing new concepts, technologies and/or methods.
4. Creativity – Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies, and/or systems.
5. Customer Focus – A commitment to customer satisfaction.
6. Decision Making – Utilizing effective processes to make decisions.
7. Diplomacy & Tact – The ability to treat others fairly, regardless of personal biases or beliefs.
8. Empathy – Identifying with and caring about others.
9. Employee Development/Coaching – Facilitating and supporting the professional growth of others.
10. Flexibility – Agility in adapting to change.
11. Futuristic Thinking – Imagining, envisioning, projecting, and/or predicting what has not yet been realized.
12. Goal Achievement – The ability to identify and prioritize activities that lead to a goal.
13. Interpersonal Skills – Effectively communicating, building rapport and relating well to all kinds of people.
14. Leadership – Achieving extraordinary business results through people.
15. Negotiation – Facilitating agreements between two or more parties.
16. Personal Accountability – A measure of the capacity to be answerable for personable actions.
17. Persuasion – Convincing others to change the way they think, believe, or behave.
18. Planning and Organizing – Utilizing logical, systematic and orderly procedures to meet objectives.
19. Presenting – Communicating effectively to groups.
20. Problem Solving Ability – Anticipating, analyzing, diagnosing, and resolving problems.
21. Resiliency – The ability to quickly recover from adversity.
22. Self-Management – Demonstrating self-control and an ability to manage time and priorities.
23. Teamwork – Working effectively and productively with others.
24. Understanding & Evaluating Others – The capacity to perceive and understand the feelings and attitudes of others.
25. Written Communication – Writing clearly, succinctly and understandably.