



The TriMetrix™ Advantage

System and Tools for Talent Development

*“Know Thyself” Socrates
“Choose Thyself” Kierkegaard
“Create Thyself” Steiner*

- Where are you currently in your life?
- Where would you like to be?
- How big is the gap between the two?
- What are your strategies and action plan for bridging the gap?
- What are your strategies for maximizing your strengths and minimizing your liabilities?
- Are any of your liabilities sabotaging your career success?

Now there is a highly validated assessment and coaching package that will assist you in these endeavors – The TriMetrix™ System combines three assessments; Style Insights, Motivation Insights and the Attribute Index!

ABOUT STYLE INSIGHTS (DISC)

The HOW of Your Actions

Computers have manuals—*Why Not People?* People are unique and must be managed, coached and supported in a way that capitalizes on their uniqueness. Style Insights Assessment is designed to assess an employee’s behavioral style, individual strengths and possible limitations, and to assist in the development of an Action Plan for maximizing strengths and minimizing liabilities.

An understanding of individual work styles can assist employees at all levels in working more productively both individually and as a team.

ABOUT MOTIVATION INSIGHTS (PIAV)

The WHY of Your Actions

What causes you to move into action? What are the drivers of your behavior? What activities, careers and conversations inspire a “passion” within you, causing you to want to become involved?

Motivation Insights Assessment measures the WHY of your actions, leading to an understanding of what drives your behavior and the attitudes that move you into action.

The Six Attitudes

Based on the work of Eduard Spranger, the six attitudes identify world-views. These attitudes are a type of window through which we view the world and seek fulfillment in our lives. If we are participating in a discussion, activity or career that is in line with our attitudes, we will value the experience. Conversely, if we are in a conversation, activity or career that is against our dominant attitudes, we will be indifferent or even negative toward the experience, possibly causing stress.

- **Theoretical:** A passion to discover, systematize and analyze; a search for knowledge.

- **Utilitarian:** A passion to gain return on investment of time, resources and money.
- **Aesthetic:** A passion to experience the impressions of the world and achieve form and harmony in life; self actualization.
- **Social:** A passion to eliminate hate and conflict in the world and to assist others in becoming all they can be.
- **Individualistic:** A passion to achieve position and to use that position to affect and influence others.
- **Traditional:** A passion to seek out and pursue the higher meaning in life and achieve a system for living.

Results/Benefits

The combination of Style Insights and Motivation Insights Assessments will allow you to take control of your decisions, your life and your valuing of life.

You will :

- Understand your behavioral style that is the HOW of your actions
- Be able to recognize and understand others’ behavioral style
- Be able to improve communication practices with other styles
- Gain valuable information about areas of growth and development for yourself
- Know the WHY of your actions.
- Make career choices that will increase your job satisfaction.
- Understand causes of conflict.
- Increase your satisfaction and fulfillment in life.

ABOUT THE ATTRIBUTE INDEX (AI)

The WHAT of Your Actions

Unique to the Attribute Index is its ability to assess an individual's cognitive structure (i.e., how their mind perceives themselves and the world around them). AI accurately measures the core dimensions of how we think. The result is an accurate ranking of personal ATTRIBUTES describing individual potential for workplace performance.

When combined with an assessment of BEHAVIORAL TRAITS and VALUES, the Attribute Index presents a complete picture of individual talent.

VALIDATION

The Attribute Index has been validated in over 28 individual validation studies, conducted over 20 years by more than 19 separate examiners. It is proven to meet the rigorous standards for employment assessments referenced by the US Federal Government Equal Employment Opportunity Commission (EEOC). Validation has also been documented in the areas of Construct Validity, Concurrent Validity, Face Validity and Predictive Validity.

APPLICATION

The Attribute Index can contribute successfully to a number of business processes requiring effective talent management, including:

- Employee Development
- Team Development
- Coaching and Mentoring
- Employee Selection

CUSTOM REPORTS

Targeted reports are available to identify key talents required in a number of business positions, such as:

- General Employees
- Management
- Leadership
- Sales and Sales Management
- Customer Service
- Health Care
- Emotional Intelligence

THE BOTTOM LINE

Talent is the priority in today's organizations. The keys to utilizing this asset to its fullest potential lie in understanding it and finding effective methods to measure it. The TriMetrix™ system provides management with a powerful new business tool to develop and hire the right talent, and move ahead in the race for top talent!

ABOUT THE FOUNDERS

Insight Systems Consulting is a consulting and coaching network created by Lynne Snead and Dr. Elaine Gagné. Lynne and Elaine

are consultants, authors, training specialists and coaches with a combined 40 years of experience working with hundreds of organizations and thousands of individuals throughout the United States, Canada, Europe, and Asia.

Lynne and Elaine are Certified Professional Behavioral Analysts, Certified Professional Values Analysts, Certified Attribute Index Specialists and Certified TriMetrix Job System Specialists, making them two of only a handful of consulting/coaching professionals in the world certified in this combination of tools for talent development. Lynne is a graduate of Corporate Coach University. Elaine is a Master Certified Coach and has Doctorate in Education. For more information go to www.is-consulting.com.

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