The TriMetrix™ System

Where talent meets opportunity™

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Businesses everywhere are seeking better ways to secure the talent necessary to their success. Jobs and the specific talents of the people who fill them are the unique building blocks of a company's success. But what talents does a "job" require for excellent performance? Only the JOB has the answer, so let the "job talk" and listen carefully. The revolutionary TriMetrix System enables businesses to benchmark jobs and assess the talents they require for maximum performance. The process can be applied and reapplied to any job, anytime in a constantly changing business environment.

FIRST, BENCHMARK THE JOB!

Key Accountabilities

The TriMetrix System begins with a list of "key accountabilities" of each targeted job. Key accountabilities are the critical goals and key business successes the job is accountable for producing. When defined, they serve as a reference point in producing the TriMetrix Job Report.

TriMetrix Job Report

The TriMetrix Job Report is a job benchmark. It provides a template for specific talent selection for the successful performance of that job. Based on a unique 37-factor analysis, the TriMetrix Job Report lists the job's requirements into three separate talent categories: rewards / culture, behavioral traits and job attributes.

SECOND, ASSESS PERSONAL TALENT!

Interviewers agree that the interview process is minimally effective at best. What is needed is an unbiased assessment that reveals people's VALUES that motivate them to do a job, the BEHAVIORS they will bring to the job, and whether they have the specific talents — or CAPACITIES — needed for the job.

TriMetrix Personal Talent Report

The TriMetrix System's Personal Talent Report provides a summary of a person's talent to match the identical areas outlined in the TriMetrix Job Report. Within the framework of a company's overall selection and development processes, this report reveals the WHY (values), HOW (behaviors) and WHAT (capacities) an individual can contribute to a job.
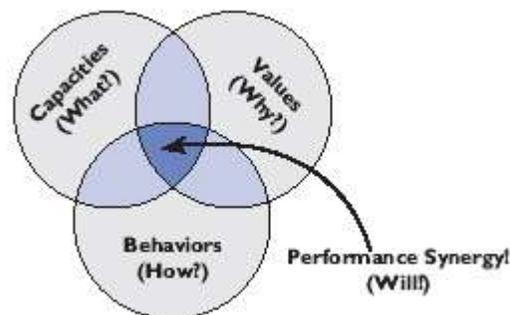
NOW, MATCH the TALENT to the JOB!

The right TALENT in the right JOB spells success! The TriMetrix System enables companies to replace common biases often involved in the selection process with factual data based on JOB REQUIREMENTS.

TriMetrix Applications for YOUR Business

The TriMetrix System has been developed for a multitude of business applications, including:

• Job Benchmarking
• Talent Selection
• Employee Coaching
• Employee Development
• Performance Appraisals
• Succession Planning
• Organization Development

Begin today with a review of how the TriMetrix System can contribute to the successful application of TALENT within your organization — and lay the foundation for business success!

Capacities (What?) · Values (Why?) · Behaviors (How?) · Performance Synergy! (Will!)

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