

# TriMetrixHD™ Certification Exam

Name: \_\_\_\_\_

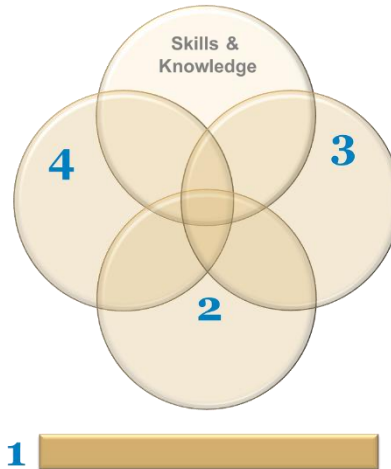
Date: \_\_\_\_\_

Please complete the following exam. It is an **open-book** exam that should be completed in about 3-hours. The completed exam must be completed and returned by the indicated due date.

**DUE DATE:** \_\_\_\_\_

## Section 1: BEHAVIORS

- 1) What four areas are measured with a TriMetrixHD report?



- 2) DISC Measures observable behavior. True or False
- 3) DISC measures skills and experience. True or False
- 4) DISC measures motivation and values. True or False
- 5) DISC measures how you do what you do. True or False

### Fill in the blank:

- 6) A high I will try to influence you through \_\_\_\_\_.
- 7) A low S is \_\_\_\_\_ to change.
- 8) A low D is \_\_\_\_\_ to anger.
- 9) A high S is \_\_\_\_\_ to change.

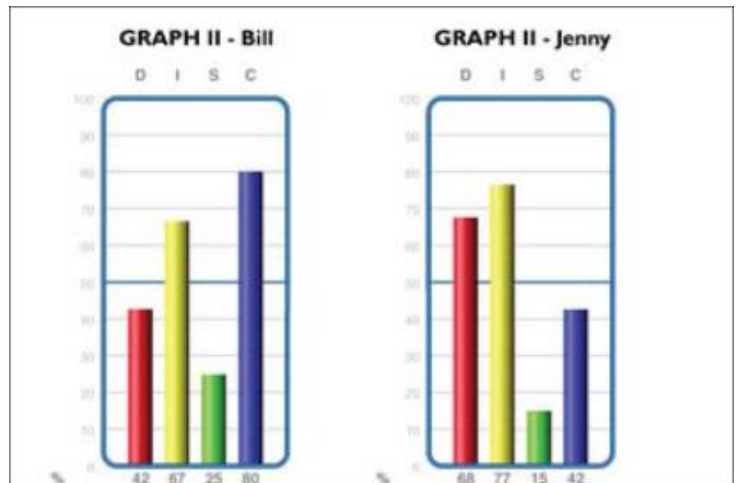
- 10) A high C will \_\_\_\_\_ the manual.
- 11) A high D is \_\_\_\_\_ to anger.
- 12) A low I will try to influence you through \_\_\_\_\_.
- 13) A low C will \_\_\_\_\_ the manual.

When comparing a person's scores from Natural (Graph II) to Adapted (Graph I) the direction of movement indicates a change in behavior. Circle or highlight the correct style and movement that correlate with each statement.

	<u>STYLE</u>		<u>MOVEMENT</u>
14) Becomes quick to anger	D I S C	is moving	UP DOWN
15) Becomes slow to change	D I S C	is moving	UP DOWN
16) Increases activity and pace	D I S C	is moving	UP DOWN
17) Becomes more independent	D I S C	is moving	UP DOWN
18) Becomes less assertive	D I S C	is moving	UP DOWN
19) Develops fear of failure	D I S C	is moving	UP DOWN
20) Becomes more trusting	D I S C	is moving	UP DOWN
21) Becomes less trusting	D I S C	is moving	UP DOWN

- 22) Name each of the four DISC factors and indicate what each factor measures and the corresponding emotion for each factor.

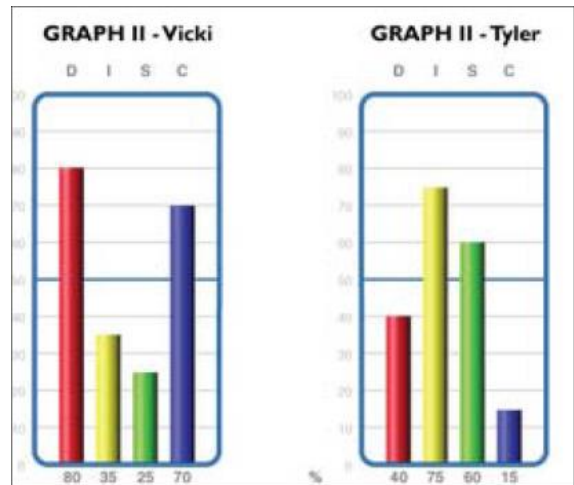
23) Referring to their Natural graphs:



A. Identify three things that Bill brings to the team

B. Identify three things that Jenny brings to the team

24) Vicki is Tyler's manager, referring to their respective Natural graphs:

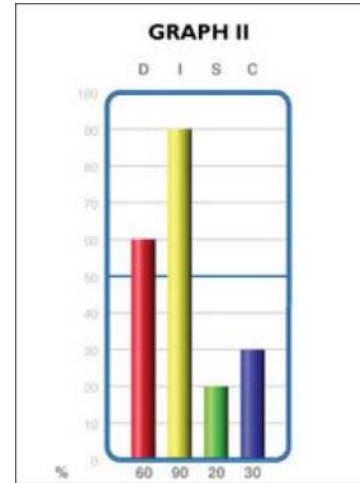


A. How will Tyler react to Vicki's management style?

B. How will Vicki discipline Tyler and how will Tyler respond?

Use the 4-Step Graph Reading Process (refer to Module 2) for the following question.

25) Provide feedback on the primary behavioral style for Graph II



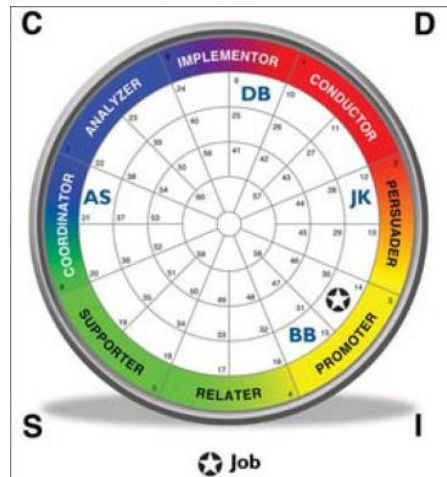
B. Provide feedback on the primary behavioral style in relationship to the other behaviors on this graph: I/S, I/C, I/D, D/S, D/C, C/S

26) Based on the graphs, identify at least three performance issues the new employee may experience in this role.



Empty box for student response.

27) Using the wheel below with the four employees identified by their initials, answer the following questions:



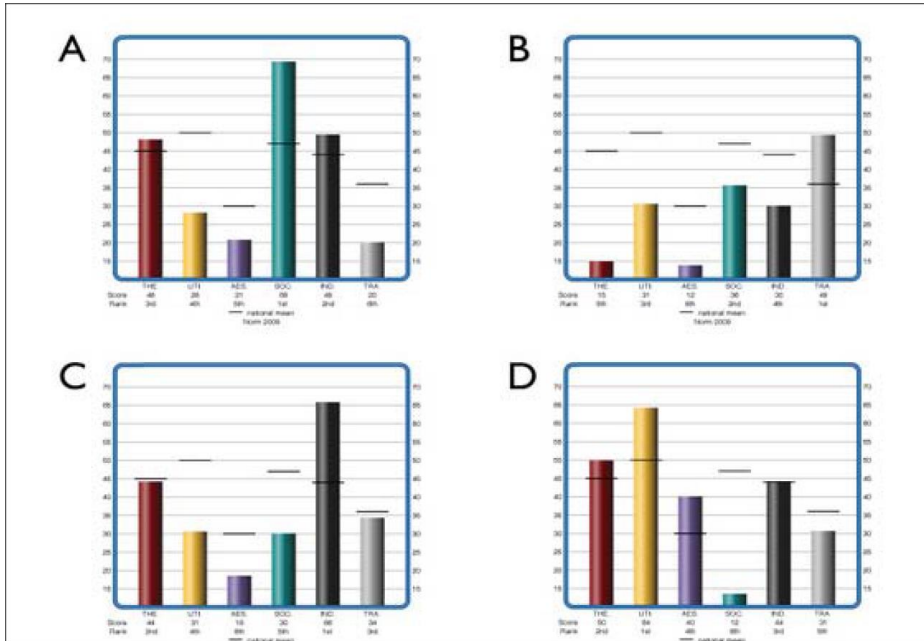
A. List two people who will have conflict with one another and describe the nature of the conflict.

B. Identify the employee who will have the most job mismatch and describe how they might struggle.

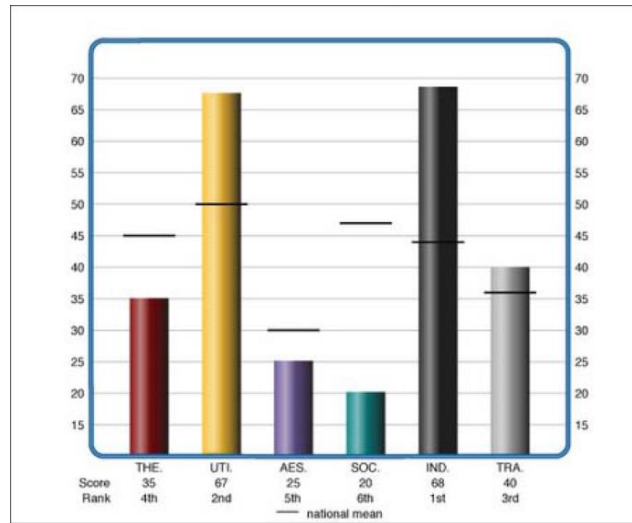
## Section 2: MOTIVATORS

- 1) The six motivators define the "why" of our actions. True or False
- 2) Soft skills are a bigger contributor to employee engagement than motivators. True or False
- 3) A person who has a high Social motivator will always be an extrovert. True or False
- 4) Your top two motivators move you into action. True or False
- 5) Just like DISC, motivators are adaptable. True or False
- 6) Which motivator will be the most upset when a department is losing money?
- 7) Which motivator will be driven to organize an office charity drive?
- 8) Which motivator will have a focus on increasing or creating departmental training?
- 9) Which motivator has strong drive for creating a harmonious and beautiful office environment?
- 10) Which motivator is driven to lead others and look for personal advancement?
- 11) Which motivator is driven to enforce company policies and procedures?

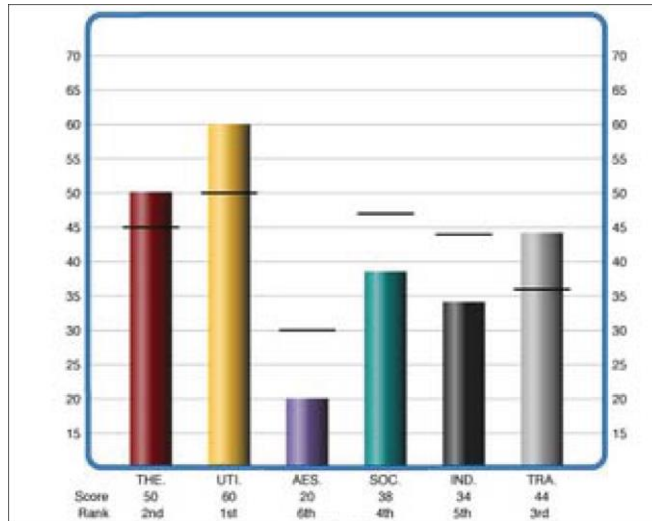
12) Which of the following graphs would be an ideal outside sales graph?  
Provide a rationale for your selection.



- 13) Sean is dissatisfied with his role as training director of a small company in a rural town. In reviewing Sean's graph below, what are three reasons Sean may be dissatisfied?



- 14) Daniel just started working for a new company as a tax accountant. Based on his graph, describe why his motivators make him a good fit for the position.



Empty rectangular box for writing the answer.

### Section 3: COMPETENCIES

- 1) Competencies is a measurement of soft skills. True or False
- 2) Competencies measure how a person behaves. True or False
- 3) Competencies are fixed and cannot change. True or False
- 4) Competencies are the most important factor in job fit. True or False
  
- 5) If a candidate has highly rated skills, we may conclude that they are, in fact, highly developed in their skillset or they may have over-rated themselves. If a candidate has significantly under-rated skills, what are some factors that could contribute?

- 6) What are some Competency Clusters that we might look for in the Personal Skills Ranking chart?

- 7) What do the four shades of blue mean on the Personal Skills Ranking chart?

## Section 4: ACUMEN

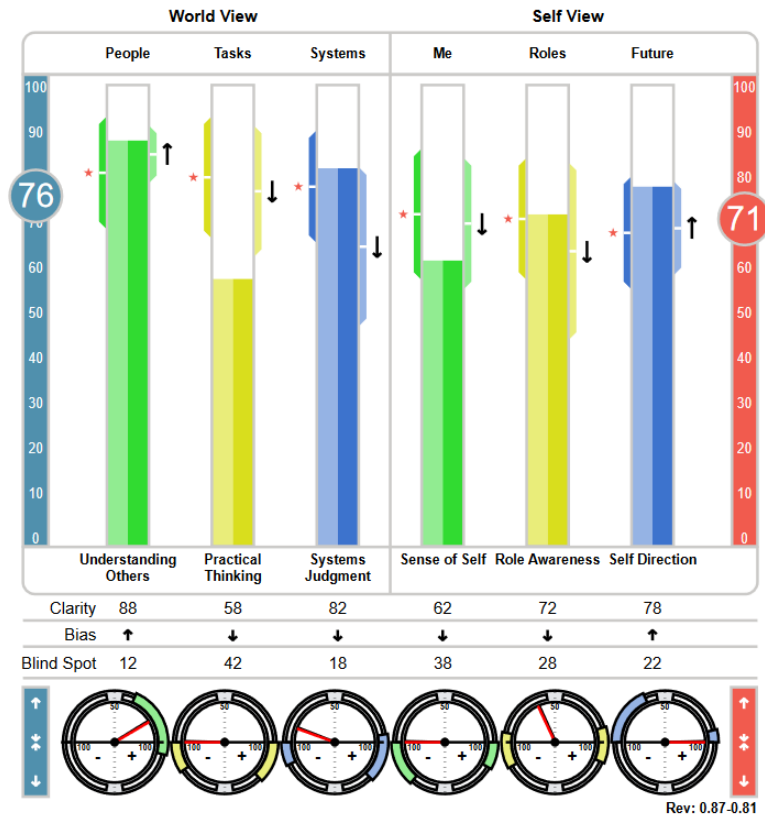
- 8) Axiology is a measurement of motivation. True or False
- 9) Axiology is the capacity to see clearly. True or False
- 10) Axiology is how we view the External World and Our self. True or False
- 11) Axiology measures our ability to understand and solve problems. True or False
- 12) What are the minimum average scores we want to see on the Acumen Graph (External and Internal)?
- 13) What is the minimum reliability score (Rev number under the Acumen Graph) we will accept as a valid score before investigating how the respondent completed the survey?
- 14) How do you determine the intensity (strong or mild) of a respondent's bias?
- 15) List the three dimensions of thought and a description of each. Can you give an example of an item and how it might be seen differently through the three dimensions?


- 16) Which one of the six acumen dimensions would measure a person's ability to understand and solve problems in each of the following statements?
  - a) Understanding who they want to become, and where they are headed.
  - b) Creating corporate objectives and company policies
  - c) Understanding the labor processes and resources required to complete projects
  - d) Perceiving the needs of direct reports.
  - e) Comfortable in their own skin, clarity of their own strengths and weaknesses.
  - f) Identifying with and feeling fulfilled in their role as a leader

- 17) What concerns would you have, if any, of a candidate with a high Sense of Self and strong positive bias?

- 18) What concerns would you have, if any, of a candidate with a low Systems Judgment with a strong negative bias?

- 19) You are coaching a Department Manager who is having trouble holding his team accountable. Using the Dimensional Balance page, what assumptions would you make?





**(Question 19 Continued)**

A. What questions would you ask the manager?


B. What advice would you give?

## Section 4: APPLICATION OF ALL 4 SCIENCES

- 1) Using your general understanding of a Customer Service position, list the following characteristics that are required to be successful in the role. **Explain the reasons for your choices.**

A) The top 5 required Competencies

B) The required DISC Behavioral Traits

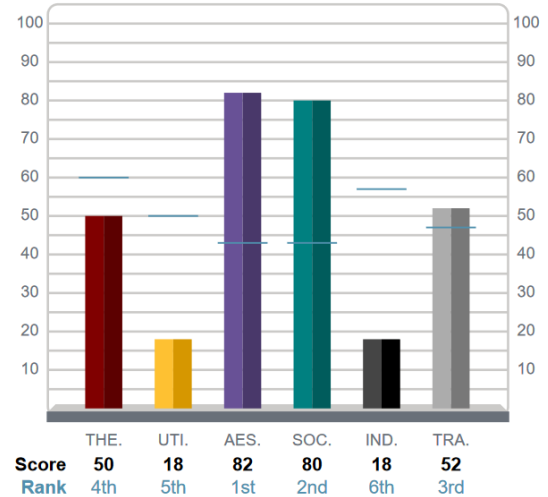
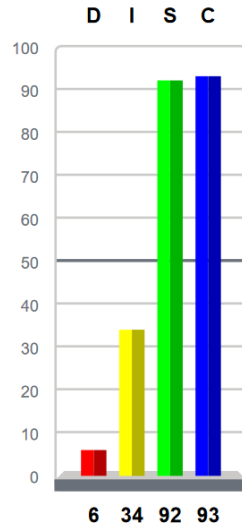
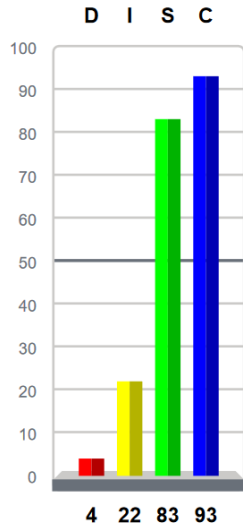


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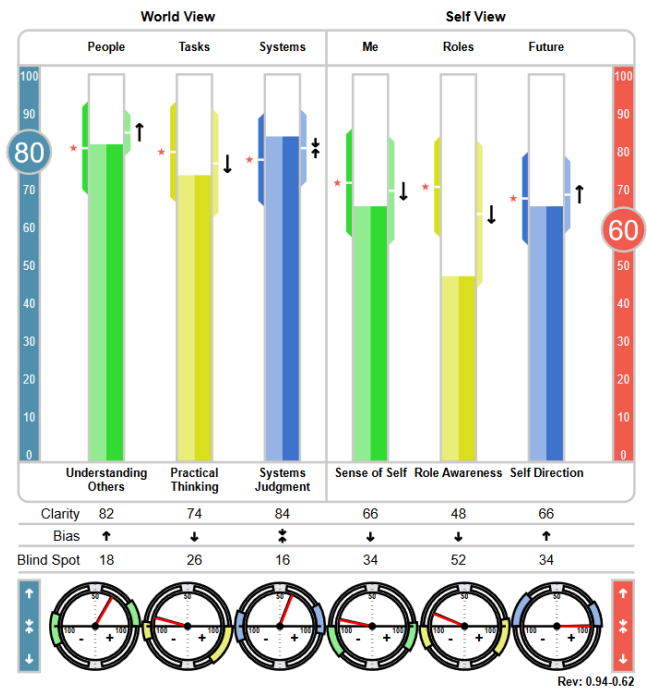
C) Top 3 Motivators


D) The clarity scores and bias desired for at least 3 Acumen Indicators (from the Dimensional Balance page)

2) These are the graphs of a VP of Manufacturing who is struggling to find satisfaction in his role. He has hired you to coach him. What do you see that could help him understand why he is unhappy? What would you advise?



Personal Skills Ranking	
1	Diplomacy & Tact
2	Planning & Organizing
3	Empathy
4	Understanding & Evaluating Others
5	Flexibility
6	Continuous Learning
7	Employee Development/Coaching
8	Problem Solving Ability
9	Conceptual Thinking
10	Interpersonal Skills
11	Written Communication
12	Negotiation
13	Personal Accountability
14	Resiliency
15	Decision Making
16	Teamwork
17	Goal Achievement
18	Conflict Management
19	Leadership
20	Presenting
21	Creativity
22	Futuristic Thinking
23	Self-Management
24	Customer Focus
25	Persuasion





**(Question 2 Continued)**

**Well done!** Let us know if you have any questions or concerns. Otherwise, please scan and return the completed exam by email.