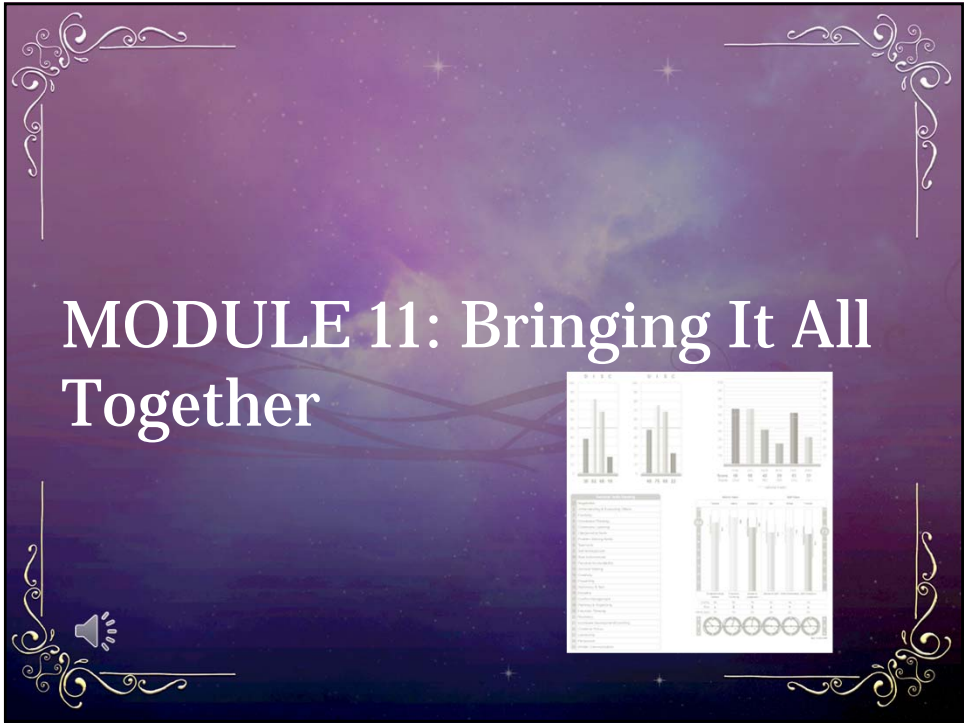
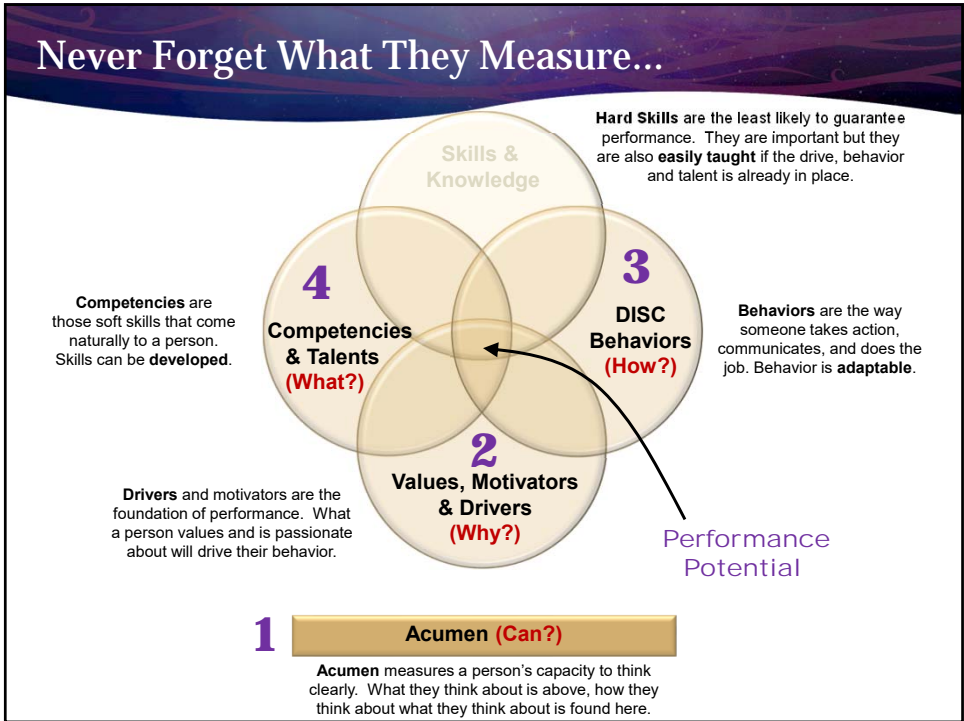


# MODULE 11: Bringing It All Together



## Never Forget What They Measure...



## Bringing It All Together

### ACUMEN (CAN I UNDERSTAND THE RULES?)

- **High Systems Judgment** – I have clarity around the rules, I understand why we should stop. Bias will indicate a likelihood to comply (↑ = comply, ↓ = rebel)
- **Low Systems Judgment** – I don't understand why we need to stop. Bias will indicate a likelihood to comply (↑ = comply, ↓ = rebel)

### MOTIVATORS (WHY WILL I FOLLOW THE RULES?)

- **High Traditional** – I am motivated to live with a defined system/rules – so I will stop – it's the right thing to do (if the rule aligns with my beliefs)
- **Low Traditional** – I am motivated to live outside a defined system or set of rules – so I may not be motivated to follow the rules unless it seems unsafe

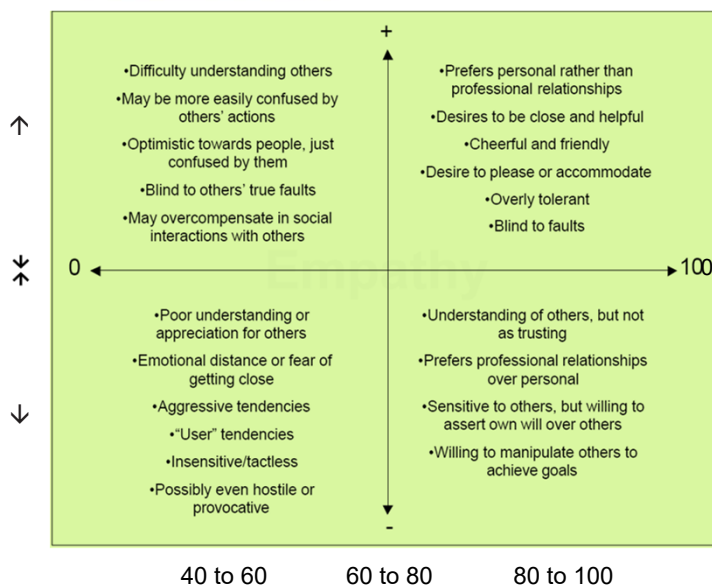
### BEHAVIORS (HOW MUCH WILL I COMPLY WITH THE RULES?)

- **High Compliance** – I am going to stop even with no traffic around
- **Low Compliance** – I may not see the harm in a rolling stop and bending the rules when no one is around

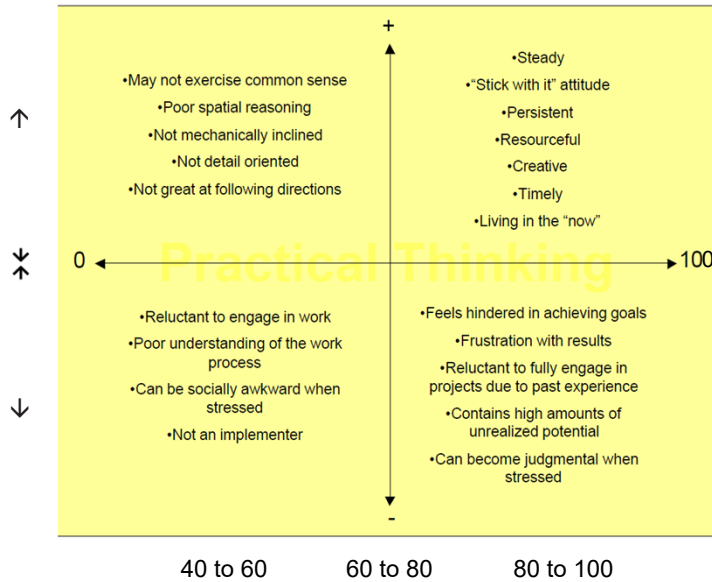
### COMPETENCIES (WHAT HAVE DEMONSTRATED THAT I CAN DO?)

- **High Decision Making** – I have demonstrated that I know how to analyze all aspects of a situation to determine if I should decide to stop or not
- **Low Decision Making** – I have not demonstrated that I know how to analyze all aspects and might proceed when it's unsafe

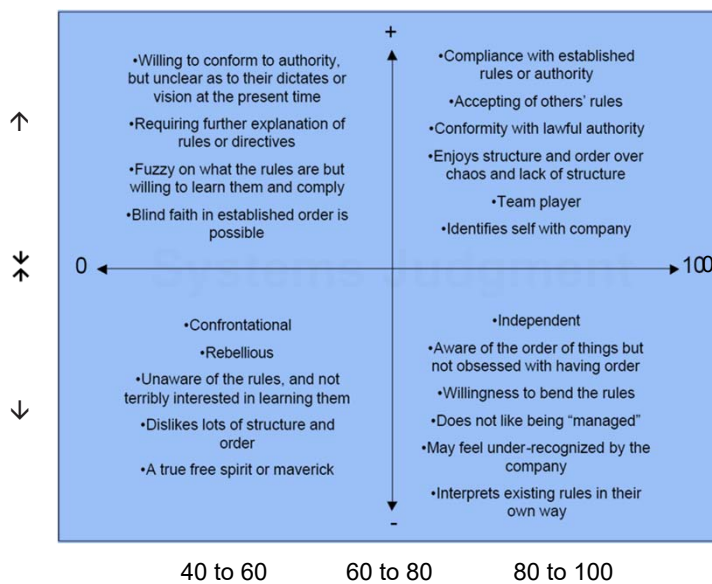
## External “Cheat Sheets” – *Understanding Others*



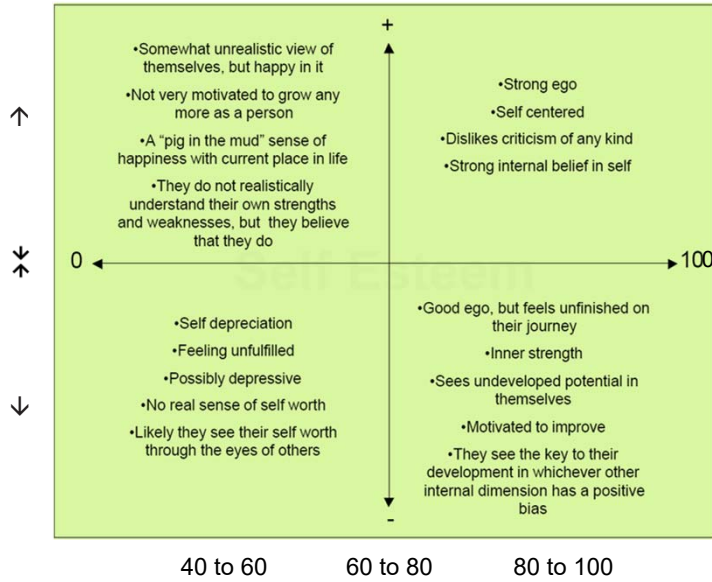
## External “Cheat Sheets” – *Practical Thinking*



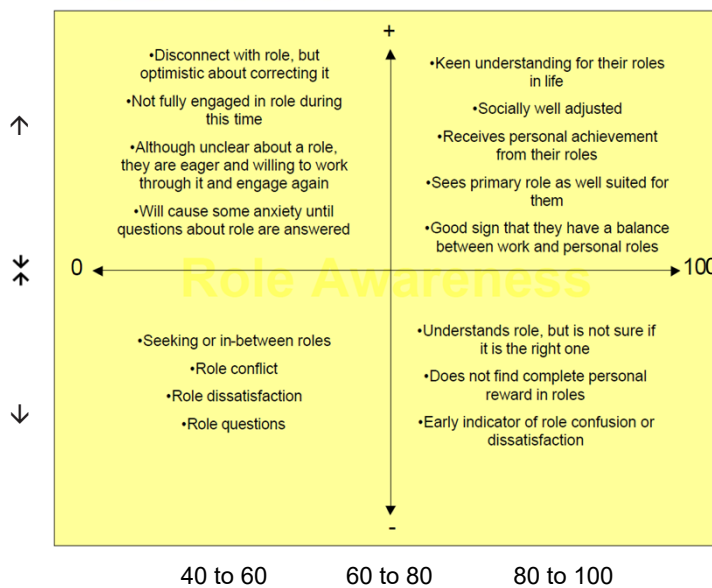
## External “Cheat Sheets” – *Systems Judgment*



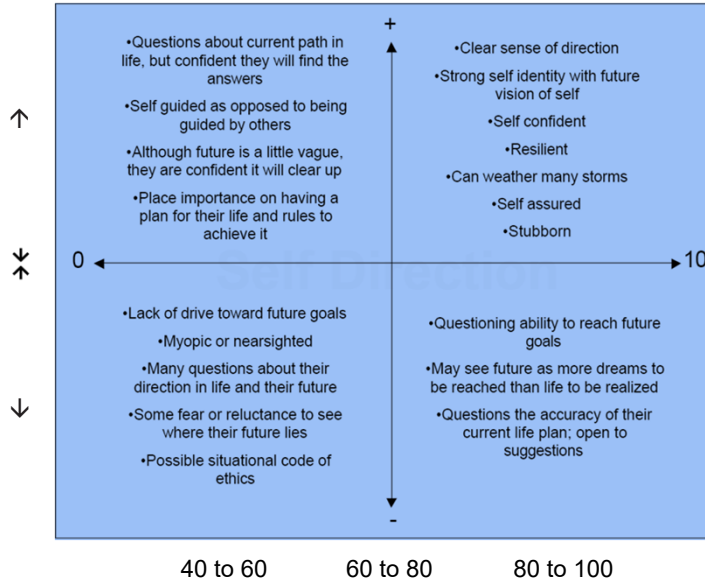
## Internal “Cheat Sheets” – *Sense of Self*



## Internal “Cheat Sheets” – *Role Awareness*

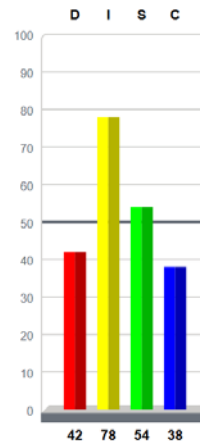


## Internal “Cheat Sheets” – *Self Direction*

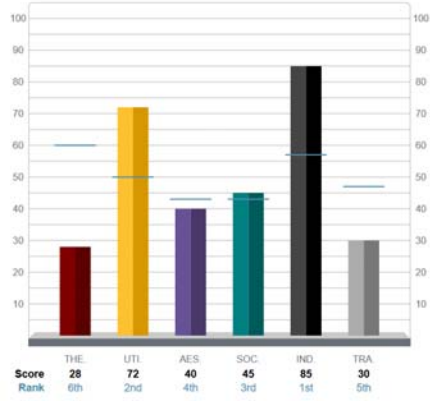
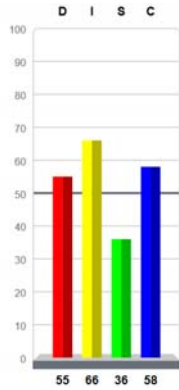


## Bringing It All Together

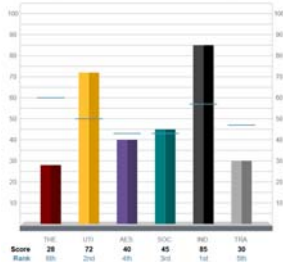
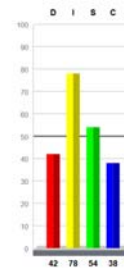
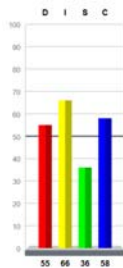
- This is a VP who is up for a promotion to COO.
- What opportunities or challenges do you see for them in that role?



# Bringing It All Together

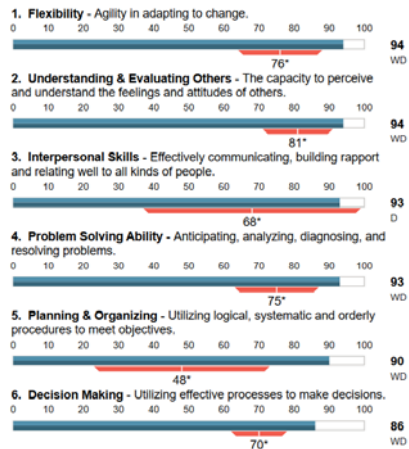


# Bringing It All Together



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

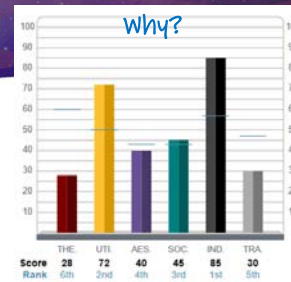
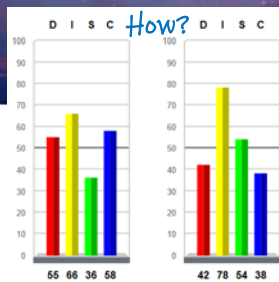
# Bringing It All Together



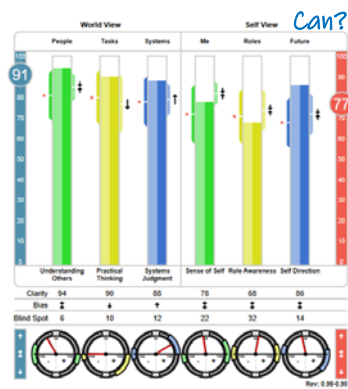
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# Bringing It All Together

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- What opportunities or challenges do you see for them in that role?

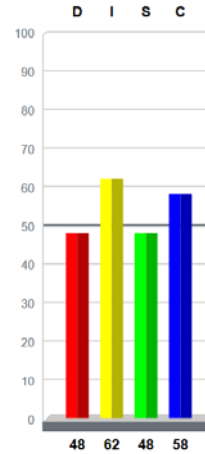
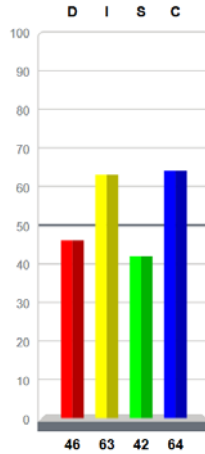


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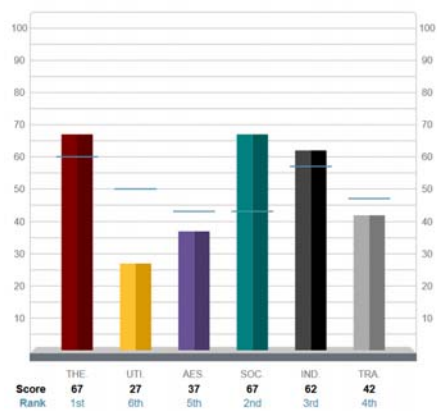
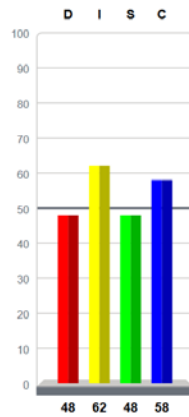
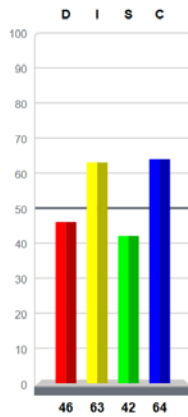


## Bringing It All Together

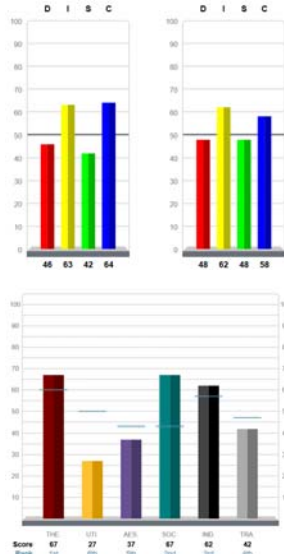
- This is a CFO struggling in the role.
- Why might they be struggling?
- What would you recommend?



## Bringing It All Together



# Bringing It All Together



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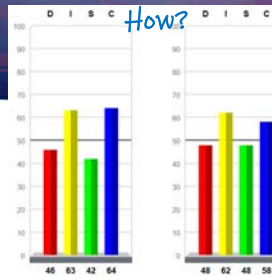
# Bringing It All Together



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# Bringing It All Together

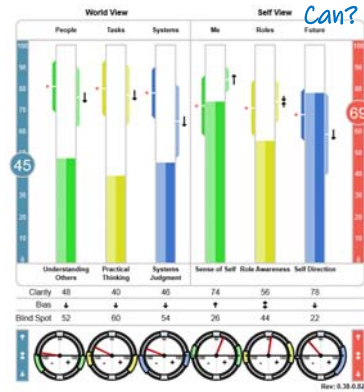
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Personal Skills Ranking

What?

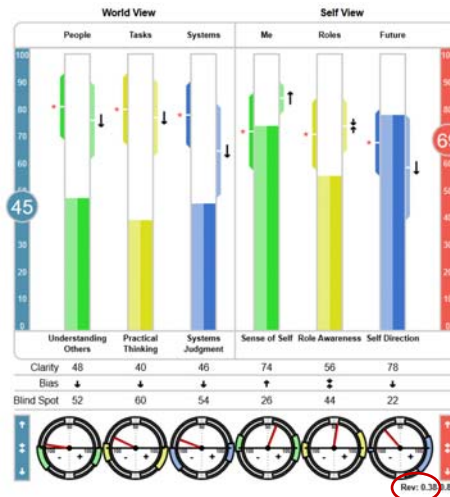
- Negotiation
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- Persuasion
- Personal Accountability
- Self-Management
- Decision Making
- Understanding & Evaluating Others
- Flexibility
- Conceptual Thinking
- Problem Solving Ability



# Questioning the Reliability

## Part 1 - External

- 1 A life of adventure
- 2 A misunderstanding
- 3 A lover's embrace
- 4 A decoration for bravery
- 5 A token of love
- 6 A blunder
- 7 Justice
- 8 Torturing a person to death
- 9 Imprisoning an innocent person
- 10 A madman
- 11 Poisoning the city water
- 12 A faulty circuit
- 13 An award for a good deed
- 14 A scientific experiment
- 15 An assembly line
- 16 Prostitution
- 17 A wrecked car
- 18 A new car



## Acumen Instructions

### Hartman Value Profile™

This survey consists of TWO SETS of 18 words or phrases. Each of these words or phrases contains something on which individuals may place different "values," depending on their own feelings about how "GOOD" or "BAD" it is.

RANK each of these two sets of 18 words or phrases according to your FEELINGS about whether they represent GOOD or BAD to you, personally.

These guidelines apply:

- There is no time limit, but set aside approximately 20 minutes to complete the instrument in a quiet, private setting.
- Consider only how YOU feel about the items - not how society may think you should feel, not how anyone else expects you to respond, etc.
- Do not over-analyze; this is about how YOU FEEL about these items.
- Complete both lists of 18 at one time, without interruptions and without stopping.

In order to rank the items in each list, just CLICK the word or phrase on the LEFT that you value most and DRAG it to the top of the list on the RIGHT. Continue until you have ordered all the words or phrases from BEST (at the top) to WORST (at the bottom).

Begin by choosing NEXT below:

Cancel

Previous

Next

## Acumen Warning

### TTI Acumen Capacity Index™ - Responses

A preliminary review of your input indicates that there may be some inconsistencies or mistakes in your answers.

It is very easy to become distracted in answering this instrument so please take a minute to review the instructions below to make sure that you didn't make any of these common mistakes before you continue:

- Did you have ANY interruptions at all (phone calls, personal conversations, starting and stopping of any kind, etc)?
- Did you read the instructions on Part II since they differ from those for Part I? For Part II you should answer based on how much you AGREE or DISAGREE with a statement as it relates to you in your life right now.
- Did you read each statement carefully? Make sure that you read and understand each statement.

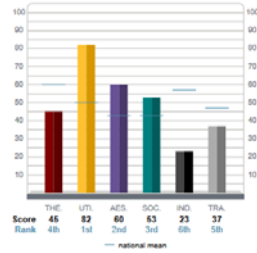
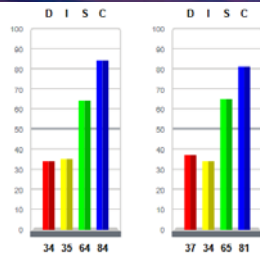
If you don't feel you made any of these mistakes and want to proceed with submitting your report, please use the "Next" button to do so.

Please check the following set(s): 1,2

Previous

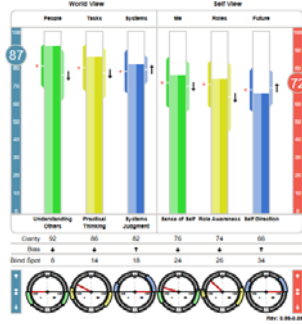
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# Real-time Debriefs

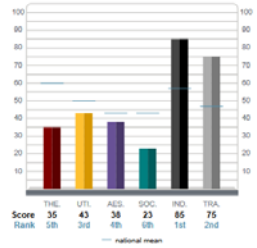
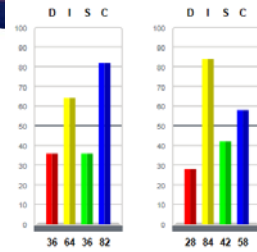


**Personal Skills Ranking**

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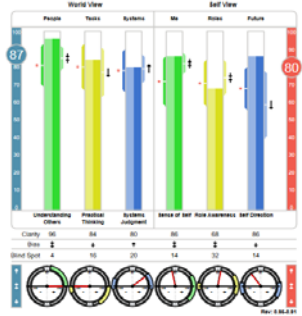


# Real-time Debriefs

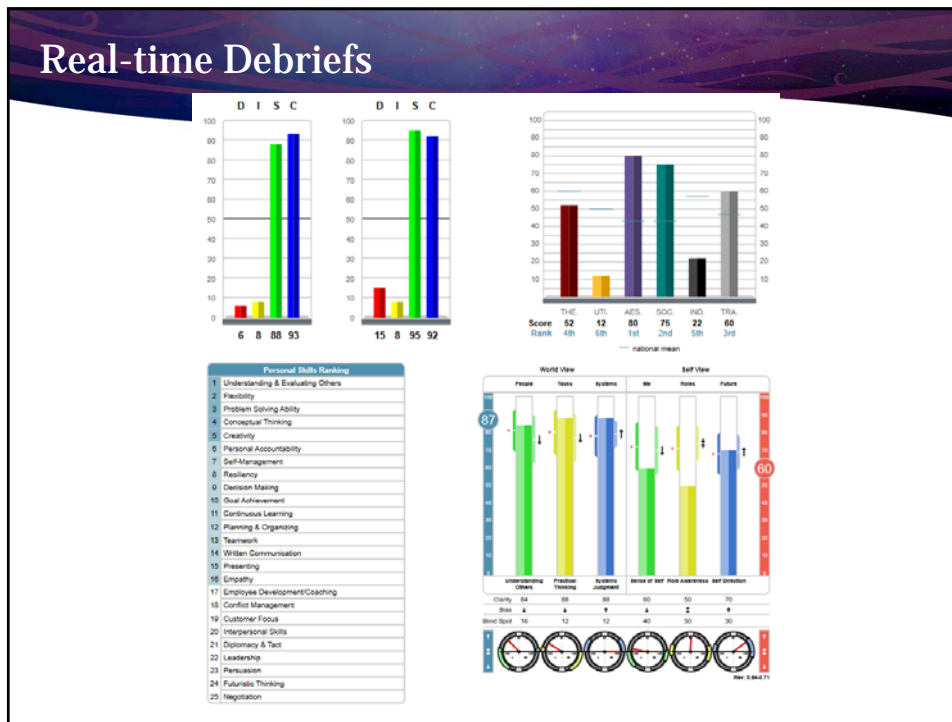


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- 23 Creativity
- 24 Empathy



## Real-time Debriefs



## The TriMetrix Debriefing & Exam Process



- Have 3 to 5 people complete the TriMetrix HD Assessment
- Follow the guidelines in the “*TriMetrix Debriefing Guide*”
- Set the context with them by asking “What would you like to get out of the process?”
- Complete the open-book TriMetrix Certification Exam before, during or after your debriefs
- Contact us for help at **any** time!