

Four sciences. One powerful assessment. Hire and develop with precision.

The TriMetrix® HD assessment combines behavioral style, personal motivators, soft skill competencies, and acumen into a single framework — giving you the complete picture for confident hiring, promotion, and development decisions.

## The Four Sciences of TriMetrix® HD

### HOW DISC

Observable Behavior • Natural vs. Adapted Style

#### What It Reveals

How a leader's natural behavioral style compares to their adapted style under workplace pressure. Significant differences signal unsustainable adjustments that erode performance, communication, and team dynamics.

#### Key Insight

DISC data enables better communication, reduces interpersonal conflict, and gives managers awareness to lead each team member according to their natural tendencies.

Better Communication • Reduced Conflict

### WHY Driving Forces

Values & Purpose • Six Core Motivators

#### What It Reveals

What energizes leaders at the deepest level based on Spranger's six motivators. When core drivers are misaligned with the demands of a role, disengagement and voluntary turnover become inevitable.

#### Key Insight

Motivational fit is arguably the most important criterion to screen for. A motivational benchmark enables objective hiring, not hoping the candidate finds the job engaging.

Improved Engagement • Better Role Fit

### CAN Competencies

Skills & Capacity • 23 Critical Soft Skills

#### What It Reveals

Measures mastery across 23 critical soft skills; the building blocks of performance across virtually every role. From Personal Accountability and Decision Making to Leadership and Innovation, it identifies where an individual excels and where development is needed.

#### Key Insight

Provides objective, quantifiable data to guide development investments and make defensible promotion decisions removing subjectivity from talent conversations.

Targeted Development • Objective Promotions

### THINK Acumen

Clarity & Judgment • Three Dimensions of Thought

#### What It Reveals

Assesses clarity of thinking across three dimensions: understanding others (people), practical thinking (tasks), and systems judgment (strategy). Also measures self-view, sense of self, role awareness, and self-direction.

#### Key Insight

Low acumen in any dimension often explains derailment behaviors, persistent blind spots, and poor decision-making that other assessments cannot diagnose.

Stronger Judgment • Early Derailer ID

# Why Four Sciences Matter

Integrated insights that one-dimensional tools cannot provide

## FOR YOUR ORGANIZATION

- Research-backed talent decision framework
- Consistent hiring & promotion criteria
- Common language for leadership conversations
- EEOC compliant, objective approach

## FOR YOUR LEADERS

- Clear understanding of authentic style
- Insight into personal energy drivers
- Awareness of strengths and blind spots
- Practical, personalized development roadmap

## MEASURABLE BUSINESS IMPACT

- Reduced turnover through better role fit
- Faster time-to-productivity in new roles
- Data-driven leadership pipeline planning
- Improved team dynamics and less conflict

## How Organizations Use TriMetrix® HD

### — Selection & Promotion

Evaluate behavioral fit, motivational alignment, and growth potential

### — Team Building

Leverage diversity of style and reduce interpersonal conflict

### — Succession Planning

Identify and develop the next generation of organizational leaders

### — Leadership Development

Build targeted, personalized coaching and development plans

### — Performance Coaching

Deliver multi-dimensional feedback grounded in objective data

### — Culture & Alignment

Ensure leaders embody and reinforce organizational values at scale

## Assessment Tiers Choose the right depth for the role

ASSESSMENT	BEST FOR	SCIENCES MEASURED
Talent Insights	Entry-Level Positions	Behaviors + Motivators
TriMetrix® DNA	Management & Supervisory	Behaviors + Motivators + Competencies
<b>TriMetrix® HD</b>	<b>Executive &amp; Business-Critical</b>	<b>All Four Sciences</b>

**46% of new hires fail within 18 months.**

The cost of a bad hire: 30 - 200% of annual salary.

U.S. Dept. of Labor | SHRM | Leadership IQ

## Transform Hiring. Enable Leadership.

When you understand how your people behave, why they act, what they can do, and how they think, you unlock confident talent decisions.

— Data-driven hiring

— Measurable development

— Stronger culture



Certified TriMetrix® HD Practitioners  
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