

**TRIMETRIX -EQ PROVIDES 3 SCIENCES IN ONE SELF- ASSESSMENT**

(From TTI- Targeted Training International)

**The Trimetrix-EQ on-line assessment (40-45 min.) provides the following developmental edge for individuals and teams:**

- Increasing your self- awareness and awareness of other's styles for better engagement
- Playing to your strengths
- Recognizing your potential blind spots
- Learning your "driving forces" (motivators) which are your "why", your filters, your bias
- Building on your Interpersonal and Intra-personal EQ skills
- Anticipating and managing more effectively those things to which you may have an aversion to
- Gaining insights and solutions on your potential "time wasters" for better time management

**1) DISC (Style):** this identifies your primary style(s) how you show up and engage with others. People like to be engaged and communicated to in their style which is good for the supervisor and team to know that style, the strengths and potential blind spots of that style. (Note when used for teams (vs just one individual) the leader has quick view and summary of the entire team's style on a "success wheel" to anticipate and support team dynamics.

**2) Driving Forces/Motivators:** PIAV = personal interests, attitudes, and values. This answers the why you do what you do, it identifies your personal drivers. These values are generally "hidden" and not necessarily outwardly seen in people like DISC which is. It provides a person's "Driving Forces" i.e. what motivates people do what they do. It answers the WHY you do what you do and it identifies one's "filters" and bias's to how they approach situations, life and choices. Knowing your motivators enables you to position yourself to be and get to a place that makes you happy, identifies the ideal work environment, helps to better understanding and anticipating conflict.

**3) Emotional Intelligence:** EQ is all about understanding your Self-Regulation, Self-Awareness, Motivation, Empathy and Social Skills. Studies show 90% of top performers have high EQ and that 60% of performance is driven by EQ. Knowing about your EQ one can become more aware and begin to "buff and polish" their actions, impact and engagement skills. It is more challenging if even possible to improve our IQ, but we can improve our EQ and the assessment provides a path and some options to achieve. We also leverage SCARF neuroscience of engagement to raise EQ.