



NEWS

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TriMetrix™ System benchmarks the job first

TTI assessment tool reveals performance keys, aids selection and retention

SCOTTSDALE, Ariz. (July 15, 2004) – Even as the U.S. economy continues to rebound and a labor market loaded with eager job seekers heats up, selecting and retaining the right people remains critical to any organization's success.

The TriMetrix™ System by TTI Performance Systems is a three-part assessment program that enables employers large and small first to benchmark the specific talents needed for superior performance in any job in their organization and then evaluate candidates against those benchmarks. With turnover costs ranging from 50 percent to several times the departing employee's annual salary, according to the Society for Human Resource Management, choosing employees wisely is critical.

“Employers are increasingly using testing for employment screening and performance, but job benchmarking is a key step that's overlooked by other assessment companies,” said TTI founder and president Bill J. Bonnstetter. “The TriMetrix System prompts users to let ‘the job talk’ and removes the biases often inherent with traditional selection systems. By ‘listening’ to the job, employers can increase their chances for successfully matching a person's talents to that position and achieve performance at a superior level.”

These valuable benchmarks are established in the first step with the TriMetrix Job Report. Key job accountabilities based on rewards, behaviors and personal skills are determined through a 37-factor analysis, giving users an unbiased assessment of the specific talents they should seek for a particular position.

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Once the benchmarks are known, they can be compared to data collected from the second TriMetrix tool, the TriMetrix Personal Talent Report. This report provides a summary of a person's talents based on the identical rewards (why someone will do the job), behaviors (how someone will do the job) and personal skills (what someone can do in the job) measured in the TriMetrix Job Report.

Combined, the reports enable users to determine, within the framework of an organization's overall talent selection and evaluation procedures, talents an individual may contribute to a job.

“Organizations are continually looking for an edge in a constantly changing business environment,” Bonnstetter said. “The TriMetrix System helps business owners, managers and human resource professionals more effectively assess job functions and the specific talents needed to ensure success. It also enables organizations to manage labor costs more efficiently.”

Adding to its flexibility and ease of use, the TriMetrix System is available to all users through TTI's patent-pending Internet Delivery Service™ (IDS). IDS allows users to respond to the TriMetrix questionnaires online anytime and then receive reports automatically via e-mail without creating added administration time for employers.



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The TriMetrix System and additional TTI talent assessment products are available through more than 4,000 TTI distributors worldwide. For more information, call TTI at (480) 443-1077 or visit the company Web site at www.ttidisc.com.

About TTI Performance Systems

TTI Performance Systems, Ltd., is the North America subsidiary of Target Training International (TTI). Based in Scottsdale, Ariz., TTI is a leading developer and marketer of research-based, validated assessment tools to help businesses and organizations effectively meet their human resource needs. Its products, including the TriMetrix™ System and Managing for Success® assessment series, are used in more than 50 countries and available in 15 languages.

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