

TRIMETRIX EQ REPORT DEBRIEFING GUIDE

Hi Rockstar!

Welcome to Your Debriefing Guide

This guide is here to help you make sense of your customized bonus TriMetrix EQ report and, more importantly, put it into action. We designed it to be simple and practical — each page of this guide follows the exact order of your TriMetrix EQ report.

The best way to use it is side by side with your report: keep the report handy and move through both page by page at the same time. This way, the guide helps you pause, reflect, and apply insights instead of just reading data.

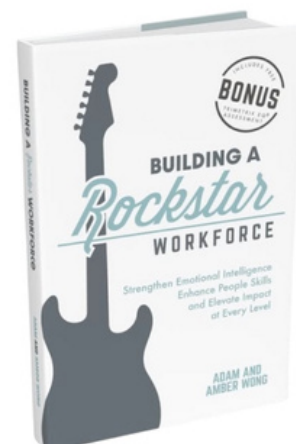
Remember: this isn't a scorecard — it's a reflection of you. It reflects your unique behaviors, motivations, and emotional intelligence. Use it as a tool for self-discovery, growth, and impact.

Tip: Don't try to tackle everything at once. Focus on one or two takeaways at a time, apply them consistently, and watch your progress build.

We're excited for you to dig in and uncover insights that will strengthen the way you lead, work, and connect.

Rock on!

Amber & Adam Wong



BEHAVIORS (DISC) SECTION

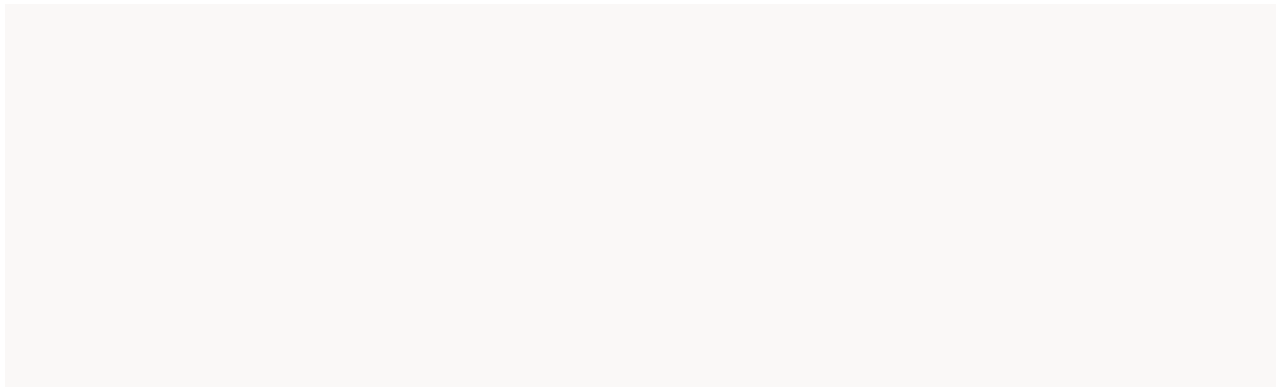
Pages 3&4: Behavioral Characteristics

What DISC Measures:

DISC looks at how you show up day-to-day. It reflects your natural pace, communication style, and approach to problems. Think of it as your “default setting” for leadership, communication and teamwork.

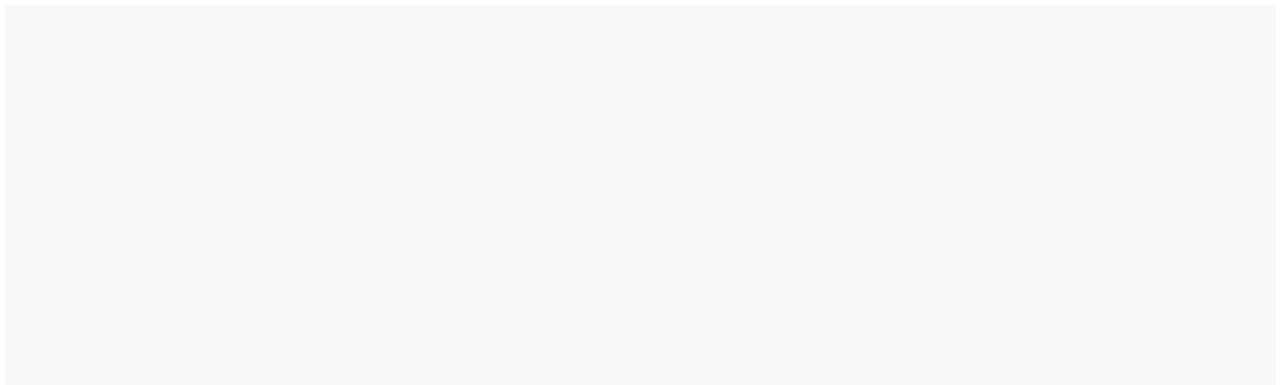
Your Key Takeaways:

- What do you recognize in yourself from these pages?
- How might these tendencies help or hinder you as a leader, team member, friend, or spouse? These tendencies can impact every role in your life.



Reflection Prompt:

Write down three words or phrases that best describe how you lead naturally. Hint: if you don't think of yourself as a leader, we're here to tell you it's a mindset - you can be a leader, regardless of your title. Our book will show you how!



BEHAVIORS (DISC) SECTION

Pages 5&6: Checklists for Communicating

Improve Communication:

List 2-3 ways others can work and communicate best with you:

Communicating With Others:

List a few things that others should avoid with you. Then, determine how you can share this with others. Rockstar tip: if you don't share it, nobody will ever know! Don't make excuses and find a way to share it.

BEHAVIORS (DISC) SECTION

Pages 7-10: Productivity Boosters

Boosting Your Effectiveness:

Review this section, choose ONE productivity booster you'll commit to this week. Make your action items below.

Page 11: Behavioral Continuum

Your Report Shows Where You Fall on the Four Continua:

- *Problems & Challenges: Reflective ↔ Direct*
- *People & Contacts: Reserved ↔ Outgoing*
- *Pace & Consistency: Steady ↔ Dynamic*
- *Procedures & Constraints: Precise ↔ Pioneering*

Make observations from the continuum below:

DRIVING FORCES SECTION

Pages 12&13: Driving Characteristics

What Driving Forces Measure:

Driving Forces explain why you do what you do. They reveal the values, motivators, and internal drivers that energize you. Think of them as your personal fuel tank — the reasons you lean into some tasks and avoid others.

Your Key Takeaways:

- Which descriptions from your report felt most accurate?
- How do these motivators shape the way you lead, work, and make decisions?

Reflection Prompt:

What's one area of your work or life that feels most aligned with your strongest drivers?

DRIVING FORCES SECTION

Pages 14&15: Strengths, Weaknesses, Energizers & Stressors

Where You Shine:

Your top drivers can bring energy, persistence, and creativity. When aligned with your role, they help you perform at your best.

Watch Outs:

Every strength has a flip side. Sometimes our drivers push us too far in one direction and blind us to others perspectives.

Reflection Prompt:

List one strength your top drivers give you.

List one potential weakness to watch for.

List one stressor that drains your energy.



DRIVING FORCES SECTION

Page 16: Primary Driving Forces Cluster

Your Top Drivers

Your report highlights the 3–4 drivers that most influence your daily energy and decisions. These reveal your personal “why.”

Action Step

Review your primary driving forces and write down how your work aligns with your drivers. Then, identify one way that you can lean into your top drivers more!

Reflection Prompt:

How do your strongest drivers influence the way you lead and interact with others?

EMOTIONAL INTELLIGENCE SECTION

Page 17: A Framework of Emotional Intelligence

What Emotional Intelligence Measures:

EQ is about how you understand and manage emotions — both your own and those of others. It connects your inner world (self-awareness, self-regulation, motivation) with your outer world (social awareness, social regulation).

Why EQ Matters:

- Strong EQ supports better decision-making under pressure.
- It helps you connect authentically with others.
- It builds trust and resilience in teams.

Reflection Prompt:

When do you feel most in control of your emotions — and when do you feel most challenged?



EMOTIONAL INTELLIGENCE SECTION

Pages 18&19: General Characteristics

Self-Awareness

This is your ability to recognize your own emotions as they happen. The stronger your awareness, the more you can manage how those emotions affect your behavior and decisions.

Self-Regulation

This is your ability to control or redirect disruptive emotions and impulses. It doesn't mean shutting emotions off, but rather pausing to choose your response.

Motivation

This is your drive to pursue goals with energy and persistence. It's less about external rewards and more about internal passion and resilience.

Social Awareness

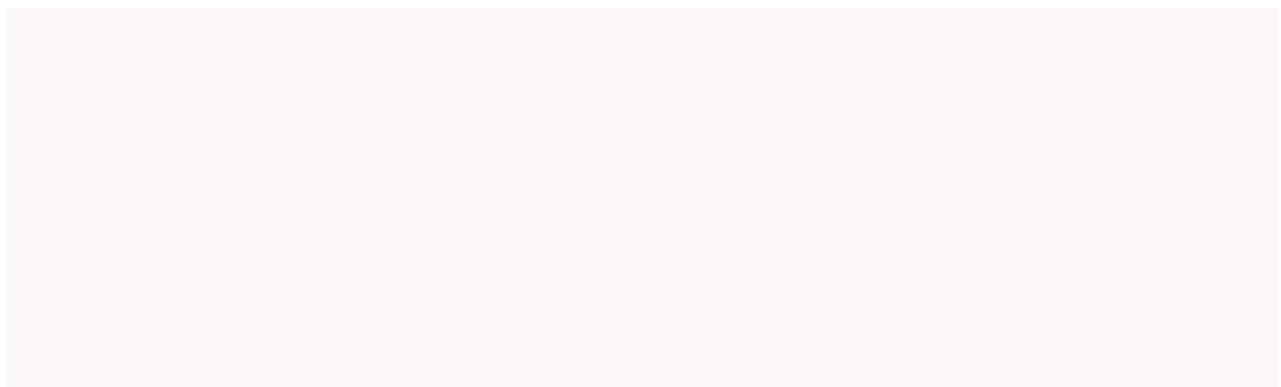
This is your ability to accurately read the emotions of others. It's about empathy — noticing body language, tone, and cues that reveal what someone is really feeling.

Social Regulation

This is your ability to influence the emotions of others. Leaders with strong social regulation create a positive climate, resolve conflict constructively, and strengthen team trust.

Reflection Prompt:

Identify 2-3 takeaways from this section.



EMOTIONAL INTELLIGENCE SECTION

Page 20: Emotional Intelligence Quick Tips

Strengthen Your Emotional Intelligence:

Your report highlights five key areas of EQ. Use these prompts to pick one small practice to try this week:

Pages 21-23: Impact on Performance

EQ in Action:

Your report highlights how EQ shows up in daily life. Review each section and choose one key takeaway or action item to practice.

WHAT'S NEXT

Next Steps:

- Share your top takeaways with a mentor, peer, or coach.
- Revisit your report in 30-45 days to reflect on progress.
- Use your insights to strengthen communication and relationships with your team.

Want to Go Deeper?

Consider:

- Revisiting each section of your report one at a time.
- Setting up a coaching session to apply insights more directly.
- Sharing highlights with your team to build mutual understanding.

Growth Doesn't Happen in Isolation

It's amplified when shared. By talking about your insights, you not only reinforce your own learning but also inspire those around you.

Ways to Share:

- Post one takeaway on LinkedIn or your favorite platform.
- Share a key insight with your team at your next meeting.
- Encourage a peer to take the assessment and compare notes.

Final Thought:

Leadership growth is a journey. By connecting your behaviors, motivations, and emotional intelligence, you've taken an important step toward leading with more clarity, empathy, and impact.



With gratitude, Amber and Adam Wong