TRB Alchemy™ (Digital Psychometric Platform)

Overview

TRB Alchemy™ is a proprietary, AI-powered psychometric assessment platform designed to uncover an individual's professional essence and translate self-awareness into intentional growth.

Built from Temitope Richard-Banji's years of hands-on experience mentoring professionals, advising leaders, and assessing talent across industries, TRB Alchemy goes beyond conventional psychometrics. It does not simply classify personality types. It interprets how people think, lead, influence, and grow, and converts those insights into practical developmental guidance.

At its core, TRB Alchemy is about transformation. Turning potential into performance and self-knowledge into professional mastery.

Core Philosophy

Every professional possesses raw elements such as intellect, drive, influence, and leadership potential.

TRB Alchemy™ is the process that refines these elements into clarity, direction, and sustainable growth.

The platform is grounded in three principles:

* Human-centred insight rather than abstract labeling

* Growth-oriented assessment rather than static categorisation

* Practical interpretation rooted in real career and leadership contexts

Assessment Dimensions

TRB Alchemy evaluates individuals across six integrated dimensions, creating a holistic and nuanced professional profile.

1. Cognitive and Intellectual Orientation

* Assesses how individuals:

* Process complexity and ambiguity

* Approach problem-solving and decision-making

* Balance strategic and operational thinking

* Learn, adapt, and apply knowledge

2. Motivation, Drive, and Ambition

Explores:

* Intrinsic versus extrinsic motivation

* Goal orientation and persistence

* Resilience, energy, and execution drive

* What sustains long-term performance

3. Influence and Interpersonal Impact

Measures:

* Communication and persuasion style

* Emotional intelligence and self-awareness

* Stakeholder engagement capability

* Ability to build trust and social capital

4. Leadership Style and Orientation

Identifies:

* Natural leadership tendencies

* Authority versus collaboration preferences

* Readiness to lead change

* Ownership, accountability, and decision confidence

5. Core Strengths and Leverage Areas

Highlights:

* Natural talents and high-impact capabilities

* Repeatable strengths that drive results

* Areas where the individual creates the most value

6. Developmental and Growth Areas

Reveals:

* Skill and behavioural gaps

* Blind spots that may limit progression

* Stretch areas for leadership and career advancement

* Priority focus areas for intentional development

* Output and Insight Delivery

Each participant receives a personalised TRB Alchemy Profile, which includes:

* A narrative interpretation of their professional DNA

* Strength and development heat maps

* Leadership and influence style insights

* A TRB Insight Layer providing expert interpretation grounded in real-world career and leadership contexts

* Actionable development recommendations aligned to career stage, leadership aspirations, and professional environment

The output is designed to be clear, empowering, and developmental rather than clinical or impersonal.

TRB Alchemy is designed to support:

* Career and leadership coaching

* Executive and high-potential assessment

* Talent advisory and succession planning

* Professional self-discovery and growth planning

* Mentorship and leadership development programmes

What Makes TRB Alchemy Distinct

* Built from lived mentoring and leadership advisory experience

* Focused on how individuals operate in real organisational environments

* Oriented toward growth trajectories rather than fixed identities

* Combines AI intelligence with expert human interpretation

* Designed to support intentional, long-term professional evolution

Brand Essence

TRB Alchemy™- Where insight becomes transformation.

TRB Alchemy™ Psychometric Questions

Response Scale Recommendation

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

1. Cognitive and Intellectual Orientation

I enjoy working through complex problems that require structured thinking and analysis.

I am comfortable making decisions even when I do not have complete information.

I naturally think several steps ahead when planning work or solving problems.

I quickly understand new concepts and apply them effectively in my work.

I balance strategic thinking with attention to practical execution.

2. Motivation, Drive, and Ambition

I am strongly motivated to achieve meaningful goals beyond basic job requirements.

I remain focused and driven even when faced with setbacks or slow progress.

I take personal ownership of outcomes rather than waiting for direction.

I set high standards for my own performance and consistently work to exceed them.

I am energised by challenges that stretch my capabilities.

3. Influence and Interpersonal Impact

I communicate my ideas clearly and confidently to different audiences.

I am able to influence others without relying on formal authority.

I am attentive to how my words and actions affect people around me.

I adapt my communication style based on the needs of others.

People often seek my perspective or guidance in group settings.

4. Leadership Style and Orientation

I feel comfortable taking the lead when direction or clarity is needed.

I balance collaboration with decisiveness when working with others.

I hold myself accountable for both successes and failures.

I am willing to make difficult decisions when it is in the best interest of the group.

I actively support change and help others adapt to new ways of working.

5. Core Strengths and Leverage Areas

I am clear about the strengths that differentiate me professionally.

I consistently deliver strong results in areas where I have natural capability.

I know how to apply my strengths to create value for teams or organisations.

I am recognised by others for specific capabilities or talents.

I intentionally position myself to work in areas where I perform best.

6. Developmental and Growth Areas

I actively seek feedback to improve my performance and effectiveness.

I am aware of habits or behaviours that may limit my professional growth.

I am open to changing how I work when it will improve my effectiveness.

I invest time and effort in developing skills that will support my future goals.

I take responsibility for my personal and professional development.

Response Scoring

Each question is scored from 1 to 5.

Each dimension has 5 questions.

Minimum score per dimension is 5.

Maximum score per dimension is 25.

Scoring Bands

21 to 25 | Strong

This is a clear strength. The individual consistently demonstrates capability in this area and can actively leverage it for performance and leadership impact.

15 to 20 | Solid

This capability is present but situational. Performance in this area depends on context and confidence. With focus, it can become a strength.

10 to 14 | Developing

This area requires intentional development. Inconsistent behaviours may limit effectiveness at higher levels.

5 to 9 | Underdeveloped

This is a growth gap. Without development or role alignment, it may constrain performance and progression.

Interpretation Rules

Highest scoring dimensions represent core strengths.

Lowest two dimensions represent primary development priorities.

Balanced scores indicate broad capability.

Wide gaps between scores indicate uneven skill deployment.

Output Guidance

For each dimension, generate:

A brief behavioural summary

What this means at work

One practical development or leverage recommendation

Tone should be clear, constructive, and growth-focused.