



*People Smart. Results Driven.*<sup>TM</sup>

## **Achieving More with Your Current Investment**

*"As the number of applications (i.e. value) increases, the perceived cost decreases"*

Predictive Index<sup>®</sup> has been in existence for more than 55 years, and yet many clients are still using the Predictive Index for less than 40 % of the total value the program brings to companies who are using it.

If you look inside your organization, do you currently have:

- teams that are having trouble co-operating and /or performing
- managers who are bringing their personnel issues to your desk to solutions
- sales people (or teams) that are not performing
- a company that hopes to reengineer or change business processes in order to survive this economic turbulence

If you answered yes to any of these situations, then helping leaders and managers understand the motivating needs and behaviours of your people will help provide the necessary support.

### Building Strong Teams

Assembling a group of people to achieve a common goal has great power; harnessing that power requires that the team operate effectively. Teams need people with a diverse mixture of experience, work styles and complementary talents. The challenge, however, is that these differences can cause friction and misunderstanding. Understanding how people work together is one of the principal applications of PI<sup>®</sup>. If we are to work productively with others, we need to understand, as best we can, our own impact and the others' behaviours and needs.

### Employee Motivation

To work effectively, team members should be selected and developed with an understanding of how different members are motivated and how their operating styles can impact one another.

### Dealing Effectively with Conflict

Differences and disagreements are a natural part of working together.

PI is a source of information that can be a very powerful tool in helping to resolve conflict. By looking at the patterns of those involved, the manager can gain an objective understanding of similarities and differences in the people that may contribute to the underlying cause of the difficulties. She or he can also use PI to help design a method to approach the situation that will be most acceptable to, and effective with, the people involved.

### Planning for Future Growth

PI can help you plan the future of your organization by allowing you to take an objective look at the drives, capacities and motivations of the leaders who will shape and execute your business plans. As your business moves forward and changes, what capabilities will you need? Do you have the leadership in place in all necessary areas to execute your plans? How will you plan for



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succession? Are you developing your future leaders? Have you identified your future leaders? PI can help you answer these and many other questions critical to the future of your business.

### Leadership Development

Managers and organizations benefit from effective, productive leaders who acquire or enhance their management skills and achieve greater personal success. Leaders can identify their behavioural style and the styles of others to see where the fits and gaps are. Where gaps exist, they learn bridging strategies. Leaders need to learn the essentials of effective communication: listening and responding, and giving and receiving feedback. Leaders need to understand how diverse behaviours can cause conflict and be able to discover solutions to resolve conflict

Many companies today spend tens of thousands of dollars on training programs and tools to help their people function more effectively. At Predictive Success our philosophy is to train you - the leaders within your organization - on the skills needed to be able to become a more self-sufficient and self-directed leader in order to reach good results with fewer resources.

So, as a Predictive Index client, ask yourself;

Over the past year have you:

- Used PI to provide a manager with an overview of the behaviours of the members of their team?
- Created a series of PROs to identify the impact of business environment changes on an existing job within your organization?
- Used PI for coaching an employee who is under performing in his/her job?
- Used PI to establish and organizational benchmark on which to base a succession planning process?
- Used PI to help identify communication challenges within teams or members of a team?
- Used PI to help people set the right goals within your organisation?
- Used PI to coach managers of sales teams how to improve sales productivity within the sales team?

If you answered no to more than one or two of these questions then you can begin to get more out of the PI process. Contact your Predictive Index Consultant and arrange some time to discuss some of the key challenges you and your organization are facing and how Predictive Index can help.

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