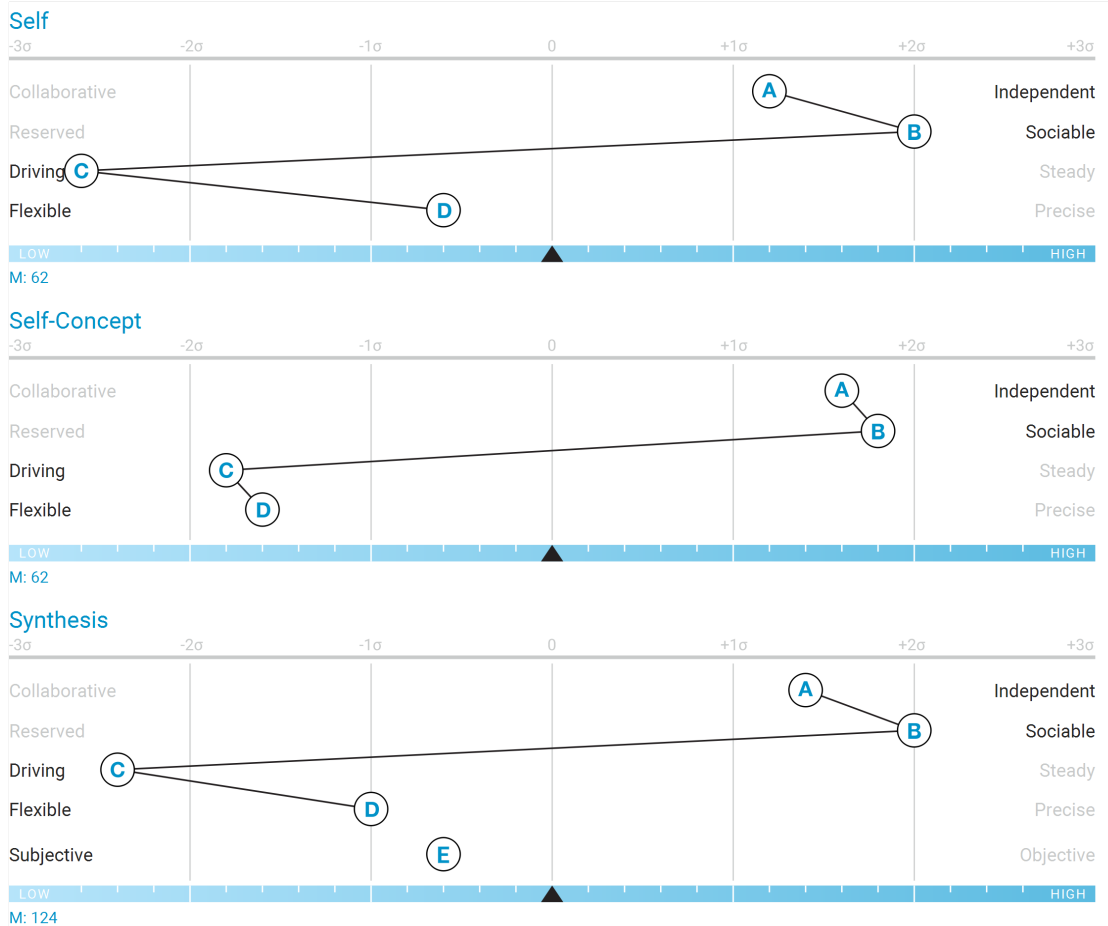


The results of The Predictive Index® Behavioral Assessment should always be reviewed by a trained PI analyst. The PI® Behavioral report provides you with a brief overview of the results of the behavioral assessment and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended The Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.



## Strongest Behaviors

John's PI Pattern is extremely wide, which means that his behaviors are very strongly expressed and his needs are very strongly felt.

**John will most strongly express the following behaviors:**

- Connecting very quickly to others, he's strongly motivated to build and leverage relationships to get work done. Openly and easily shares information about himself.
- Strikingly expressive, effusive, and verbal in communicating; he talks a lot, and very quickly. Enthusiastically persuades and motivates others by adjusting his message and delivery to the current recipient.
- Very collaborative, he works almost exclusively with and through others. Strong intuitive understanding of team cohesion, dynamics, and interpersonal relations.
- Intense proactivity and aggressiveness in driving to reach his goals. Actively and boldly challenges the world, his business, and even others' areas within his business.
- Strongly independent in putting forth his own ideas, which are innovative and original, and if implemented, will change the organization. Resourceful and forceful in overcoming obstacles, he vigorously and directly attacks problems; fights back hard when challenged.
- Incredibly strong sense of urgency; he's in nearly constant motion, putting pressure on himself and others for immediate results. Unable to do routine work.

## Summary

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John is an engaging, stimulating communicator, poised and capable of projecting enthusiasm and warmth, and of motivating other people.

He has a strong sense of urgency, initiative and competitive drive to get things done, with emphasis on working with and through people in the process. He understands people well and uses that understanding effectively in influencing and persuading others to act.

Impatient for results and particularly impatient with details and routines, John is a confident and venturesome "doer" and decision-maker who will delegate details and can also delegate responsibility and authority when necessary. John is a self-starter who can also be skillful at training and developing others. He applies pressure for results, but in doing so, his style is more "selling" than "telling".

At ease and self-assured with groups or in making new contacts, John is gregarious and extraverted, has an invigorating impact on people, and is always "selling" in a general sense. He learns and reacts quickly and works at a faster-than-average pace. Able to adapt quickly to change and variety in his work, he will become impatient and less effective if required to work primarily with repetitive routines and details.

In general terms, John is an ambitious and driving person who is motivated by opportunity for advancement to levels of responsibility where he can use his skills as team builder, motivator and mover.

## Management Style

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As a manager of people or projects, John will be:

- Broadly focused; his attention is on where he's bringing his team, and what goals he wants them to achieve, rather than on the specifics of how they will get there
- Strongly focused on cohesion, communication, morale, and team accomplishment; he achieves his goals through them and with them
- Comfortable delegating authority; he is eager to discuss his ideas with others is amenable to changing his mind if it helps his overall goal
- At ease in delegating details and implementation plans
- Quick, friendly and broadly-focused when following-up on delegated tasks; he is eager to get details completed quickly, freeing up his team to work on the next objective
- Flexible in working with different kinds of people
- Engaging and enthusiastic - confident in his ability to persuade others towards his point-of-view.

## Influencing Style

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As an influencer, John will be:

- Confident and persuasive in guiding the process towards his goal
- Eager to keep the process moving along as quickly as possible; utilizes persuasion, not pressure, to gain agreement
- Skillful with the emotional aspects of influencing others; connecting with others more than the specific details of the implementation; leveraging this information to gain agreement quickly
- Adept at navigating the "politics" of an organization; finding the key players and utilizing persuasive talk to gain agreement
- Flexible and adaptable; relying on his ability to think on his feet rather than making a distinct plan to follow
- Better at influencing others about intangibles such as ideas or concepts.

## Management Strategies

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To maximize his effectiveness, productivity, and job satisfaction, consider providing John with the following:

- Opportunities for involvement and interaction with people
- Some independence and flexibility in his activities
- Freedom from repetitive routine and details in work which provides variety and change of pace
- Opportunities to learn and advance at a fairly fast pace
- Recognition and reward for communications and leadership skills demonstrated
- Social and status recognition as rewards for achievement.