



Understanding Personality, Work-Related Behaviour and Performance

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Key Message

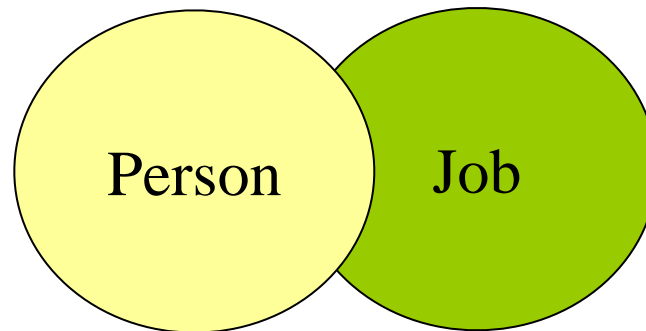
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Personality Allows us to Predict Behaviour



Personality  Behaviour

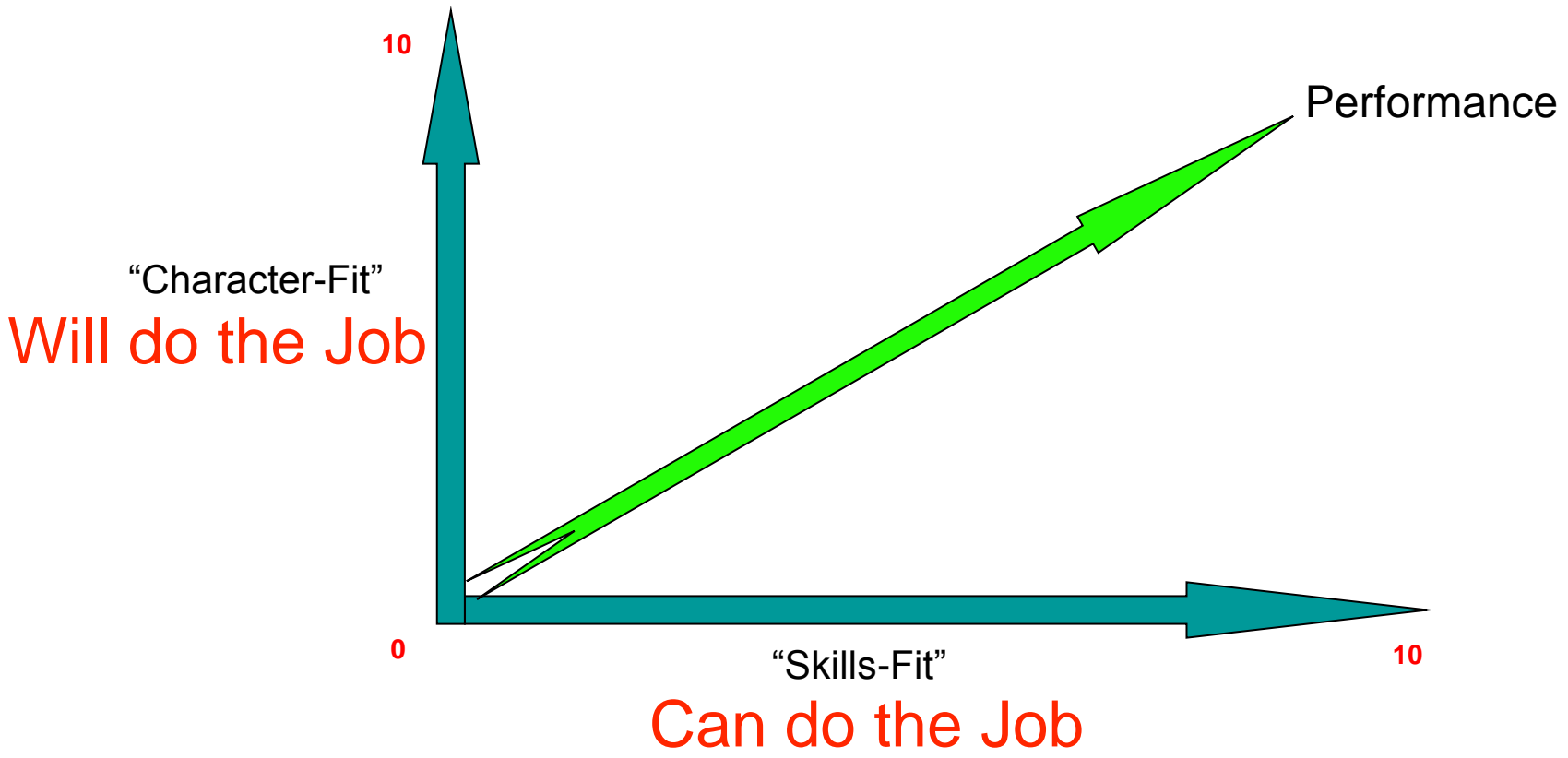
Every Job/Role has a Personality!



Alignment Allows Someone to Excel



Performance Potential



Performance – what else impacts it?

- Character
- Skills
- Passion
- Energy
- Environment
- Intelligence
- Interests
- Clarity of Expectations
- Confidence
- Attitude
- Values
- Beliefs

What PI Measures: Individual Potential

- The **PI** provides information about work related behaviour, how people “function” at the work place.
- The **PI** measures behavioral drives and motivational needs.
- The **PI** doesn't measure: intelligence, values, knowledge or experience.



How do we assess personality?

The Predictive Index
Survey:
comes in 70 different
languages plus
Braille.



Name: _____ Date: _____

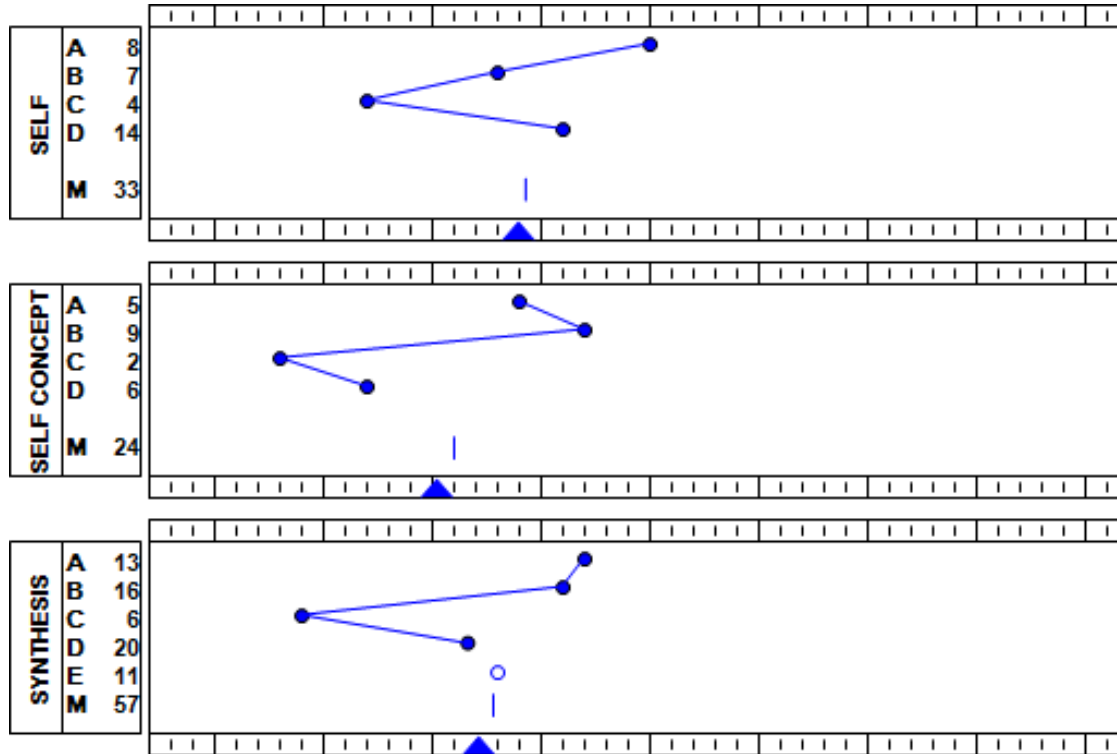
Occupation: _____

DIRECTIONS: Please read the words in the list below and check those that you feel describe the way you are expected to act by others.

- | | | | | | |
|---------------|--------------------------|---------------|--------------------------|---------------|--------------------------|
| Helpful | <input type="checkbox"/> | Esteemed | <input type="checkbox"/> | Calm | <input type="checkbox"/> |
| Relaxed | <input type="checkbox"/> | Worrying | <input type="checkbox"/> | Popular | <input type="checkbox"/> |
| Exciting | <input type="checkbox"/> | Sentimental | <input type="checkbox"/> | Polite | <input type="checkbox"/> |
| Assertive | <input type="checkbox"/> | Adventurous | <input type="checkbox"/> | Dynamic | <input type="checkbox"/> |
| Patient | <input type="checkbox"/> | Easy going | <input type="checkbox"/> | Good-humored | <input type="checkbox"/> |
| Conscientious | <input type="checkbox"/> | Unassuming | <input type="checkbox"/> | Escapist | <input type="checkbox"/> |
| Sophisticated | <input type="checkbox"/> | Good mixer | <input type="checkbox"/> | Generous | <input type="checkbox"/> |
| Persistent | <input type="checkbox"/> | Agreeable | <input type="checkbox"/> | Unobtrusive | <input type="checkbox"/> |
| Earnest | <input type="checkbox"/> | Well-liked | <input type="checkbox"/> | Daring | <input type="checkbox"/> |
| Outstanding | <input type="checkbox"/> | Docile | <input type="checkbox"/> | Tolerant | <input type="checkbox"/> |
| Sympathetic | <input type="checkbox"/> | Demanding | <input type="checkbox"/> | Nice | <input type="checkbox"/> |
| Loyal | <input type="checkbox"/> | Charitable | <input type="checkbox"/> | Compelling | <input type="checkbox"/> |
| Self-starter | <input type="checkbox"/> | Persuasive | <input type="checkbox"/> | Resolute | <input type="checkbox"/> |
| Conventional | <input type="checkbox"/> | Careful | <input type="checkbox"/> | Tranquil | <input type="checkbox"/> |
| Eloquent | <input type="checkbox"/> | Satisfied | <input type="checkbox"/> | Cultured | <input type="checkbox"/> |
| Cynical | <input type="checkbox"/> | Understanding | <input type="checkbox"/> | Dominant | <input type="checkbox"/> |
| Passive | <input type="checkbox"/> | Spirited | <input type="checkbox"/> | Respectful | <input type="checkbox"/> |
| Gentle | <input type="checkbox"/> | Congenial | <input type="checkbox"/> | Nonchalant | <input type="checkbox"/> |
| Brave | <input type="checkbox"/> | Obedient | <input type="checkbox"/> | Flexible | <input type="checkbox"/> |
| Appealing | <input type="checkbox"/> | Cheerful | <input type="checkbox"/> | Attractive | <input type="checkbox"/> |
| Thoughtful | <input type="checkbox"/> | Obstinate | <input type="checkbox"/> | Trusting | <input type="checkbox"/> |
| Self-assured | <input type="checkbox"/> | Convincing | <input type="checkbox"/> | Eager | <input type="checkbox"/> |
| Steady | <input type="checkbox"/> | Responsive | <input type="checkbox"/> | Shy | <input type="checkbox"/> |
| Competitive | <input type="checkbox"/> | Neighborly | <input type="checkbox"/> | Fussy | <input type="checkbox"/> |
| Fashionable | <input type="checkbox"/> | Selfish | <input type="checkbox"/> | Versatile | <input type="checkbox"/> |
| Neat | <input type="checkbox"/> | Reserved | <input type="checkbox"/> | Amiable | <input type="checkbox"/> |
| Audacious | <input type="checkbox"/> | Serious | <input type="checkbox"/> | Diplomatic | <input type="checkbox"/> |
| Polished | <input type="checkbox"/> | Persevering | <input type="checkbox"/> | Self-centered | <input type="checkbox"/> |
| Fearful | <input type="checkbox"/> | | | Consistent | <input type="checkbox"/> |



The Output is a PI Profile

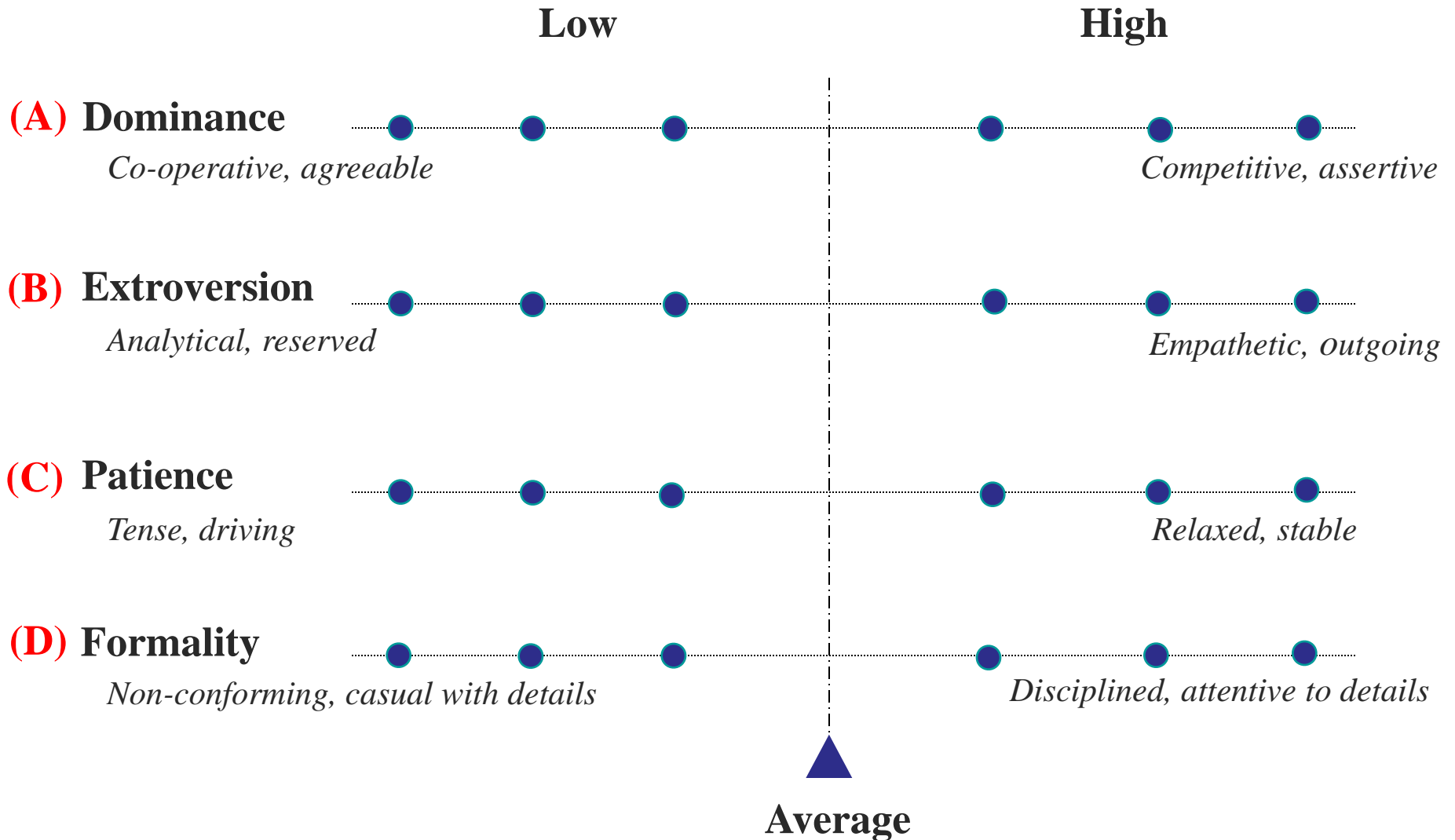


The Person I am

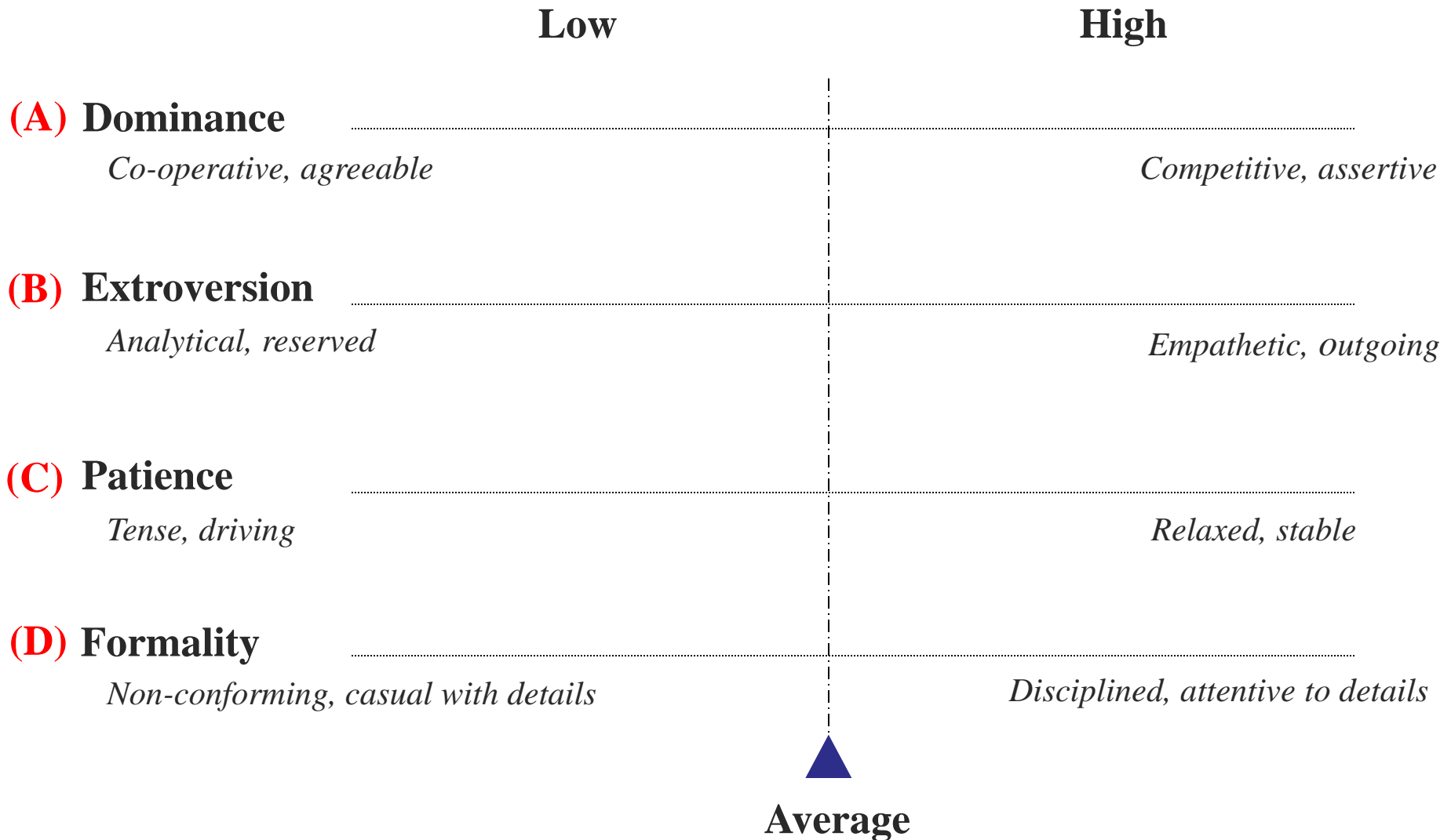
My efforts to adapt to my environment

The way I am perceived by others

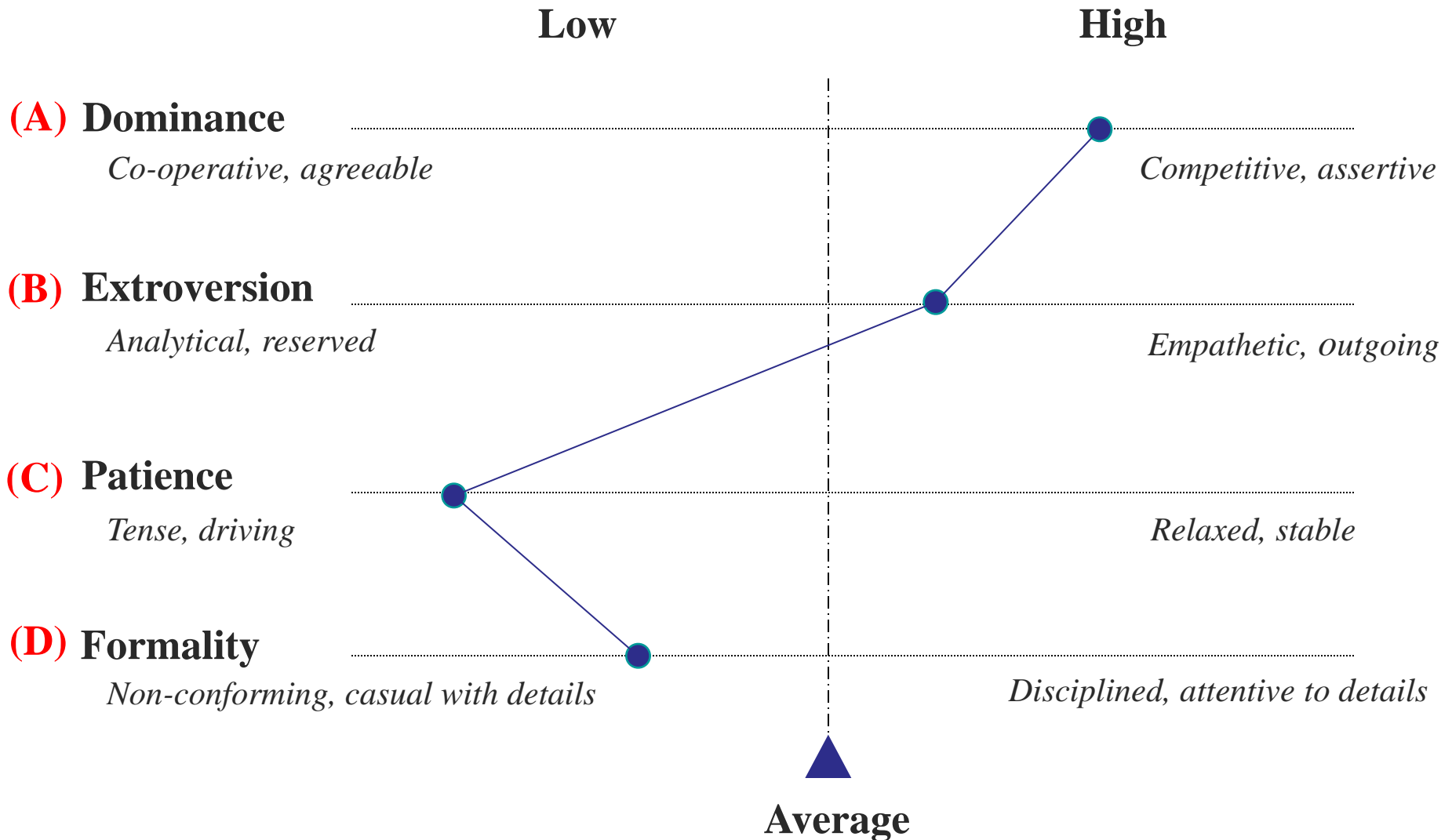
PI Factors



PI Factors: What do they tell us about motivational needs ?

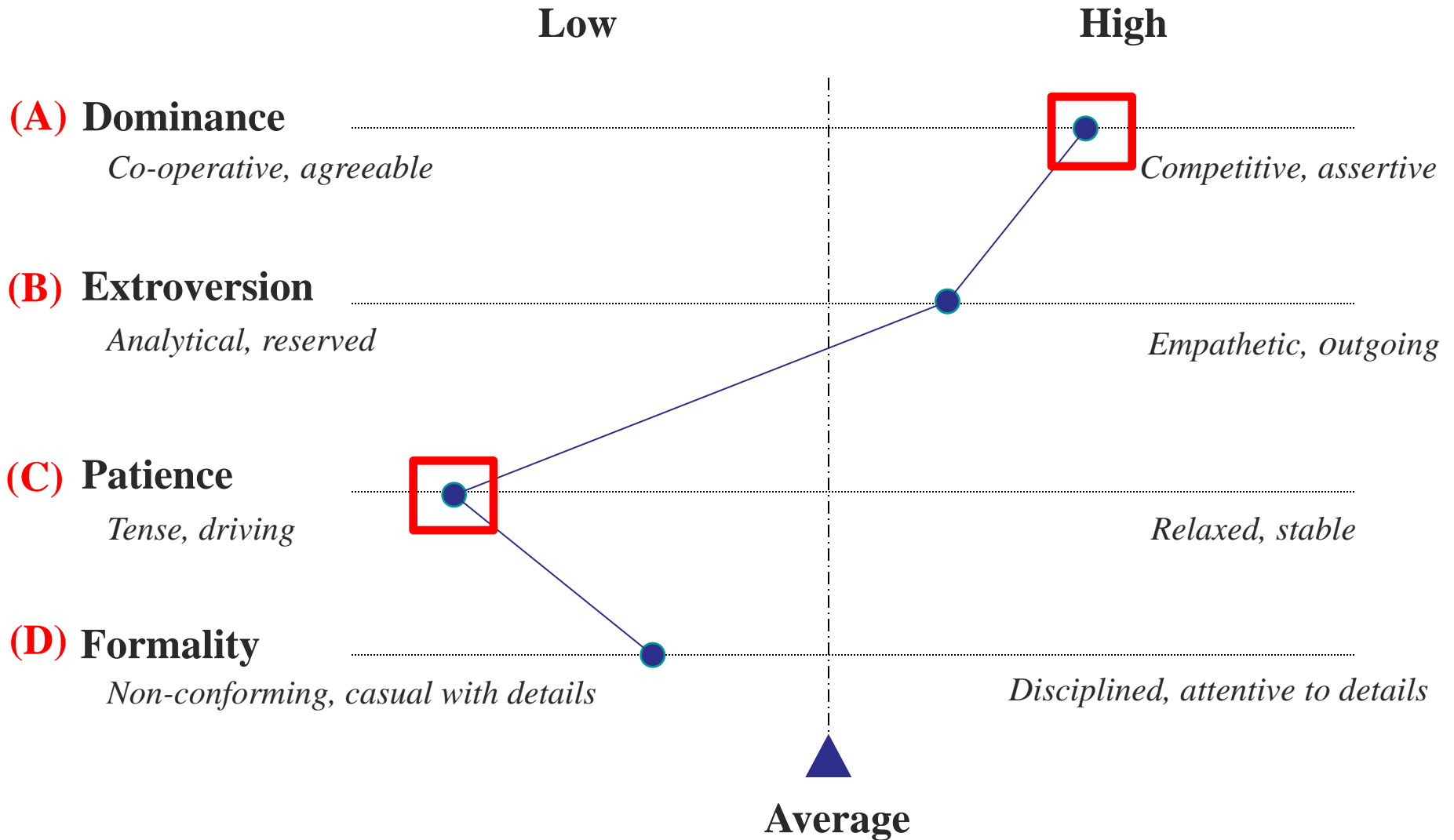


PI Factor Combinations: Each Factor *interacts* and *influences* the other Factors.

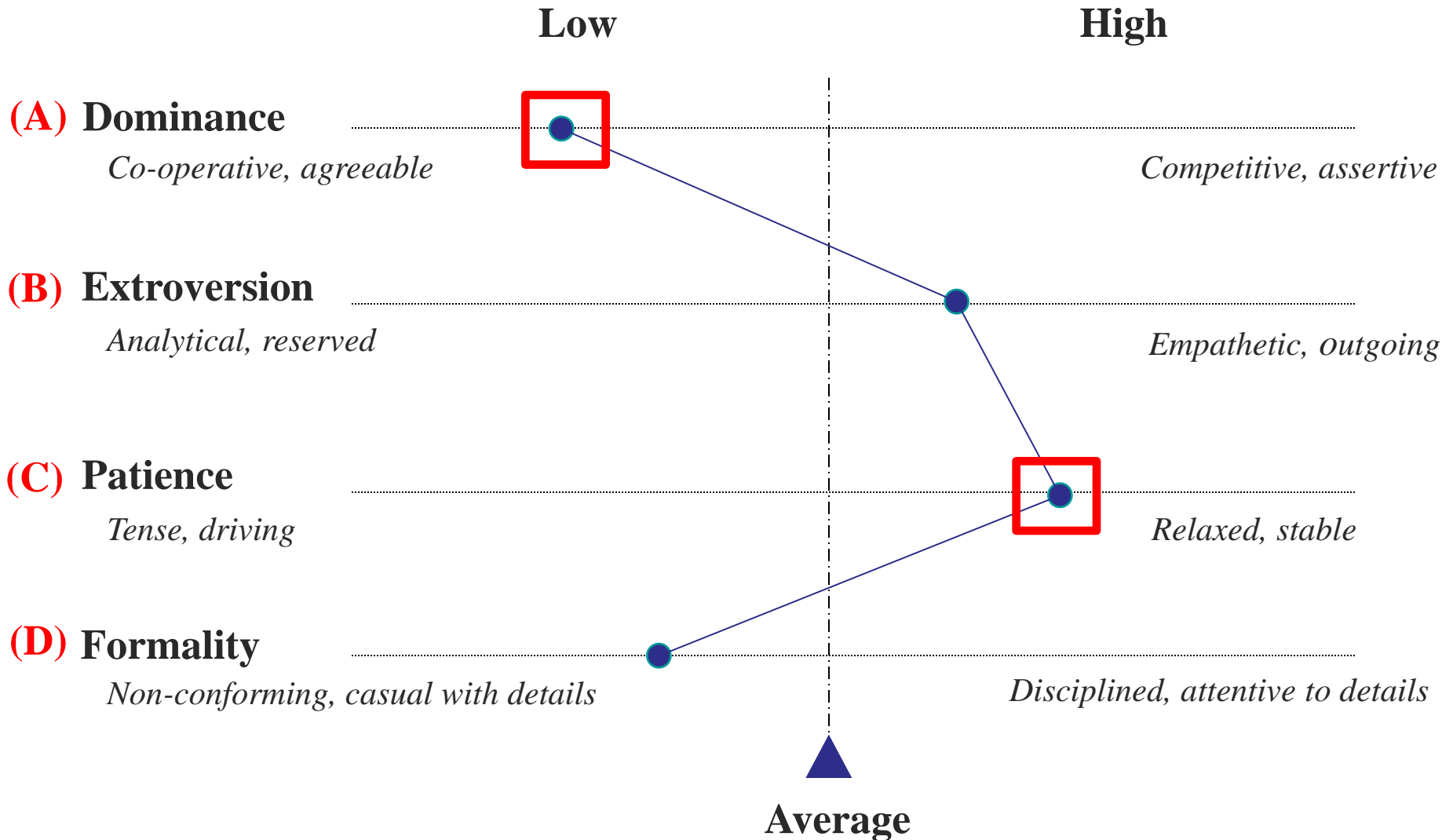




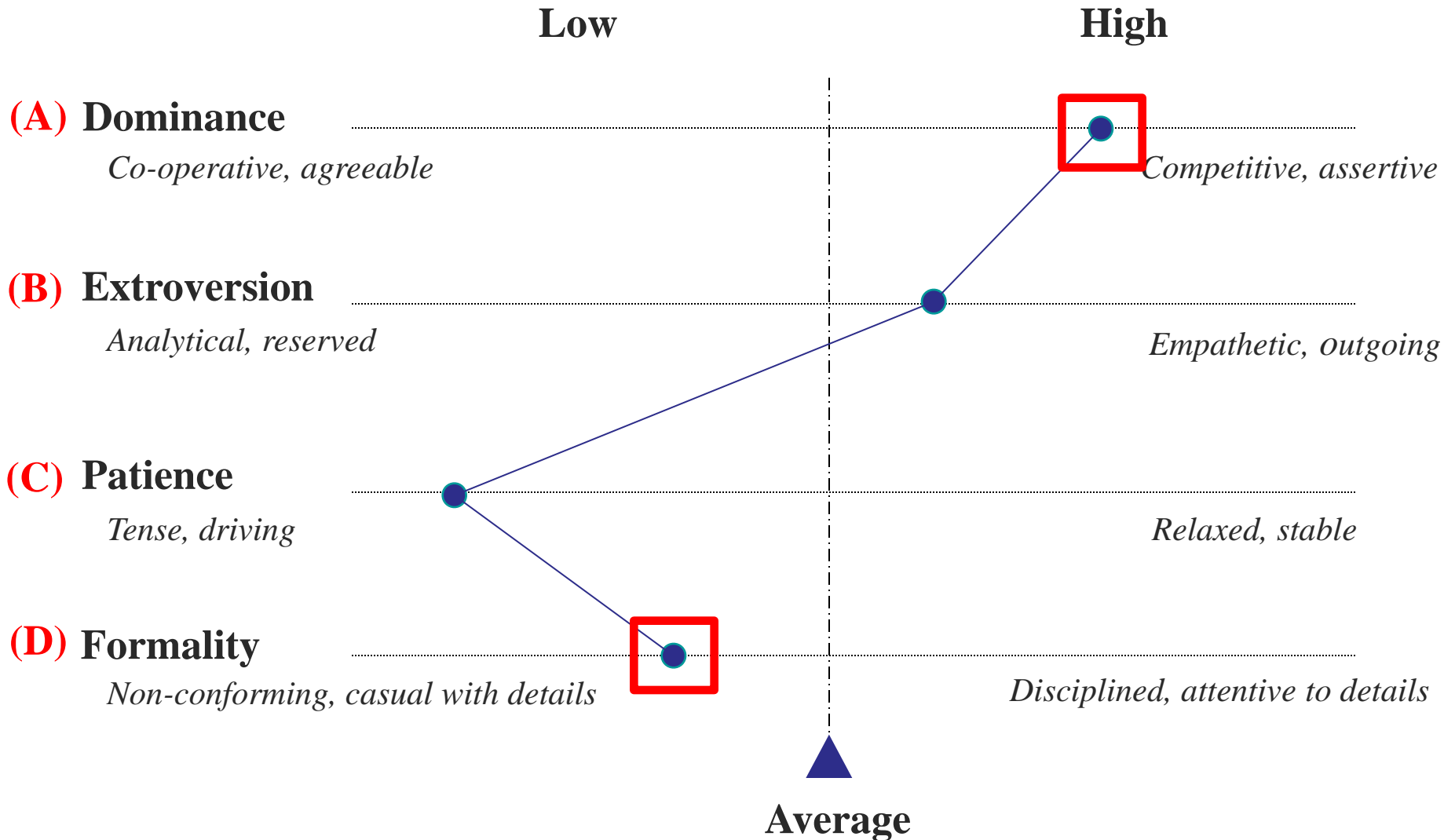
PI Factor Combinations: Proactive



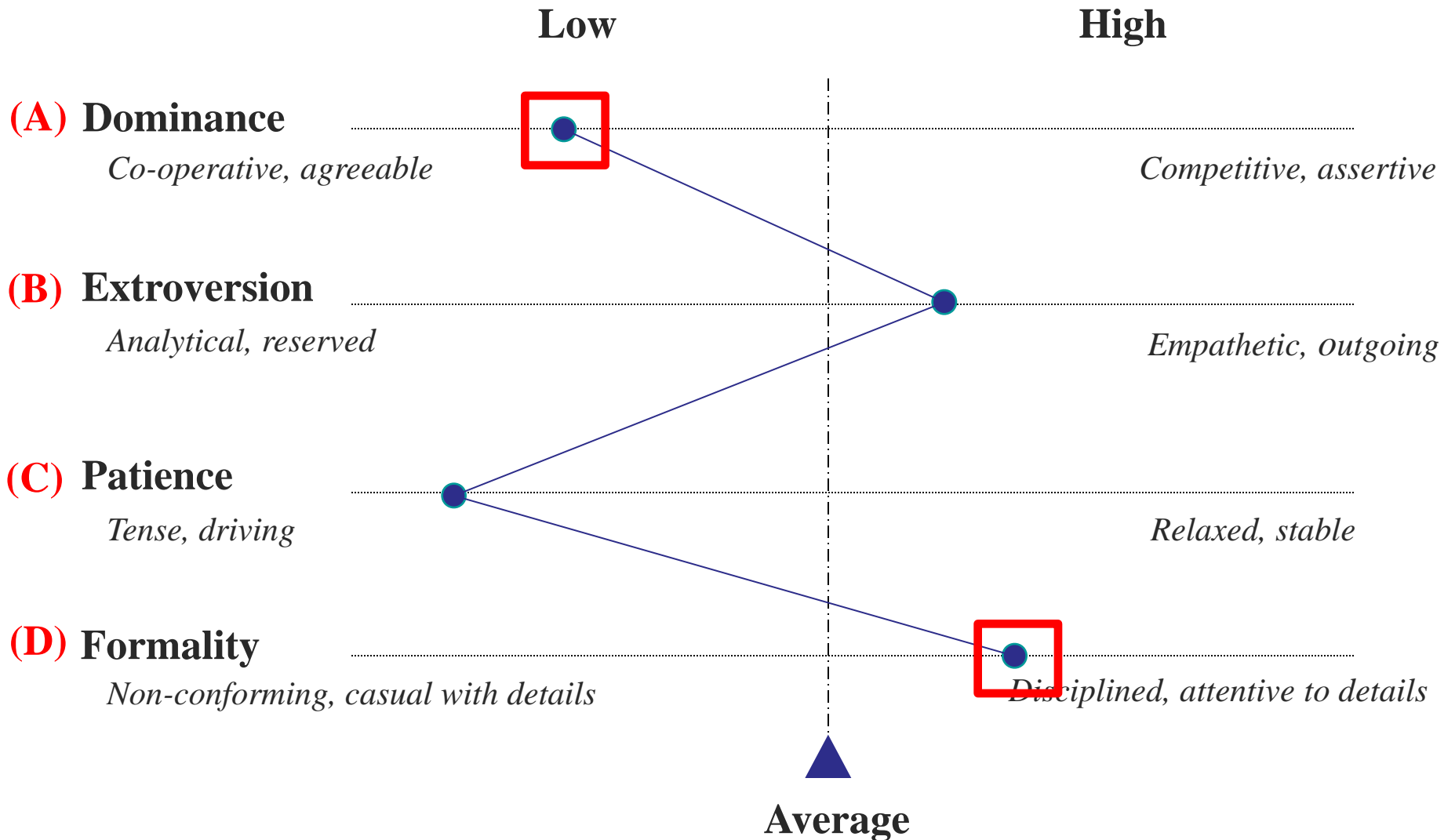
PI Factor Combinations: Reactive



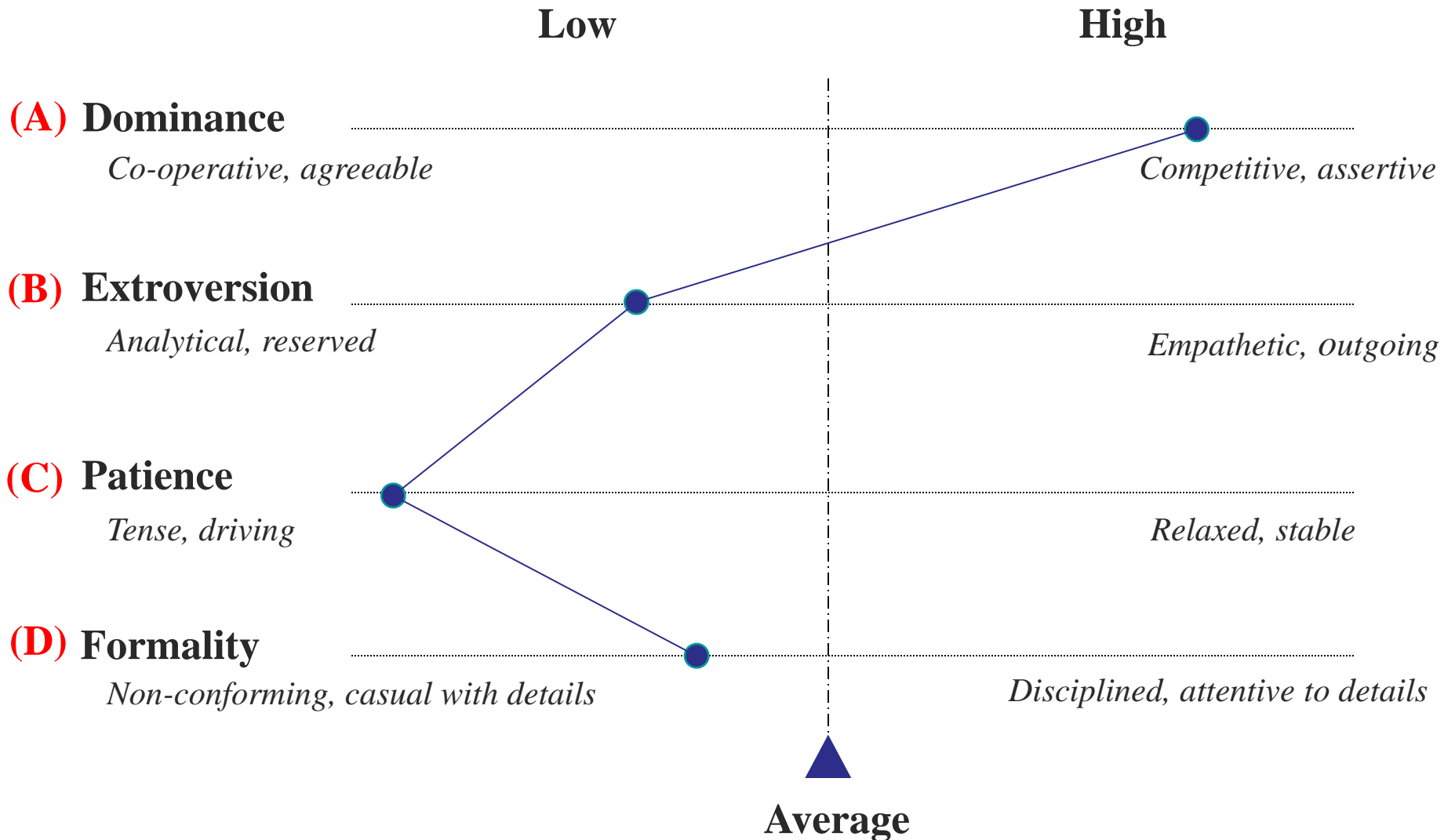
PI Factor Combinations: Risk Taking



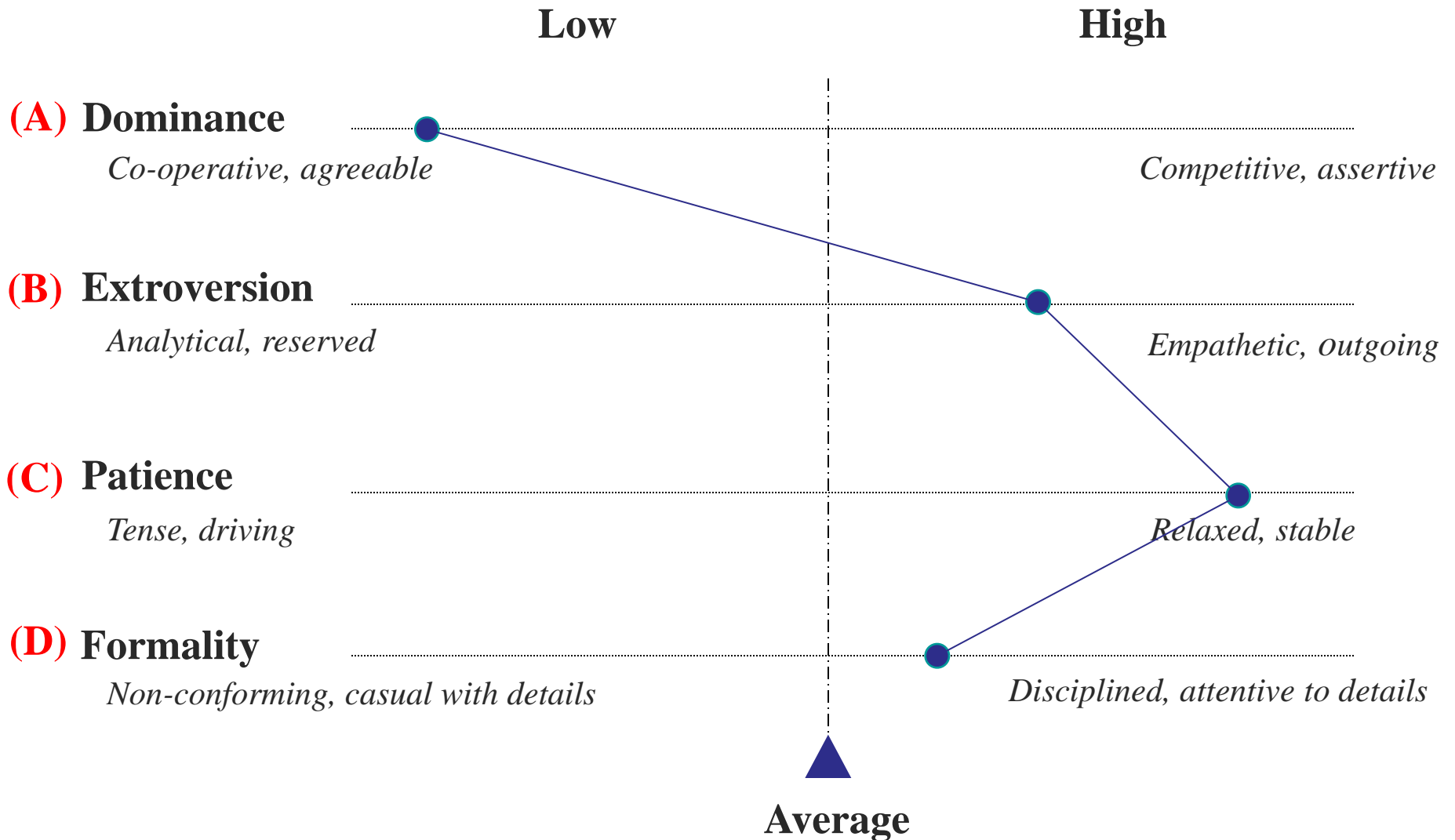
PI Factor Combinations: Risk Avoiding



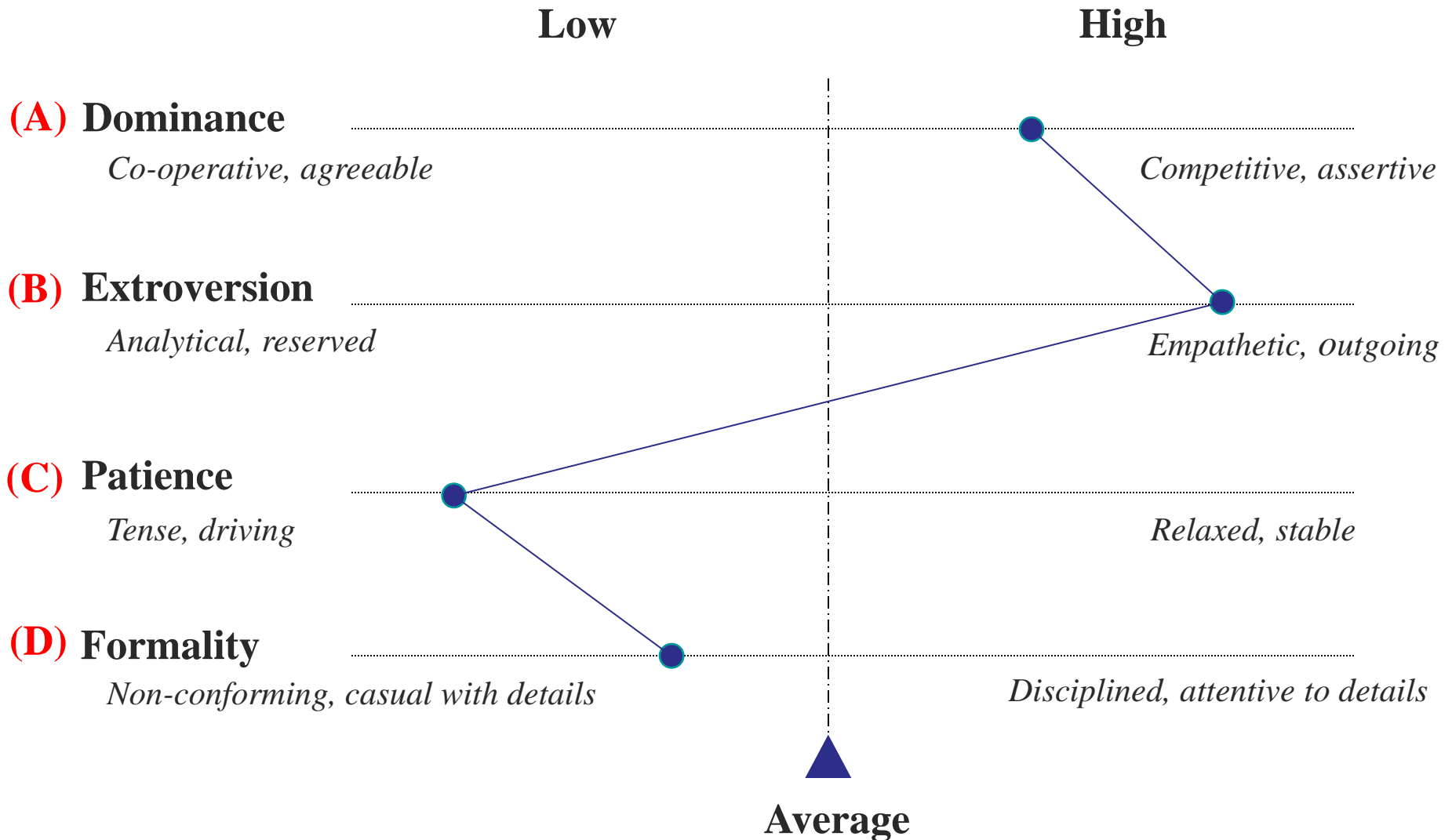
Sample PI:



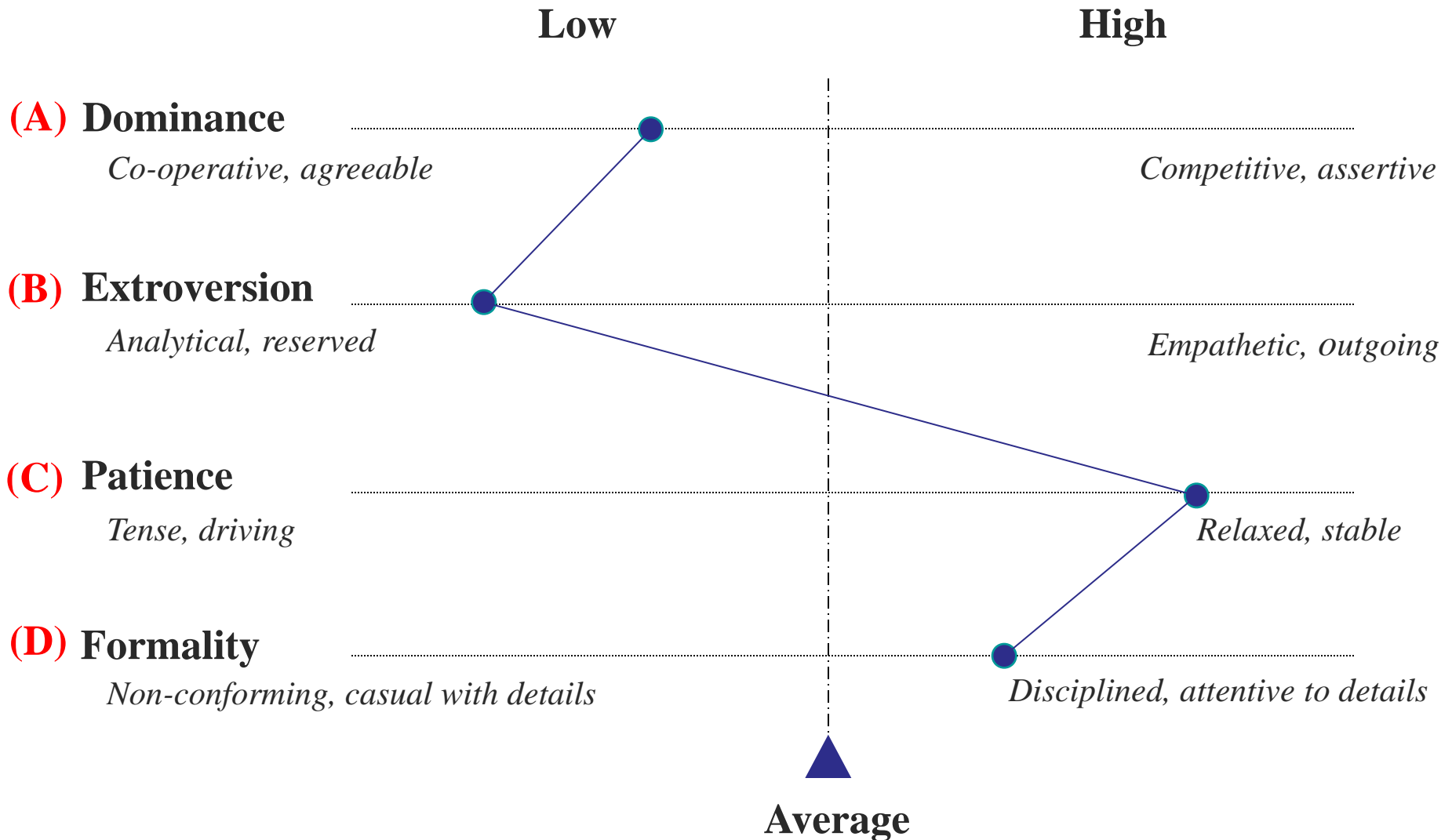
Sample PI:



Sample PI:



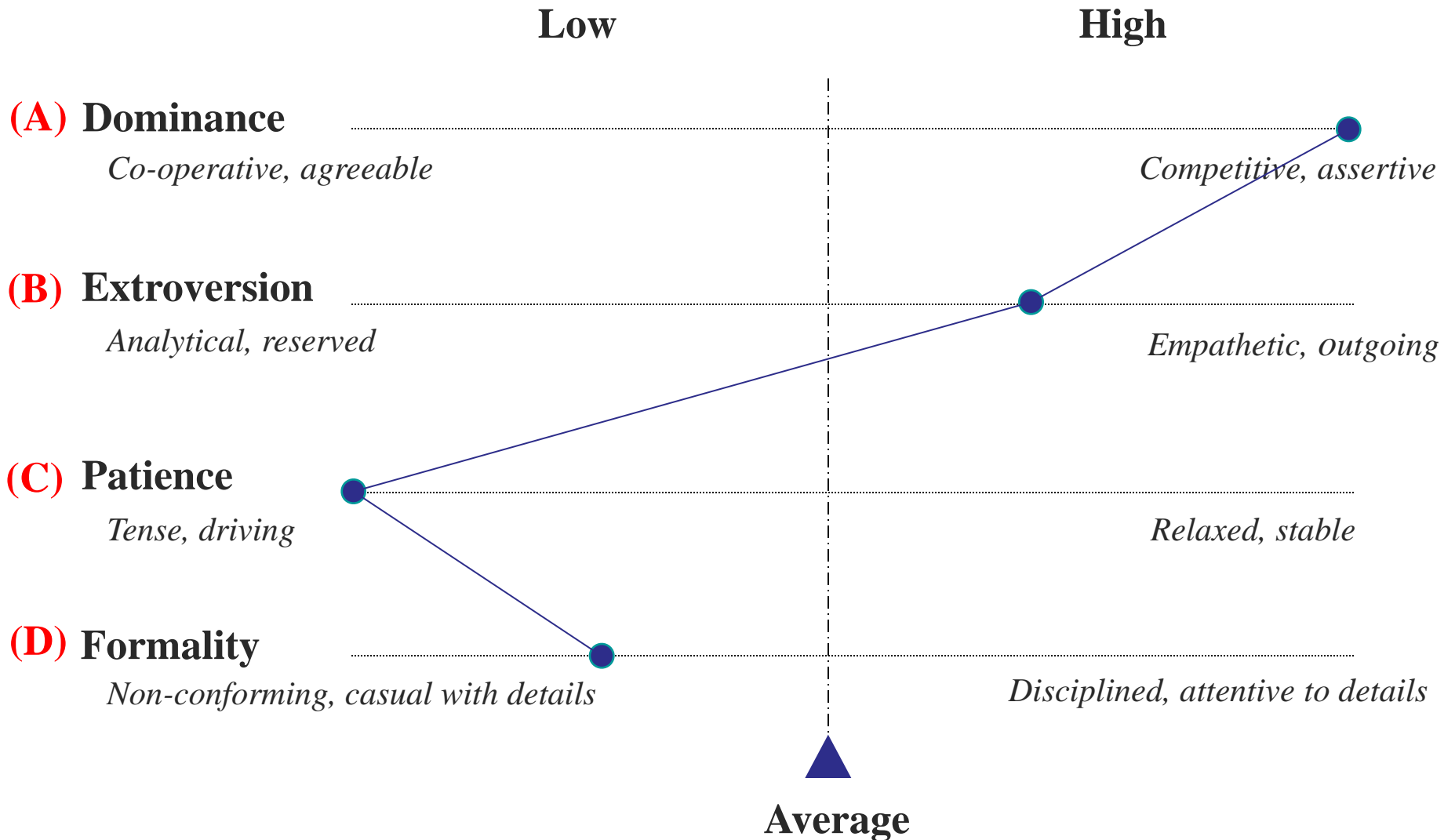
Sample PI:



PI Profiles of some Famous People?





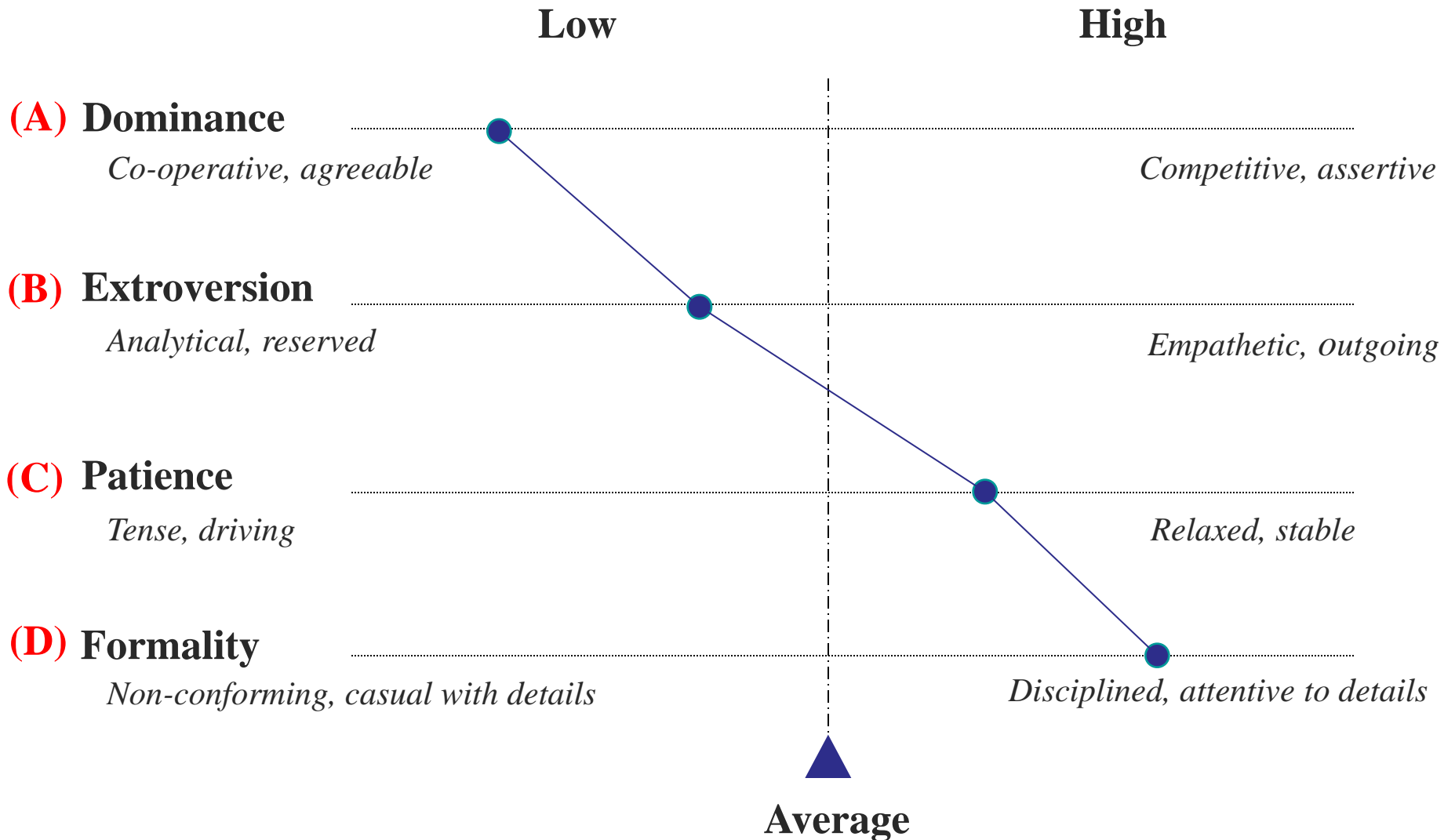


PI Profiles of some Famous People?

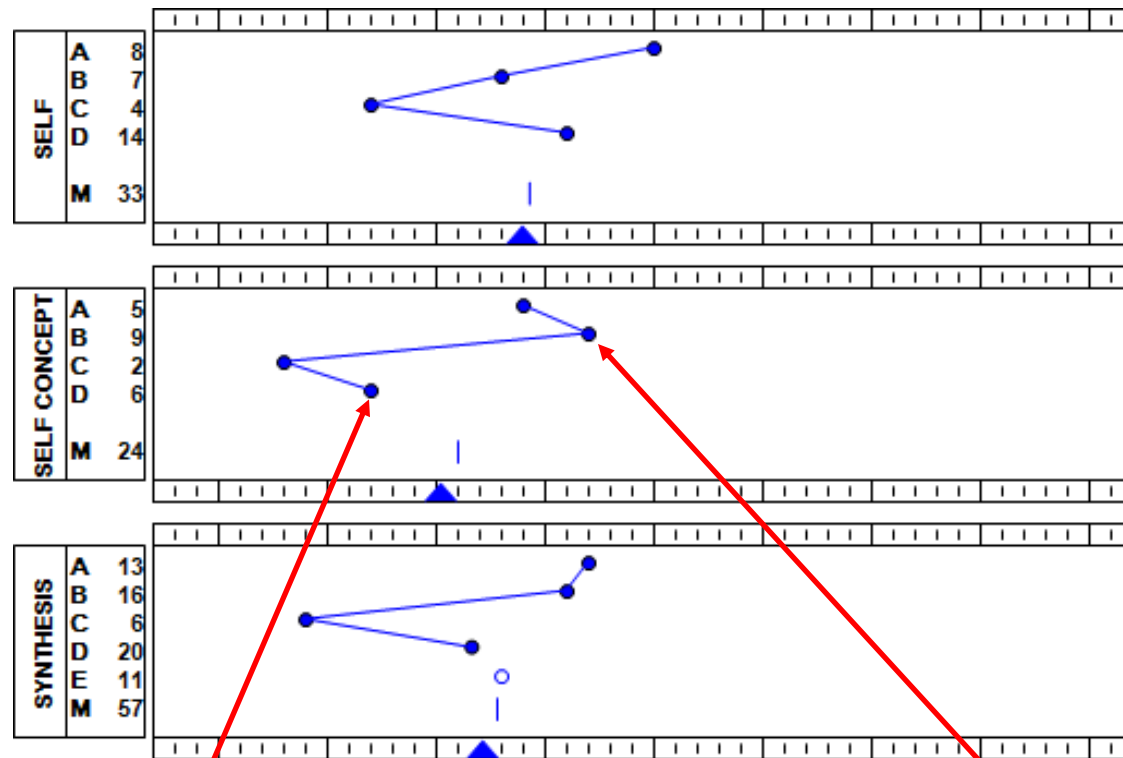




Nelson Mandela



A Full PI Profile



The Person I am

My efforts to adapt to my environment

The way I am perceived by others

D Factor is lower: the person feels the need or is trying to be more flexible, more risk-taking.

B Factor is higher: the person feels the need or is trying to be more outgoing, more persuasive.



**Performance
Requirement
Options**

PRO

How does it work?



What are
frequent and
essential
activities in
THIS JOB?

*The PRO
measures
behaviours
which lead to
success in THIS
JOB*

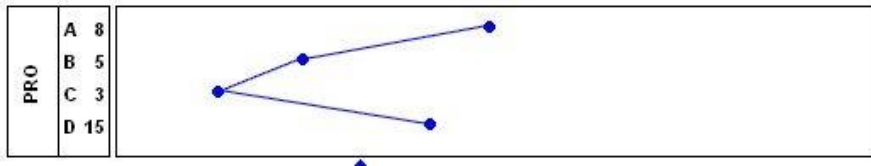
Page 1

-Checking the details of work for accuracy
-Working at a consistent and steady pace
-Meeting scheduled deadlines
-Making major decisions independently
-Being calm and patient at all times
-Carrying out instructions carefully
-Developing friendly personal relations with others
-Establishing priorities for the activities of others
-Collecting and analyzing data
-Delegating authority to subordinates
-Working with the same people on a daily basis
-Working in a neat, organized manner
-Taking responsibility for change or innovation
-Assuring compliance with standards and regulations
-Speaking persuasively about your point of view
-Checking to ensure that work meets quality standards
-Solving new or unfamiliar problems
-Handling repetitive work without becoming impatient
-Assuring compliance with laws and company policies and regulations
-Cooperating with team or committee decisions
-Being responsible for security of company property



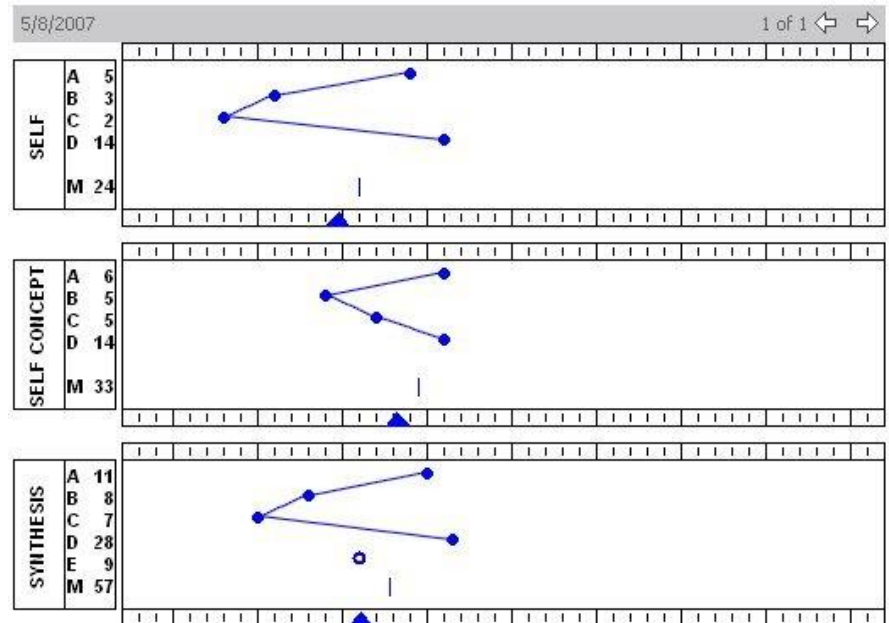
Comparing a PI to the PRO

The Job: PRO

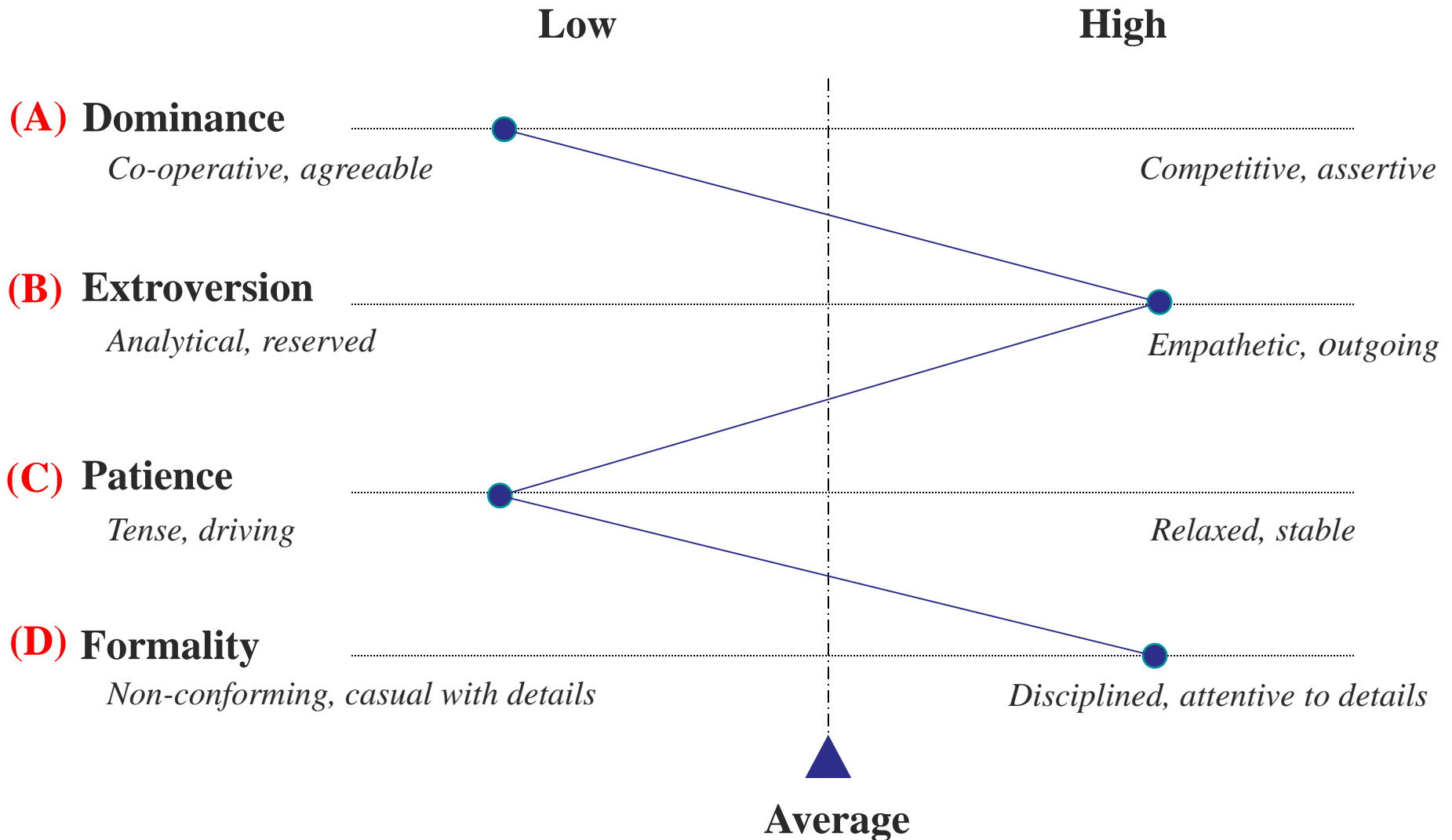


The Person:

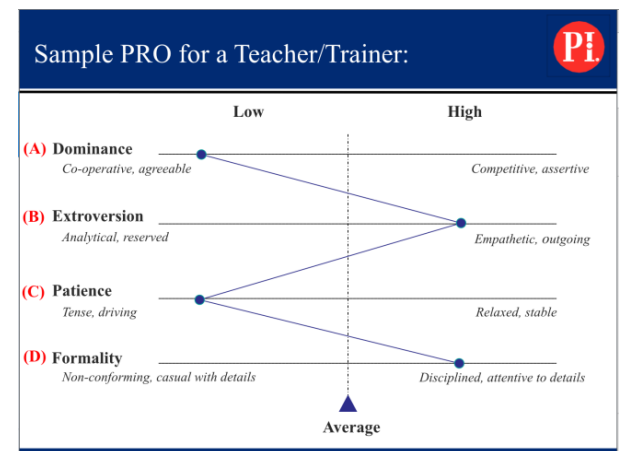
Self
Self-concept
Synthesis



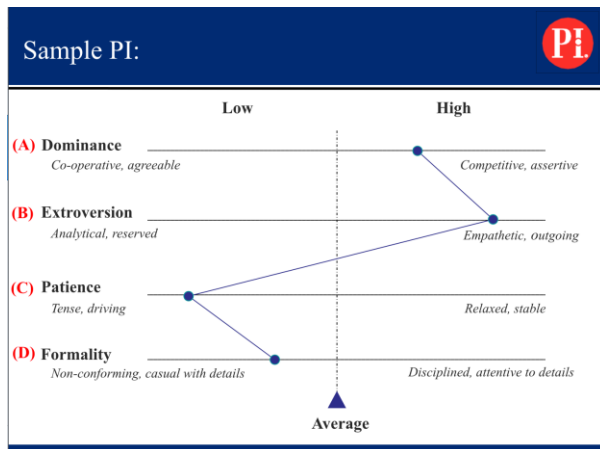
Sample PRO for a Teacher/Trainer:



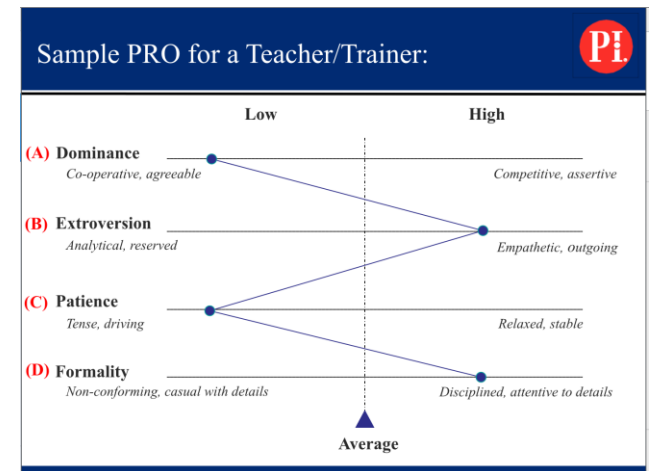
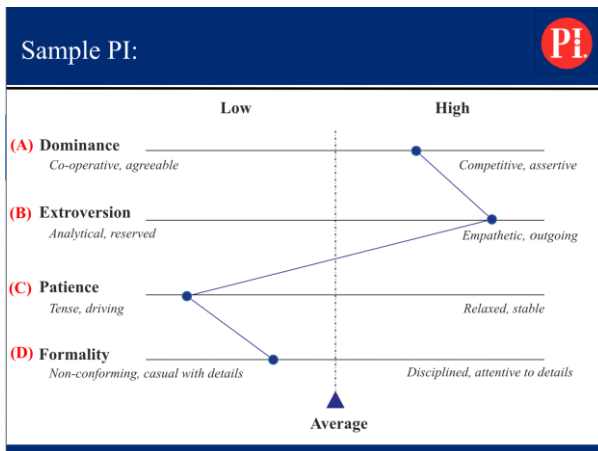
What is the personalty of my role?



Who am I?



What are the fits and gaps? What can I do about it?





Who are the people I teach?

How are they different to me?

How are they different to each other?

How can I do a better job?



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Predictive Index Assessment

Summary Report

Research Paper

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