Understanding Personality, Work-Related Behaviour and Performance

Paul O’Leary Ph.D
Country Manager, PI Europe - Ireland
Key Message

Paul O’Leary Ph.D
Country Manager, PI Europe - Ireland
Personality Allows us to Predict Behaviour

Every Job/Role has a Personality!

Alignment Allows Someone to Excel
Performance Potential

“Character-Fit”
Will do the Job

“Skills-Fit”
Can do the Job
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 workplace.

- 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.
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**

(A) **Dominance**
- Low: Co-operative, agreeable
- High: Competitive, assertive

(B) **Extroversion**
- Low: Analytical, reserved
- High: Empathetic, outgoing

(C) **Patience**
- Low: Tense, driving
- High: Relaxed, stable

(D) **Formality**
- Low: Non-conforming, casual with details
- High: Disciplined, attentive to details
PI Factors: What do they tell us about motivational needs?

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<thead>
<tr>
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Average
PI Factor Combinations: Each Factor *interacts* and *influences* the other Factors.

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PI Factor Combinations: **Proactive**

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PI Factor Combinations: Reactive

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PI Factor Combinations: Risk Taking

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PI Factor Combinations: **Risk Avoiding**

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Low          High

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PI Profiles of some Famous People?
Michael O’Leary

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PI Profiles of some Famous People?
Nelson Mandela

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Dominance
Competitive, assertive
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.
PRO – Profiling the Job

Performance Requirement Options
How does it work?

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

What are frequent and essential activities in THIS JOB?

- 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
The Person:
Self
Self-concept
Synthesis

Comparing a PI to the PRO

The Job: PRO
Sample PRO for a Teacher/Trainer:

(A) Dominance
  Co-operative, agreeable

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Formality
(A) Extroversion
(B) Dominance
(C) Patience
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Low  High

Average
What is the personality of my role?
Applications for Teachers & Trainers

Who am I?

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Average
Applications for Teachers & Trainers

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?
Key Message

Paul O’Leary Ph.D
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Predictive Index Assessment
Summary Report
Research Paper

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