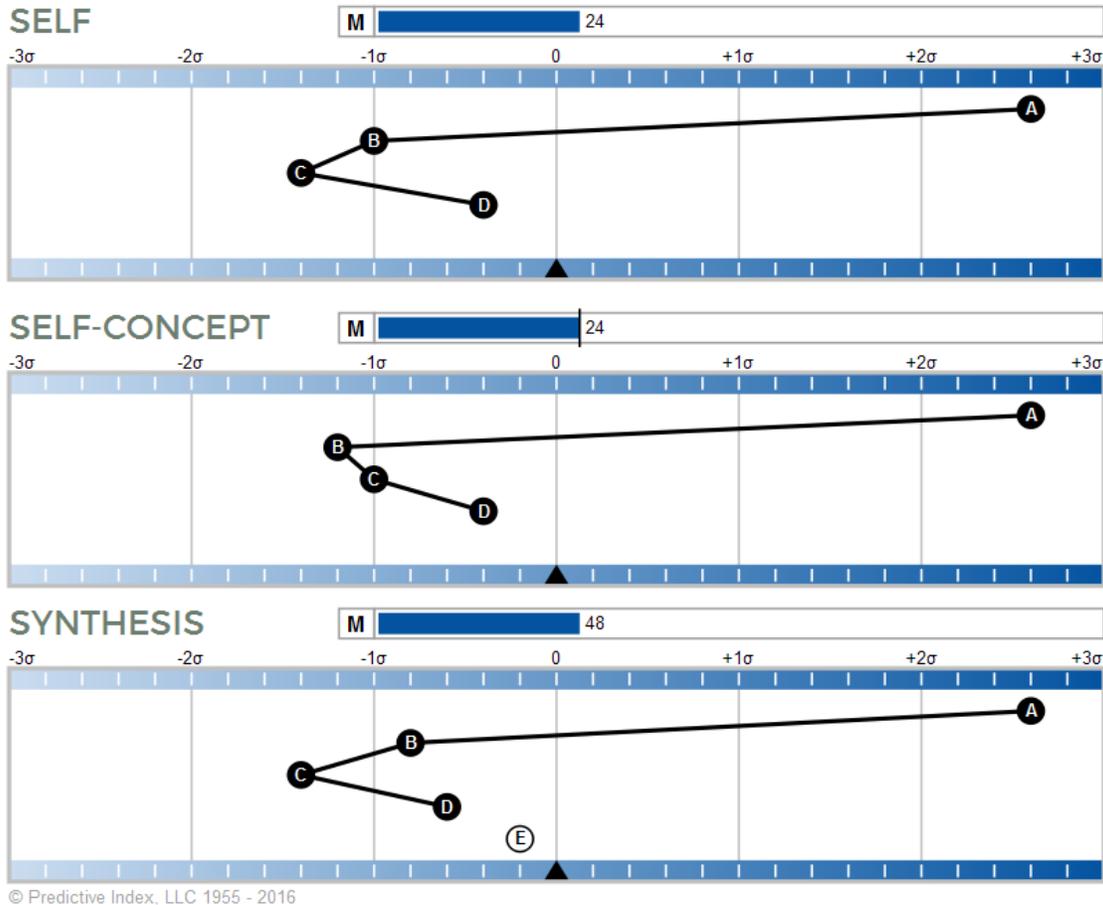


The results of The Predictive Index® Behavioral Assessment should always be reviewed by a trained PI analyst. The PI® Behavioral report provides you with a brief overview of the results of the behavioral assessment and prompts you to consider many aspects of the results not contained in the overview. 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

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

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

- Intense proactivity and aggressiveness in driving to reach her goals. Actively and boldly challenges the world, her business, and even others' areas within her business.
- Strongly independent in putting forth her own ideas, which are innovative and original, and if implemented, will change the organization. Resourceful and forceful in overcoming obstacles, she vigorously and directly attacks problems; fights back hard when challenged.
- Incredibly strong sense of urgency; she's in nearly constant motion, putting pressure on herself and others for immediate results. Unable to do routine work.

- Strongly task-focused; she quickly notices technical problems and applies technical solutions, cutting through any personal/emotional issues diagnostically. Has aptitude to spot trends in data or figure out how complex systems work. Often takes interest in areas that aren't specifically her responsibility.
- Fiercely independent; analytical, highly critical, and creative thinking and action; no need for external validation before she takes action. Private.
- Very demanding, she drives towards her personal goals vigorously; she attacks any road blocks forcefully. Communication is direct, no-nonsense, often brusque and directive.

## Summary

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Jane is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, she will “stick her neck out” and take responsibility for risks when she believes she is right. She finds the challenge of new problems and new ventures stimulating and responds to them with action. She has a lot of confidence in herself, her own knowledge, ability and decisions.

Jane is an ingenious and innovative problem-solver and troubleshooter. She has an actively inquiring mind, a lively interest in the technical aspects of her work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. She will drive hard to get things done her own way, and quickly. A self-starter, she initiates, makes decisions, and assumes responsibility for them. She has a strong competitive drive, is ambitious, and will drive herself hard to achieve her goals. Her sense of urgency and impatience for results will put pressure on others as well as on herself.

In expressing herself, she is direct, factual, outspoken, and frank. Her approach to others is authoritative, telling, and, if she encounters resistance or competition, aggressive. Always concerned with timely results, she deals with ambiguous situations briskly and firmly.

Because Jane has a broad focus on goals and results, she prefers to delegate details to others. Quick and fairly accurate in handling details herself, she becomes very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

## Management Style

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

- Broadly focused; her attention is on where she's going and what goals she wants to achieve, rather than on the specifics of how to get there
- Reluctant to delegate true authority; she is distinctly independent and individualistic with great confidence in her own ability, knowledge, and decisions
- Comfortable delegating details and implementation plans with emphasis on timely results
- Quick to follow-up on delegated tasks, generally asking more whether it's finished than how it was accomplished
- An innovative problem solver who is interested in the technical aspects of how things work
- Outspoken, authoritative and frank; quick to voice her opinion of how things are going.

## Influencing Style

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As an influencer, Jane will be:

- Authoritative in influencing others towards her goal; will get right down to business with as little small talk as necessary
- Driven to keep the process moving along as quickly as possible
- Willing to take risks such as experimenting with a new idea; will 'wing it' if necessary
- Competitive and focused on results, her influencing style will be aggressive in pursuit of her goals
- Generally better at influencing others with tangible technical concepts or ideas than intangibles like relationships
- Finds a variety of projects and challenges interesting and stimulating
- Impatient for results and will drive hard to gain agreement.

## Management Strategies

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To maximize her effectiveness, productivity, and job satisfaction, consider providing Jane with the following:

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit.
- Encouragement in expression of and action on her ideas and initiatives, with as much independence as possible
- Variety and challenge in her work in an environment in which new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once she herself has experienced and mastered it.