



SUSTAINABLE SOLUTIONS
FIT FOR YOUR TEAM



The Predictive Index PI®

FACILITATED BY
AUSTRIAN INSTITUTE OF EXCELLENCE



The Predictive Index® is the leader in Talent Optimization that empowers entire organizations to align their people strategy with business strategy for optimal business results.

1. The **PI Behavioral Assessment** helps you determine if someone has the right personality for the job.
2. The **PI Job Assessment™** pinpoints the behavioral traits and cognitive ability someone would need to be successful in a given role.
3. The **PI Cognitive Assessment** helps you understand the speed at which someone learns new information. Together, these PI hiring assessment tools increase your ability to predict candidate success.
4. **Selling Skills Assessment Tool™ (SSAT)** provides accurate statistical data that reflects your organizational structure, and lets you see exactly where you are today—individual, team and company-wide strengths and areas for growth. Your **Sales Skills Assessment (SSAT)** analysis gives you a solid understanding of where your team stands—and where they need to go.



One quick assessment. Deep understanding!

THE WISDOM OF AN ENLIGHTENED WORKFORCE

- Does your organization have a superpower?
- Maybe mindreading? Empathy?
- Seeing the future?
- X-ray vision?

When your employees have insight into each other's needs, goals and workstyles through behavioral insights, it is almost like you have all four.

Instead of conflict, misunderstandings, or ten people rowing in ten directions, your employees can better understand both themselves and one another, and work together to achieve your goals.

Insights from behavioral assessments can show you what matters most to every member of your team, and let you **predict and head off issues** before they arise. You can even **make better hires** based on behavioral and cognitive traits.

How does it work?

Talent Optimization is a **set of validated assessments and processes** forming a discipline which enables you to align your people strategy with your business strategy to maximise results.

This **four-part strategic discipline** highlights what actions are needed to help you to:

- **Diagnose** your business challenges
- **Design** your people strategy in line with your business plan
- **Hire** the best people for any position
- **Inspire** and engage your workforce, thus achieving the desired business results



Here are **10 facts** about the PI Behavioral Assessment:

- When used for hiring, it's used in conjunction with the PI Job Assessment.
- The BA takes only six minutes to complete (on average).
- It's an untimed assessment.
- Assessment takers receive two lists of adjectives.
- The BA is a free-choice, stimulus-response assessment tool.
- Candidates can take it in the language of choice.
- It measures four behavioral drives: Dominance, Extraversion, Patience, and Formality.
- The BA is a good indicator of a person's workplace behavior.
- After someone takes the BA, they get their unique behavioral pattern.
- Assessment takers are also assigned one of 17 Reference Profiles.





The Leader in Talent Optimization

Find out why more than 8,000 clients around the world use The Predictive Index to hire and manage more productive, harmonious teams.

For more information please visit:
www.predictiveindex.com

- Success story since 1955
- 147 Countries where PI® is used
- Available in 72 Languages
- 80 of the Global Fortune companies are clients of PI®
- 27 of the Top 100 Companies to work for use PI®
- Over 3,8 million surveys scored in 2019
- 52,700 Trained PI® Analysts
- more than 35,164 clients worldwide
- 570 validity studies were conducted to make sure that the PI® instrument is free of bias, valid and reliable
- Recognized and recommended by The European Federation of Psychologists' Associations



One quick assessment. Deep understanding!

Explanatory
report:



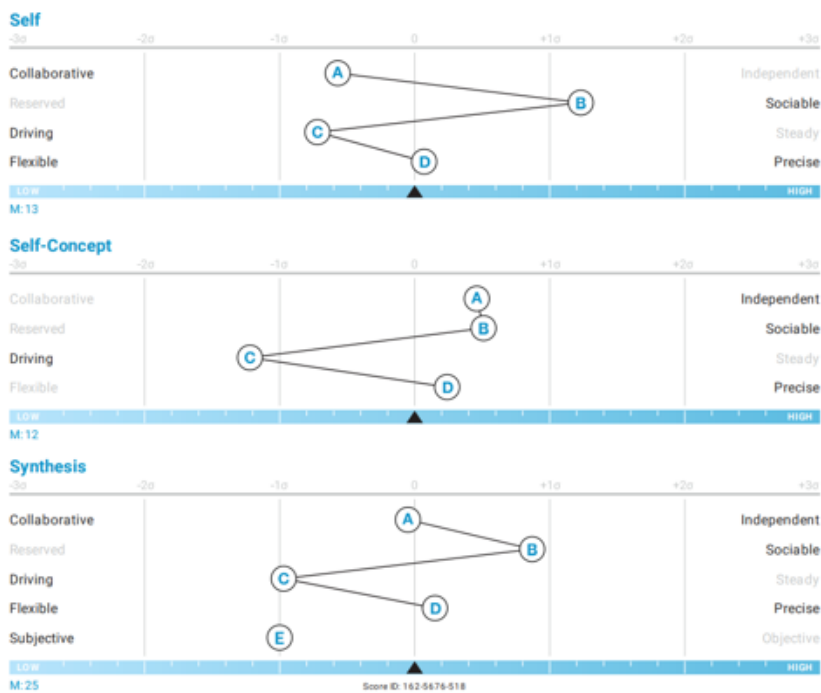
PI THE PREDICTIVE INDEX

Assessment Date 03/08/2018
Report Date 2/3/2020



Promoter

A Promoter is a casual, uninhibited, and persuasive extravert with a tendency for informality.



The PI behavioral assessment is purpose-built to evaluate people's key behavioral drivers in the workplace. It was created to evaluate people's behaviors at work- both their inherent (natural- Self) behavioral drivers, their perceptions of what behaviors are expected from them (my assumption-Self-concept) and coping behavioral pattern (stress resistance-Synthesis)-Work with whole Person

In addition, this short report provides you with following data:

- Decision making process
- Mental energy
- Natural Leadership style
- Natural Communication & Influence style
- Natural Sales style
- Leadership behaviors for this person (how do I want to be leaded?)
- Working environment that will stimulate his/her productivity and engagement
- Job match



Explanatory report:



Job Matching

18 selections Clear

Candidates		Other Matches for This Job		Columns	Admin	Actions
<input checked="" type="checkbox"/>	Name	Email	Favorite	Behavioral Match	Cognitive	
<input checked="" type="checkbox"/>	Schulz, Kathrin	kathrin_schulz@hotmail.com	<input type="checkbox"/> <input type="checkbox"/>	9		Send New Assessment
<input checked="" type="checkbox"/>	Raddau, Rainer	rainer@raddau.com	<input type="checkbox"/> <input type="checkbox"/>	10		Send New Assessment
<input checked="" type="checkbox"/>	Albes, Margarete	Margarete.Albes@energcity.de	<input type="checkbox"/> <input type="checkbox"/>	10		Send New Assessment
<input checked="" type="checkbox"/>	Heckmann, Carsten	carsten.heckmann@energcity-netz.de	<input type="checkbox"/> <input type="checkbox"/>	6		Send New Assessment
<input checked="" type="checkbox"/>	Andresen, Thomas	Thomas.Andresen@energcity.de	<input type="checkbox"/> <input type="checkbox"/>	4		Send New Assessment
<input checked="" type="checkbox"/>	Topalovic, Danilo	Danilo.Topalovic@energcity.de	<input type="checkbox"/> <input type="checkbox"/>	7		Send New Assessment
<input checked="" type="checkbox"/>	Fraiss, Christiane	Christiane.Fraiss@energcity.de	<input type="checkbox"/> <input type="checkbox"/>	10		Send New Assessment
<input checked="" type="checkbox"/>	Grünhagen, Ivo	Ivo.gruenhagen@energcity-erneuerbare.de	<input type="checkbox"/> <input type="checkbox"/>	9		Send New Assessment

RECRUITMENT ANALYTICS:

Conduct job target conversation with a line manager; Cultural fit interview guide; Job interview guide
Job coaching guide: strengths and areas of growth

Interview Guide for Culture Fit

Pick the most relevant sample questions from below to help you identify the people who will best fit your organization's culture type.

Exploring Culture

- How do you balance the need to get things done vs finding better ways to do them?
- How do you handle a situation where you need to deliver something with very few guidelines?
- Tell me about a time you had to change directions quickly. How did you respond? What was the outcome?
- Tell me about a time that your solution to a problem may have been really different than what had been done before.

Stabilizing Culture

- How do you like to get your work done?
- How do you go about planning your work? How do you prioritize?
- How do you ensure the quality of your work?
- Tell me about a time you implemented or updated a process. What was the situation? What was the outcome?

Facilitate the Job Target Conversation:

The Job Target conversation is a critical conversation between contributors to ensure that everyone is signed on the expectations of the Job. The conversation allows stakeholders to align on the job description, key performance indicators (KPIs) and the Behavioral and/or Cognitive requirements of the job.

- Remind contributors:**
 - The goal of the conversation is to agree on the Behavioral and/or Cognitive requirements for a Job.
 - The Job Target can be used through different stages of the people process in your organization (coaching, performance management, succession planning, etc.)
- Review results.**
 - Review the resulting Reference Profiles and descriptions. Do they seem right for your organization and for this role? If not, the Job Target may need to be adjusted.
 - Look at the combined Job Target results.
 - Wider ranges are where there is the least alignment between contributors, and where you should probably focus your conversation.
 - It could also mean that there is just more flexibility in expectations, which will allow for more candidates to match the drive.
 - Narrow ranges show that the drive is more specific in need, but it may also limit the number of candidates that match the drive.

Candidate Interview Guide

Larissa is a Promoter. Interviewer: [Redacted], Leader of AN Center for the US, A.E. A.D.

INTERVIEWER'S GUIDE TO USING THIS KIT

The Interview Guide is meant to help interviewers by suggesting questions generated by comparing a candidate's behavioral pattern with the job target for a specific position. These questions are designed to confirm a candidate's behavioral fit with a job target and/or explore areas of difference between the candidate's behavioral pattern and the job target.

The following questions have been generated by the Predictive Index based on Larissa's behavioral drive and needs when compared to the behavioral needs of the job. Interviewer: [Redacted]. To learn more about the Predictive Index behavioral interviewing, visit the Interview Playbook at pijobbook.grindtvivideo.com.

BEHAVIORAL COMPARISON - CANDIDATE VS JOB



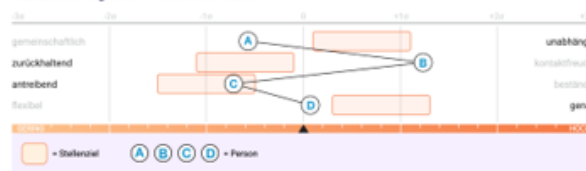
Larissa is a Promoter. A Promoter is a social, unreserved, and persuasive extrovert with a tendency for informality.

Strengths: Complete extrovert, warm, friendly, enthusiastic, outgoing, energetic, communicative, verbally and often quite, straightforward, little emphasis on facts or details.

Caution Areas: Can be overly talkative and superficial. May be excessively casual or unreserved. Sometimes prioritizes being liked or being center of attention over results.

BEHAVIORAL INTERVIEW QUESTIONS

Verhaltensvergleich - Person und Stelle



Coaching-Fragen

- A Dominanz**
Inwiefern könnten Sie Ihre Unabhängigkeit und Eigenständigkeit in Ihrer derzeitigen Funktion erhöhen? Wie könnten Sie eine größere Fähigkeit zeigen, Verantwortung zu übernehmen und für die Ergebnisse einzustehen?



Explanatory report:



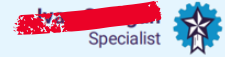
SUPPORT MANAGERS in their Work with an Individuum

Relationship Guide

Compare two people to discover how they work together.



Promoter



Specialist

Relationship Strengths

Lejla und **Ivan** sind im Kommunikationsprozess freundlich, teamorientiert und umgänglich.

Lejla beginnt gerne Gespräche und initiiert im Zusammensein mit Ivan in der Regel die Gespräche.

Lejla und Ivan kommunizieren transaktional miteinander, kommen schnell zum Punkt und wechseln direkt zum nächsten Thema.

Lejla und **Ivan** kommunizieren bei der Arbeit hauptsächlich detailliert und transaktional miteinander und tauschen dabei Informationen aus, um die Arbeit weiter voranzubringen.

Relationship Cautions

Lejla und **Ivan** können Schwierigkeiten dabei haben, von Gesprächen zum Handeln zu kommen.

Ivan kann von der Begeisterung von **Lejla** überwältigt sein, ein Gespräch zu führen. **Ivan** kann höflich versuchen, Interaktionen mit **Lejla** zu verkürzen oder zu vermeiden.

Lejla und **Ivan** können Schwierigkeiten haben, ein Gespräch konstruktiv voranzutreiben, wenn sie sich nicht einig oder beide unentschieden sind.

Die Kommunikation zwischen **Lejla** und **Ivan** kann ins Stocken kommen, wenn sie zu sehr auf ihre eigene Arbeit fokussiert sind.

Support Managers in their Work with their Team and Give managers tools to tailor their leadership style

PI INSIGHTS

Management Strategy Guide

2020 January 31



SHANNON HOWARD

People are complex. You should motivate and direct others based on their behavioral preferences. The following tips outline how your employee likes to be managed. **How are you doing?**

Shannon is a Maverick.

A Maverick is an innovative, "outside the box" thinker, who is undaunted by failure.

Strategies based on how Shannon interacts in the workplace:

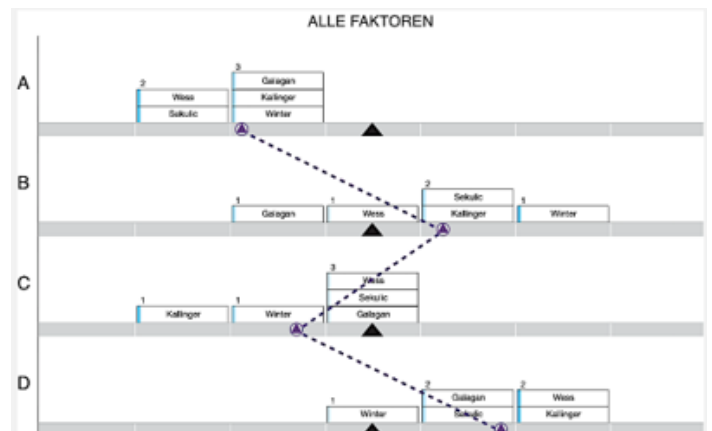
- Give them opportunities to solve problems by themselves and with others
- Provide a mix of technical and social communication activities
- Balance my communication style to include a mix of written and verbal approaches
- Provide positive reinforcement such as public or private recognition for a job well done

Strategies based on how Shannon takes action:

- Give them frequent challenges and varied tasks
- Provide them with challenging assignments that require a quick turnaround
- Allow them to voice their opinions and act on their own ideas and initiatives
- Keep them free from routines and repetition

Strategies based on how Shannon deals with the risk and decision making:

- Give them opportunities to make decisions and influence the big picture
- Provide them with high-level goals but let them achieve them in their own way
- Give them authority to make decisions and solve problems their way
- Stay receptive to new ideas and change with minimal oversight of their activities



TEAM'S WORK-STYLE:

Support Managers in their Work with their Team:

Explanatory report:



Team Styles Overview Strategy Insights

From the activities below, select the 5-8 activities that are most critical to the success of your current business strategy.

Innovation & Agility

- Increasing agility
- Growing rapidly
- Developing new products
- Implementing change
- Taking actions

Teamwork & Employee Experience

- Increasing team cohesion
- Empowering employees
- Fostering teamwork
- Increasing employee loyalty
- Developing employees

Process & Precision

- Enforcing standards and rules
- Increasing efficiency
- Increasing accountability
- Increasing reliability
- Increasing predictability

Results & Discipline

Team performance is critical to business success. To achieve high performance, it's important to understand the team's behavioural dynamics.

Our report is designed to provide insight into the combined behavioural dynamics and individual differences along four main areas:

- Overall
- Communication
- Taking-action
- Decision-making



Explanatory
report:



Overall Team's Work Style

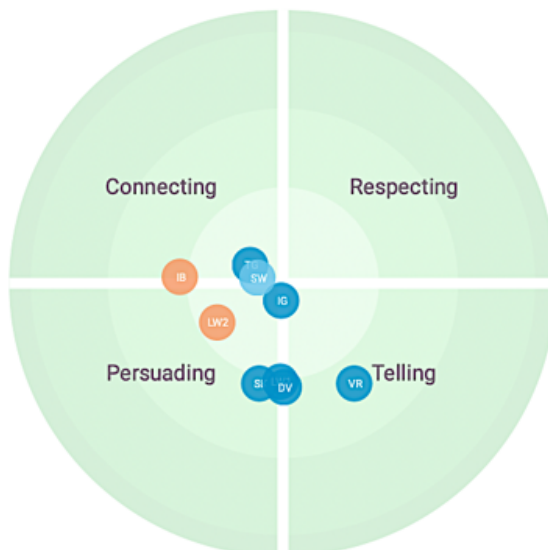


How team members work together.

Is the team goal oriented and impatient for results?

Is the team cooperative and relaxed?

Team's Communication Style



How team members communicate with each other to solve problems and build relationships.

Are communications formal and thoughtful or informal and intense?



Explanatory
report:



Team's Action-Taking Style



How work gets done in the team. Do things get done through tasks or people? Is execution about process or innovation?

Team's Decision-Making Style

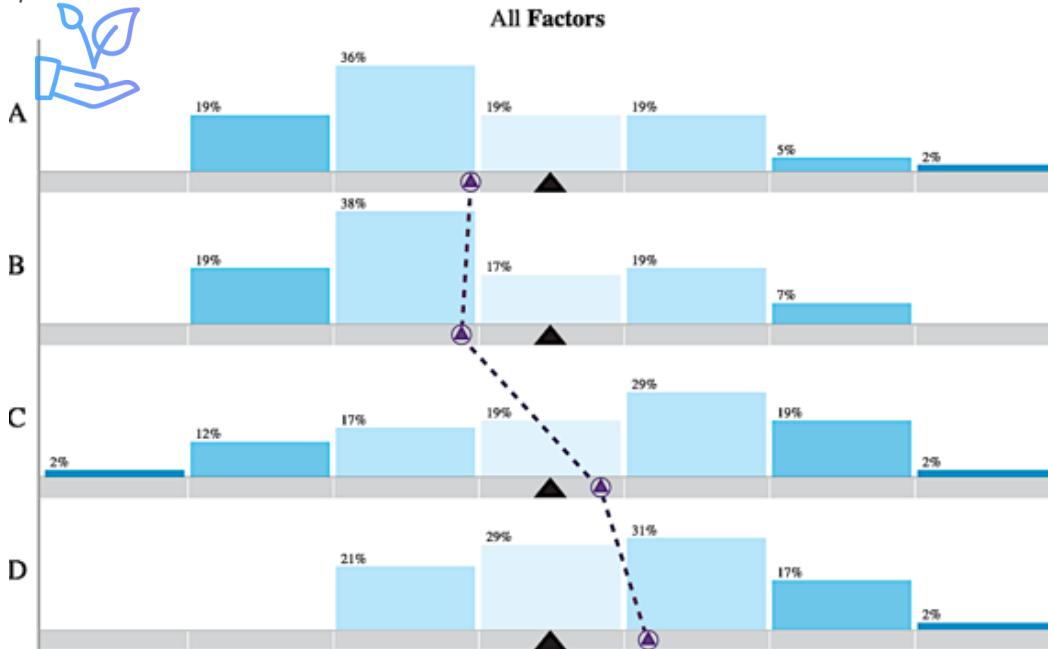


How team members work together to make decisions. Are decisions made collaboratively or independently? Are they generally safe or risky?



Strategic Analytics for the Organisation

Explanatory report:



Company strategy statement:
We are the fast growing facility service provider in the word. We are going to be the world's greatest service organisation.

OVERALL TEAM BEHAVIORAL PROFILE AND ORGANIZATIONAL GROWTH

What are our team capacities?
What type of employees/leaders do we need?

START UP

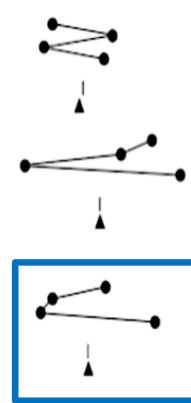
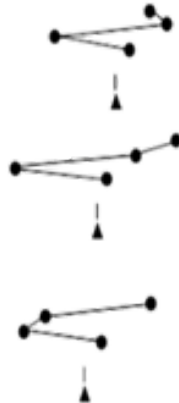
Entrepreneurial Drive
Push Change
Compete

RAPID GROWTH

Building Organization while multi-tasking
Tension between Democratic/Participative vs. Autocratic/Entrepreneurial

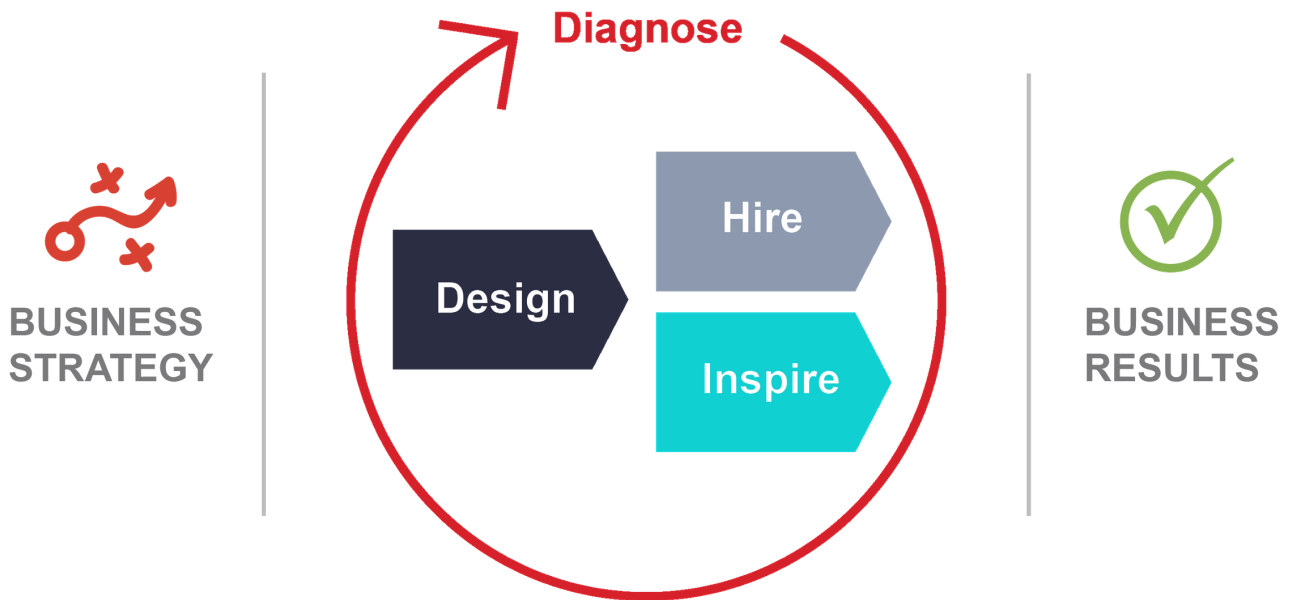
MATURITY

Expert Maintenance
Process Control
Task Management



THE PREDICTIVE INDEX®' CLIENTS





Your Predictive Index® Team
in Albania & Kosova



BIANCA DURO
Austrian Institute of Excellence
Associate
Predictive Advantage



DR. LARISSA WINTER
Galagan Advisory
Certified Partner
Predictive Index



Get in touch now for pricing & information

PI@AIE.AL