

BILL SAMPLE

This Personal Development Chart provides you with actionable insights based on your behavioral drives as measured by the Predictive Index. The Chart includes a description of your natural Strengths and respective Caution areas to consider. The Self-Coaching Tips provided can help you balance your most naturally occurring behavioral style in a variety of situations.

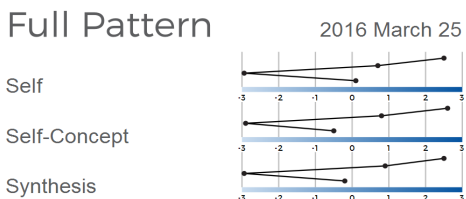
DOMINANCE (A) - The need to control

VERY	MODERATELY	SOMEWHAT	SOMEWHAT	MODERATELY	VERY A			
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Understanding and collaborative · Accepting of others' decisions · Supportive management style · Interested in team welfare and development 			<p>CAUTIONS</p> <ul style="list-style-type: none"> · May shy away from tough conversations · May have difficulty making unpopular decisions · May be seen as too cautious or not strategic enough 					
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Shift your mindset from "I want to go along" to "I want to be fair" · Stand your ground when you know you're correct · Come to situations and meetings prepared to contribute 			<p>STRENGTHS</p> <ul style="list-style-type: none"> · Drives change and challenges status quo · Seeks to lead and have an impact · Innovative, self-motivated · Able to think "big picture" 			<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be seen as overly aggressive · May intimidate rather than motivate · May have difficulty delegating authority · May appear to be tough-minded and directive 		
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Actively seek input from multiple sources · Practice active listening and allow people to express their opinions or ideas · Think before you speak; think of how your message will be received 								

EXTRAVERSION (B) - The need for social interaction

VERY	MODERATELY	SOMEWHAT	SOMEWHAT B	MODERATELY	VERY			
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Creative, problem solver · Data driven, analytical · Thoughtful approach to communicating information · Reflective and introspective · Anticipates problems 			<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be slow to trust and reluctant to share until comfortable · Communication may be pointed or minimalist · May appear overly task-focused or remote 					
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Give presentations in your area of expertise · Initiate conversations or schedule time to speak with others · Create processes that encourage communication 			<p>STRENGTHS</p> <ul style="list-style-type: none"> · Motivating, stimulating communicator · People-oriented, sociable · Builds team cohesion and collaboration · Thoughtful delegator 			<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be too optimistic or overly trusting · May prioritize the being liked or being the focus of attention · May appear overly talkative and superficial 		
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Allow others the opportunity to contribute and influence outcomes · Consider how much detail or tangible information is needed when communicating · Ask about potential problems or risks 								

Full Pattern



Use responsibly. People are complex. This PI Insight is a helpful starting point, but there's more to this person and pattern than what's presented here. Contact a PI expert for additional insight.



PI Insights are great, but they're no substitute for the knowledge and hands-on experience gained by attending a PI workshop. Contact your PI Consultant or visit www.predictiveindex.com to learn more.

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PATIENCE (C) - The need for stability

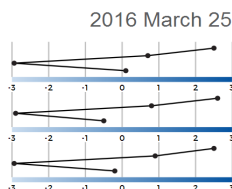
VERY	MODERATELY	SOMEWHAT	SOMEWHAT	MODERATELY	VERY
C					
<p>STRENGTHS</p> <ul style="list-style-type: none"> Proactive and results-oriented Ability to deal with time pressure Able to deal with variety and change Multitasker, able to juggle priorities 		<p>CAUTIONS</p> <ul style="list-style-type: none"> May appear to be terse; "cut to the chase" May tend to be intolerant of delays especially when impacting results May become frustrated in stagnant environments 			
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> Reflect on situational urgency - does everything need to be done right now? Recognize that people have different paces and manage expectations Honor priorities and see initiatives through to completion 					
			<p>STRENGTHS</p> <ul style="list-style-type: none"> Calm and stable Thoughtful listener Builds solid group processes Gives people time to process 		
			<p>CAUTIONS</p> <ul style="list-style-type: none"> May appear uncomfortable with change May appear to over-analyze situations or be too cautious May have difficulty under time pressure May be too comfortable with the familiar and slow to adopt new ideas 		
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> Clarify timelines and focus on "when" Manage time wisely - start early and leave time for the unexpected Keep others informed when progress is made 					

FORMALITY (D) - The need to conform

VERY	MODERATELY	SITUATIONALLY	MODERATELY	VERY
		D		
<p>STRENGTHS</p> <ul style="list-style-type: none"> Flexible approach to most situations and people Able to delegate details easily Adept with changing organizational needs Deals well with ambiguity 		<p>CAUTIONS</p> <ul style="list-style-type: none"> May provide limited follow up or attention to detail May not adhere to structure or direction May appear to others as too casual or uninhibited 		
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> Seek data to support your decisions Evaluate decisions from multiple perspectives or partner with someone who can provide a balanced view Respect questions others have about "how" things will be done 				
			<p>STRENGTHS</p> <ul style="list-style-type: none"> Strong discipline and execution Builds structure and respect for the plan Focuses team on how to get things done right Organized and thorough follow-up 	
			<p>CAUTIONS</p> <ul style="list-style-type: none"> May be uncomfortable in ambiguous situations May struggle with situations that call for flexibility May be seen as a perfectionist 	
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> Learn how to move forward when "enough" information is available Ask yourself: Is it worth this much time? Recognize and respect flexibility shown by others 				

Full Pattern

Self
Self-Concept
Synthesis



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