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

**STRENGTHS**
- Understanding and collaborative
- Accepting of others' decisions
- Supportive management style
- Interested in team welfare and development

**CAUTIONS**
- May shy away from tough conversations
- May have difficulty making unpopular decisions
- May be seen as too cautious or not strategic enough

**SELF-COACHING TIPS**
- 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

**STRENGTHS**
- Drives change and challenges status quo
- Seeks to lead and have an impact
- Innovative, self-motivated
- Able to think “big picture”

**CAUTIONS**
- May be seen as overly aggressive
- May intimidate rather than motivate
- May have difficulty delegating authority
- May appear to be tough-minded and directive

**SELF-COACHING TIPS**
- 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

**STRENGTHS**
- Creative, problem solver
- Data driven, analytical
- Thoughtful approach to communicating information
- Reflective and introspective
- Anticipates problems

**CAUTIONS**
- May be slow to trust and reluctant to share until comfortable
- Communication may be pointed or minimalist
- May appear overly task-focused or remote

**SELF-COACHING TIPS**
- Give presentations in your area of expertise
- Initiate conversations or schedule time to speak with others
- Create processes that encourage communication

**STRENGTHS**
- Motivating, stimulating communicator
- People-oriented, sociable
- Builds team cohesion and collaboration
- Thoughtful delegator

**CAUTIONS**
- May be too optimistic or overly trusting
- May prioritize the being liked or being the focus of attention
- May appear overly talkative and superficial

**SELF-COACHING TIPS**
- 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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BILL SAMPLE

PATIENCE (C) - The need for stability

**STRENGTHS**
- Proactive and results-oriented
- Ability to deal with time pressure
- Able to deal with variety and change
- Multitasker, able to juggle priorities

**CAUTIONS**
- 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

**SELF-COACHING TIPS**
- 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

**STRENGTHS**
- Calm and stable
- Thoughtful listener
- Builds solid group processes
- Gives people time to process

**CAUTIONS**
- 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

**SELF-COACHING TIPS**
- 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

**STRENGTHS**
- Flexible approach to most situations and people
- Able to delegate details easily
- Adept with changing organizational needs
- Deals well with ambiguity

**CAUTIONS**
- 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

**SELF-COACHING TIPS**
- 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

**STRENGTHS**
- 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

**CAUTIONS**
- May be uncomfortable in ambiguous situations
- May struggle with situations that call for flexibility
- May be seen as a perfectionist

**SELF-COACHING TIPS**
- 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

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<th>Self</th>
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<tbody>
<tr>
<td>Self-Concept</td>
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<td>Synthesis</td>
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