



Predictive Index Management Workshop™

Workshop Overview



PI MANAGEMENT WORKSHOP LEARNING OBJECTIVES

Prerequisites: To participate in this workshop you should have completed e-Learning Course 1100: Introduction to Behavioral Science and the Predictive Index.

Workshop Description: The PI Management Workshop is a highly interactive, multiday classroom experience that certifies participants as Predictive Index Analysts. As a PI Analyst, you will then be ready to use and interpret PI data in the areas of Talent Acquisition, Talent Development, Change Management, and Growth Strategy.

In addition, participants will gain:

- Self-awareness of their management and leadership styles and their motivating needs.
- Insight into the drives and needs of others in order to develop, manage and motivate more effectively.
- Insights on improving teamwork and enhancing productivity at all levels.
- Knowledge to apply PI data in multiple business applications.
- Hands-on experience with relevant business case studies.
- Active use of PI with their own people, applied to their specific business objectives.

PI Management Workshop Objective: Upon completion of the PI Management Workshop, you will have the skills necessary to administer the PI and PRO in order to interpret and provide feedback on an individual's PI pattern as well as apply these assessments in areas including but not limited to hiring and selection, coaching, performance management, and team effectiveness.

The Workshop is divided into ten modules: The overall workshop objective is supported by the objectives of the ten modules as follows:

1. Primary Factors

- a. List at least three characteristics associated with Low and High amounts of each of the Primary Factors:
 - i. Factor A — Dominance
 - ii. Factor B — Extroversion
 - iii. Factor C — Patience
 - iv. Factor D — Formality
- b. Describe the relationship between motivating needs and behaviors.
- c. Explain how an individual's motivating needs influence his or her behavior in the workplace.
- d. Summarize the motivating needs and corresponding behaviors of an individual given a Low or High amount of each Primary Factor.

2. The Self Pattern

- a. Describe the relationship between a Primary Factor's location on the Predictive Index scale and the amount of expression of its behavioral drive.
- b. Name each of the Primary Factors as presented in a Predictive Index pattern.
- c. Explain the relevance of the Individual's Average within a Predictive Index pattern.
- d. Describe the amount of drive of each Primary Factor in terms of "low", "moderate", and "high".

- e. Describe the meaning behind the Primary Factors and distance from the midpoint.
- f. Prepare to conduct a Readback of a Predictive Index Self pattern.

3. Factor Emphasis Combinations

- a. List the six Factor Emphasis Combinations.
- b. Name the behavioral relationship of each Factor Emphasis Combination.
- c. Match each Factor Emphasis Combination with its associated behaviors.
- d. Describe the significance of the amount of spread between Factors in a Factor Emphasis Combination.
- e. Explain the differences in expression when the Factors in a Factor Emphasis Combination "cross the midpoint", both appear on the High side, or both appear on the Low side.
- f. Explain the behavioral concept of competing drives.
- g. Rank Factor Emphasis Combinations based on their relative spread.
- h. Analyze common workplace behaviors given specific Primary Factors and Factor Emphasis Combinations.

4. Reference Patterns

- a. Describe what Reference Patterns are and how they are used by PI Analysts.
- b. Classify each of the fifteen Reference Patterns into one of four categories:
 - i. Analytical
 - ii. Social
 - iii. Stabilizing
 - iv. Persistent
- c. Modify the description of a pattern that is similar to, but slightly different than, a given Reference Pattern.

5. The Self-Concept Pattern

- a. Describe the differences between the Self and Self-Concept patterns.
- b. List three conditions required for an individual to adapt behavior in the workplace.
- c. Summarize the difference between relatively easy, harder, and hardest changes.
- d. Choose the perceived behavioral needs often associated with Self-Concept differences for a given Primary Factor.

6. The Synthesis Pattern

- a. Describe what the Synthesis pattern is measuring.
- b. Describe how the Synthesis pattern relates to the Self and Self-Concept patterns.
- c. Interpret a complete PI Pattern including Self, Self-Concept, and Synthesis.

7. Resultant Factors

- a. Describe what Factor M is measuring.
- b. Interpret a given Factor M score in terms of an individual's response level.
- c. Explain how Morale is measured and analyzed.

- d. Describe Factor E scores in terms of being subjective or objective at the point of decision making.
 - e. Conduct a detailed readback of a full PI using the Readback Preparation Form template and Toolkit provided.
8. Performance Requirement Options (PRO)
- a. Describe what the PRO is and how it is related to the PI.
 - b. Create a PRO for a specific job role.
 - c. Conduct a conversation with multiple stakeholders to gain agreement on a PRO for a specific job.
 - d. Explain how the PRO is used in the selection process.
 - e. Describe behavioral similarities and differences when comparing a job's PRO to a candidate's PI.
 - f. Develop Behavioral Interview Questions based on apparent similarities and differences between a PRO and a PI.
9. Administration
- a. Review the conditions and guidelines for successfully administering the PI to survey takers.
 - b. Identify situations when it is appropriate and constructive to re-administer the PI to a survey taker who completed the survey at an earlier date.
 - c. Summarize the key capabilities of the accessPI™ web application as they relate to administering PI.
10. Business Application Modules
- a. As specified in the Business Application Modules workbook.

WORKSHOP AGENDA

The agenda below recommends timeframes based on a two-day workshop schedule. The overall workshop format is somewhat flexible, and you may need to adjust the agenda below based on specific client needs.

Note: There is a significant amount of information to cover in this workshop. If you are concerned that you may not have enough time to cover all of the material, you may optionally choose to focus on only one Business Application Module. Remember to pace yourself.

Day 1

Time	Topic
8:30am – 9:15am	Introduction
9:15am – 10:15am	Primary Factors
10:15am – 10:30am	Break
10:30am – 11:30am	Primary Factors (continued)
11:30am – 12:30pm	Self Pattern
12:30pm – 1:30pm	Lunch
1:30pm – 3:00pm	Factor Emphasis Combinations
3:00pm – 3:15pm	Break
3:15pm – 4:00pm	Reference Patterns
4:00pm – 5:00pm	Self-Concept Pattern
5:00pm – 5:30pm	Synthesis Pattern

Day 2

Time	Topic
8:30am – 9:00am	Review
9:00am – 10:00am	Resultant Factors
10:00am – 10:15am	Break
10:15am – 10:45am	Readback Roundtable
10:45am – 12:15pm	Performance Requirement Options (PRO)
12:15pm – 12:30pm	Administration
12:30pm – 1:30pm	Lunch
1:30pm – 3:00pm	Business Application Module 1
3:00pm – 3:15pm	Break
3:15pm – 4:45pm	Business Application Module 2
4:45pm – 5:30pm	Taking Action