



## Summary of PRO® Results

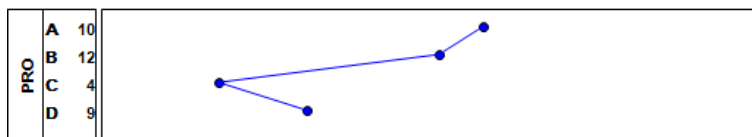
### Sample PRO

Completed By : Rob Friday

Survey Date : 11/13/2012

Report Date : 11/13/2014

The results of the PRO® should always be reviewed by a trained Predictive Index analyst. The PRO Reporter® provides you with a brief overview of the results of the PRO®. If you have not yet attended the Predictive Index® Management Workshop, please consult someone who has attended in order to do a thorough job analysis.



PRO for: Sample PRO Date: 11/13/2012

Completed By: Completed By : Rob Friday

Copyright © 1994-2000, 2002, 2005 by Praedex, Inc. All rights reserved.

The focus of this job is on achieving results which are aligned with the larger picture of the organization and its strategic goals. Initiative, coupled with a sense of competitive drive, and the ability to stay focused on results despite changing conditions, is the key to achieving the performance objectives of this job. Because environmental and organizational conditions change rapidly, the work involves innovation and creativity in generating ideas for quick response. Decision-making is focused on implementing practical, timely solutions.

The job requires getting things done quickly and handling a variety of activities. Self-assurance, and the confidence to purposely drive toward results while constantly problem-solving and engaging the commitment of others is essential. A leadership style that is firm and goal oriented, and yet motivates, trains, and engages others in an enthusiastic way is important. The emphasis on building rapport and relationships with individuals and groups requires an outgoing, poised and persuasive communication style.

Because the pace of the work is faster than average, the ability to learn quickly and thoroughly while continually recognizing and adapting to changing conditions is critical. The scope of the job may require effective delegation to proven people. Especially routine and repetitive details should be delegated but with responsibility for follow up and accountability for timely results.

While the job requires the ability to act independently, a sense of urgency and the confidence to handle a variety of challenges, a full commitment to the success of the business and high standards of achievement are expected in this position. The emphasis is on results, and effective systems that achieve results through and with people, rather than on the details of implementation.

The job environment is flexible, constantly changing and provides growth opportunity, recognition and reward for the achievement of business results.

### JOB CHARACTERISTICS

Below are the salient job characteristics, summarized and categorized. For best success, find candidates who thrive in the environment described below.

## **Pace and Variety of Activities**

- Sense of urgency for goal achievement
- Varied activities
- Multiple, simultaneous projects
- Multi-tasking
- Fast-paced environment

## **Focus**

- Results focus
- Idea generation, innovative and creative problem solving
- Rapport and relationship building focused on achieving results
- Engage commitment of others

## **Decision-Making**

- Problem solving orientation
- Risk taking
- Action-oriented and somewhat collaborative decision-making
- Quick decision making in response to changing conditions

## **Communication and Collaboration**

- Extroverted, confident, enthusiastic, persuasive
- Influences, stimulates others to action
- Collaboration focused on results

## **Delegation and Leadership Style**

- Authoritative leadership based on generalist expertise, knowledge of systems
- Directive leadership to assure business results are achieved
- Delegation of details as necessary, with follow up on timeliness and quality
- Accountability for results

Prepared by Robert Friday on 11/13/2014

Copyright © 1994-2000, 2002, 2005 by Praendex, Inc. All rights reserved.