Predictive Index System: An overview

What is it?

The Predictive Index® Management System is a leadership system founded in behavioral science.

The system is based on the information gathered from the Predictive Index and Job PRO assessments combined with the Predictive Index leadership training program.

By giving you and your teams a methodology and training program to understand what motivates and drives your employees to perform at their best, and what you need to do keep your teams productive and engaged, the PI® gives you confidence and objectivity in all your people decisions.

Who is it for?

The system is specifically designed for use by Directors, Business Leaders or Owners, Managers, HR Professionals and Executives who are responsible for planning and managing the activities of others.

The Predictive Index® methodology is easily adaptable and can be used by any size of organization to answer questions like:

- What sort of leaders will promote innovation & growth?
- Who will lead our business into the future?
- How do we develop our current talent?
- Do we have the talent we need to execute business strategy?
- Do our managers know how to lead?
- Can our people adapt to changes we are making?
- Do we have hidden management potential?
- How do we motivate our employees to stay productive?
- What really makes our top talent stay?

What does it help me with?

The methodology of PI® shows you how to accurately measure individual job performance, and how to positively impact the levels engagement and productivity in the workplace. The PI® Management System helps you develop a more effective and strategic approach to solving common people problems like:

- Poor executive or management performance
- Constantly underperforming teams
- Low levels of morale and productivity
- Expensive recruitment mistakes

- Lack of structured leadership pipeline
- Insufficient leadership skills to support growth
- Ineffective interview processes
- High staff turnover and sickness

How does it work?

The system is built around 3 key elements:

1) Education

In order to start using the Predictive Index® in your organization, you have to have Certified Predictive Index® Analyst status. This enables you to administer and analyze the results of the PI® behavioural and PRO™ job profiling assessments.

Becoming certified involves attending the Predictive Index® Management Workshop. The 2-day certification course equips delegates with a science-based set of leadership and management skills through PI's methodology, which once learned can be implemented in-house. Amongst the knowledge transferred, you'll learn:

• How to use the talents of employees for maximum productivity
• How personality and inner motivations affect workplace behaviour and productivity
• About your management and leadership style and understand how it impacts your team
• To manage your top-performers better by recognizing their distinct motivators and drives
• To put teams together that complement each other, not conflict with one another

2) Assessment

PI Behavioural Assessment

The PI assessment measures multiple aspects of personality and behaviour; the natural, preferred behavioural styles of an adult, key motivating needs and personality traits, an individual's current level of work-related motivation, as well as observable and adapted behaviours to meet their work demands.

(A)

(B)
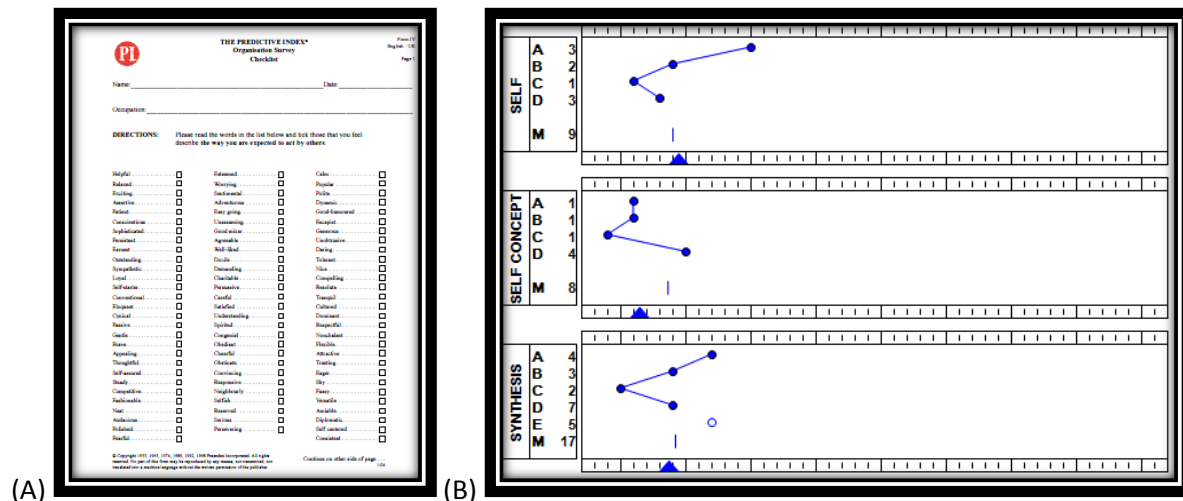
PI users ask colleagues, candidates and partners to complete a 2-page, free-choice checklist, with 86 words on each page

(A). Results are generated in the form of PI patterns (B) which trained PI users can analyze and use in their everyday business activities.

Amongst other traits, the results of the PI give users detailed information about an employee's:

|		
Team and goal orientation	Decision making style	Proactive/reactive behavioural style
Detail & precision in working style	People or task focus	Natural style of communication
Speed required to act on information	Competitive drive	Relationship to Risk

PI gives your organization a common language for all business decisions, as well as useful information about how every individual is motivated, that is, about what every individual perceives his/her own needs to be. Having that information, users will then be able to understand how any employee can (and must) be motivated.

PI Assessment features:

- Available in over 65 languages	- Takes 5-7 minutes to complete
- Scientifically validated	- Results instantly available
- EOCC compliant: developed to APA standards	- Accurate and objective results
- Bespoke, online scoring system	- Easily readable by trained PI users

Performance Requirement Options™ (PRO) – Job Profiling Assessment

The PRO® helps you understand the individual behaviours and personality styles that lead to sustained motivation and naturally high job performance within any given role. It objectively analyses what is required from your employees and gives you a clear and in-depth picture of which personality traits are most necessary to successfully achieve the objectives you have set for the role.

(C)
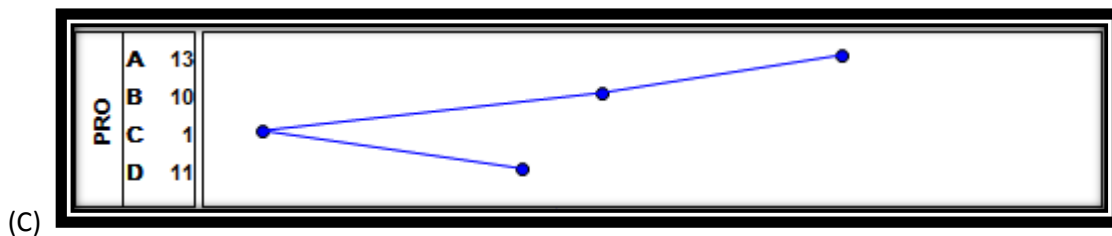
A typical PRO® pattern (C) which maps out a Job profile in graphical format

The job pattern created by the PRO is comparable to an individual's PI pattern because both measure the same traits and drives. In fact PI users always look at an individual's PI pattern relative to the demands of a specific real job.

The PRO supports you in understanding the specific behaviors that lead to the most effective performance in a particular job and often helps explain why individuals react in different ways when tackling the demands of the same job.

3) Consultant support

PI clients pay an annual license fee which enables them to send employees to PI certification courses, gives them their own online scoring system called accessPI™ and provides access to a network of PI Consultants.

Our consultants are experienced PI users, trainers and facilitators and have a diverse background of business and industry expertise. Clients can expect support from highly experienced, strategic leadership consultants who will:

• Audit your current organization with you and your objectives at the core
• Review your management and leadership strategy using science-based team analytics
• Advise you on how to meet your people and organizational challenges using the PI methodology
• Train you and your teams to use and master the PI system
• Coach your senior executive teams to implement PI as a strategic leadership system
• Support your HR teams in building a PI-driven talent management strategy
• Mentor your managers to become effective and intuitive leaders

Globally Predictive Index Worldwide has over 350 consultants in over 140 countries. Predictive Success has 15 consultants across Canada offering support and training in both English and French.

If you'd like to speak to the PI consultant in your country about using Predictive Index at your organization, please contact Robert Friday

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