

- I'm going to review the results of your Predictive Index survey. PI is a behavioral assessment that measures behavioral drives and motivating needs in the workplace. At the end, I will give you a written report.
- There are three graphs that result from the survey: The Self is who you naturally are, who you are hard-wired to be and it doesn't change much over time. The Self-Concept measures changes or adaptations you perceive the need to make in your current environment. The Self-Concept is a snapshot in time and reflects back about 4-6 months from when you took the survey. The Synthesis is the combination of the two, or who shows up at work each day.
- PI measures four drives that influence workplace behavior. Those drives are indicated on the graphs by the A, B, C, and D dots that you see.
- The triangle at the bottom of each graph is the norm and represents the average expression of each factor. Factors to the right of the norm are considered high in that factor. Factors to the left of the norm are considered low in that factor. High isn't good, low isn't bad, it just indicates whether you are expressing more or less of that drive.
- The A drive is Dominance, which is the drive for control. The B drive is Extroversion, which is the drive for social interaction. The C drive is Patience, which is the drive for stability. The D drive is Formality, which is the drive for conformity or correctness.
- We are going to start with your Self, which measures your natural behaviors – who you naturally are. (Go on to review individual factors). Mention that we look at individual factors and we also look at the relationship between factors – review the widest spread factor combinations and include the A/B, A/C and A/D combinations.
- Next is the Self-Concept, which tells us how you perceive the need to change or adapt your natural behavior in your current environment. If needed, let people know that Self-Concept can be affected by major changes in their personal life positive and negative (having a baby, getting married, death in the family, divorce, illness, etc) and can also be affected by the conditions under which the assessment was taken (if the person was jet-lagged, sick, etc)
- Go on to describe Self-Concept changes for individual factors – if changes are major, ask: The survey shows that you are feeling the need to be much less independent and assertive and more agreeable and cooperative, this is a big change from your Self – why do you think that is? Comment on any factor combinations that have changed for A/B, A/C and A/D. If morale is more than one sigma high or low, comment on it. "The survey indicates that your morale is low – why do you think that is?"
- Next is the Synthesis which is the combination of the Self and Self-Concept. If the Self is who you naturally are and the Self-Concept is the changes you are making to your natural behavior, the Synthesis indicates who we see at work every day. There are two things in particular that we focus on in this pattern. The E Factor and the M Factor.
- The E Factor measures decision-making style and is indicated by the circle on the Synthesis graph. If the circle is to the right of the norm, you are considered a more objective decision-maker (you weigh facts and logic more heavily than feelings and emotions). If it is to the left of the norm, you are considered a more subjective decision-maker (you weigh feelings and emotions more heavily than facts and logic). If the E Factor is within the pattern, we consider the person a fairly balanced decision-maker with a tendency to be a more objective or subjective especially under pressure.
- M Factor measures stamina: how well you handle stress, adapt to change and maintain mental focus before needing to take a break to recharge your batteries. The average is between 40-80. (Read the M based on their number. If it is below 40 just refer to the battery analogy – a big battery needs less frequent charging, a small battery needs more frequent charging, doesn't necessarily mean you are less productive. If it is above 80 they have high stamina. If it is above 110 they are the Energizer Bunny!) Remember if their morale is low, the M factor is artificially low. Their true M is double the M on the Self.
- Ask if they have any questions or if there is anything that didn't make sense to them or they need clarification on. You want to be able to further explain anything they felt didn't ring true (i.e the example about a low B saying, "My friends wouldn't say I am low in extroversion!").