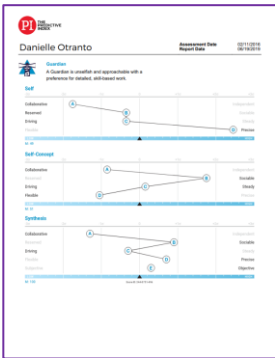


Improving Performance Using PI

1. Coaching to a specific person
2. Identifying motivating needs and differentiated approaches

PI Tools to Use

PI BEHAVIORAL PROFILE



MANAGEMENT STRATEGY GUIDE

RELATIONSHIP GUIDE

MOTIVATION PLAYBOOK

Drive	Low	High
A	<p>Lowest Drive</p> <p>People who are low on drive are often... - They are often not motivated to do the job. - They are often not motivated to do the job. - They are often not motivated to do the job.</p>	<p>Highest Drive</p> <p>People who are high on drive are often... - They are often motivated to do the job. - They are often motivated to do the job. - They are often motivated to do the job.</p>
B	<p>Lowest Cautions</p> <p>People who are low on cautions are often... - They are often not motivated to do the job. - They are often not motivated to do the job. - They are often not motivated to do the job.</p>	<p>Highest Cautions</p> <p>People who are high on cautions are often... - They are often motivated to do the job. - They are often motivated to do the job. - They are often motivated to do the job.</p>
C	<p>Lowest Drive and Cautions</p> <p>People who are low on both drive and cautions are often... - They are often not motivated to do the job. - They are often not motivated to do the job. - They are often not motivated to do the job.</p>	<p>Highest Drive and Cautions</p> <p>People who are high on both drive and cautions are often... - They are often motivated to do the job. - They are often motivated to do the job. - They are often motivated to do the job.</p>

Activity

Goal: Identify engagement strategies for team member

Select a Low Performer

Collect the Data

- Locate their **PI Behavioral Assessment**
 - Print PI Pattern
 - Circle Highest and Lowest
- Download and Print the **Personal Development Chart**

Analyze

- Look at the **Lowest and Highest Drives** Sections
- Using the **Motivation Playbook**
 - Locate the potential actions for the high drive and the low drive
 - Choose an action
 - Try it!
- Using the **Personal Development Chart**
 - Review **Strengths and Cautions** from **Highest Drive and Lowest Drive** – make note of those that apply
 - Sit with team member
 - Have them identify two strengths and two cautions for highest and lowest drives
 - Confirm or suggest different
 - Discuss
 - Frame conversation using info for **Motivation Playbook**