

**When Giving Feedback:** Open with “I’d like to give you feedback on your PI behavioral assessment. The PI measures work related behaviors. It helps to ensure that we put people in roles that allow them to play to their strengths in addition to providing managers with insights on how best to manage and motivate them to success.”

**Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Individual Drives:** Begin with identifying the status of each individual drive.

| Drive            | HIGH/LOW | Description |
|------------------|----------|-------------|
| A – Dominance    | _____    | _____       |
| B – Extraversion | _____    | _____       |
| C – Patience     | _____    | _____       |
| D – Formality    | _____    | _____       |



**E Factor – Hi / Low / Extreme:** \_\_\_\_\_

**Self Pattern:** Begin with the widest spread factors and work down. Always include A/D. The spread of the relationships will determine the intensity of your language.

| Combination | Spread | Description |
|-------------|--------|-------------|
| ___/___     | _____  | _____       |
| ___/___     | _____  | _____       |
| ___/___     | _____  | _____       |
| ___/___     | _____  | _____       |
| ___/___     | _____  | _____       |
| ___/___     | _____  | _____       |

**Motivating Needs:**

**A Drive:** \_\_\_\_\_  
 \_\_\_\_\_  
**B Drive:** \_\_\_\_\_  
 \_\_\_\_\_  
**C Drive:** \_\_\_\_\_  
 \_\_\_\_\_  
**D Drive:** \_\_\_\_\_  
 \_\_\_\_\_

**Self-Concept Pattern:** Describe the changes from the Self to the Self-Concept.

**When Giving Feedback:** “The Behavioral Assessment also measures how you are changing or adapting to your environment.”

**Factors Changing:** \_\_\_\_\_

**Description of Changes:** \_\_\_\_\_