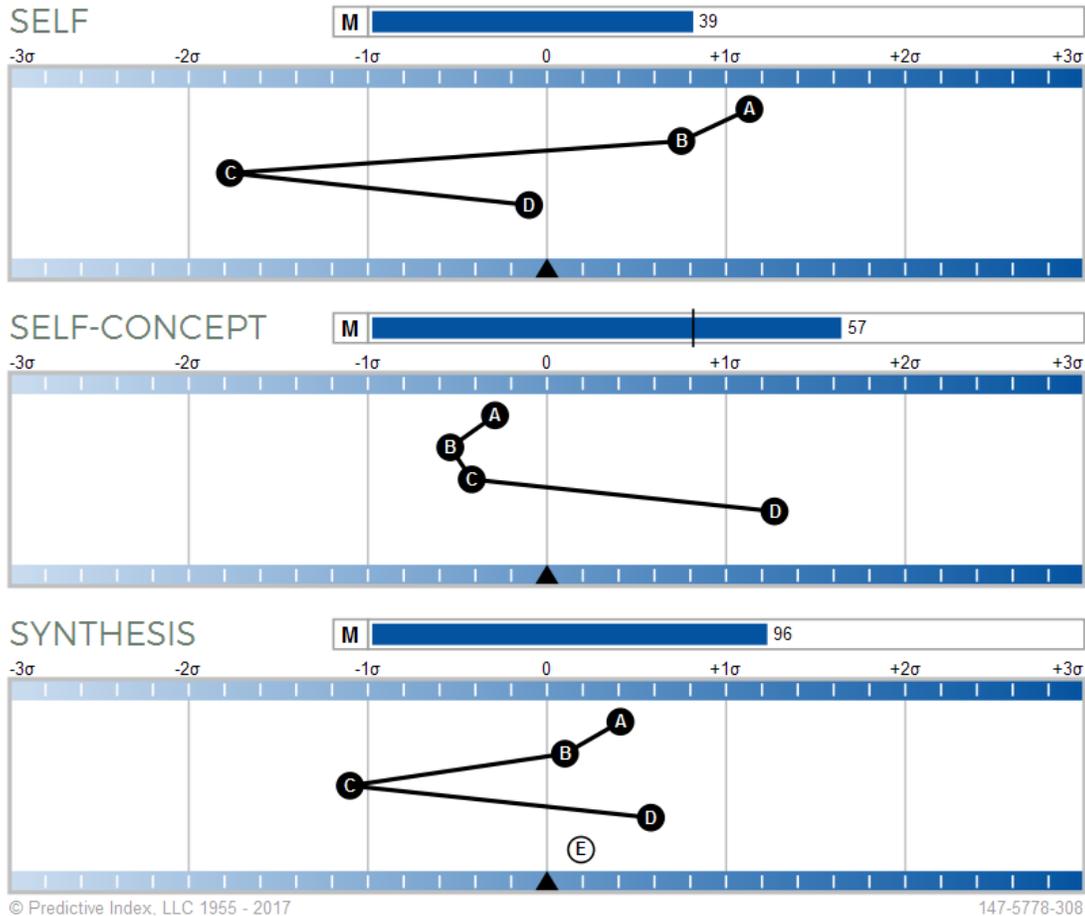


The results of The Predictive Index® Behavioral Assessment should always be reviewed by a trained PI analyst. The PI® Behavioral report provides you with a brief overview of the results of the behavioral assessment and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended The Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.



## Strongest Behaviors

Rachele will most strongly express the following behaviors:

- Proactivity, assertiveness, and sense of urgency in driving to reach her goals. Openly challenges the world around her.
- Independent in putting forth her own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what she wants to accomplish; aggressive when challenged.
- Impatient for results, she puts pressure on herself and others for rapid implementation, and is far less productive when doing routine work.

- Proactively connects quickly to others; she's open and sharing of herself. Builds and leverages relationships to get work done.
- Comfortably fluent and fast talk, in volume. She enthusiastically persuades and motivates others by considering their point of view and adjusting her delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.

## Summary

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Rachele is a confident, independent self-starter with competitive drive, initiative, a sense of urgency, and the ability to make decisions and take responsibility for them. She can react and adjust quickly to changing conditions and come up with ideas for dealing with them.

Her drive is purposeful, directed at getting things done quickly. She responds positively and actively to challenge and pressure, and she has confidence in her ability to handle novel problems and people. She is an outgoing, poised person, a lively and enthusiastic communicator, tending to be a little more authoritative than persuasive in her style. Rachele talks briskly, with assurance and conviction and is a stimulating influence on others, while being firm, direct, and self-assured in dealing with them.

Her work pace is distinctly faster-than-average. She learns and takes action quickly. On the other hand, she will become impatient and restless working repetitively with routine details or structured work, will delegate such work if her position permits, and will follow up, focusing on completion and accomplishment, rather than how things were done. With an interest in other people and their development, Rachele will delegate authority, limiting such delegation to people in whom she has high levels of confidence, and following up with pressure for timely results.

She makes decisions about people and situations quickly. She assesses what's generally going on, and rather than exhaustively research, pulls together the information she has and takes action forcefully. She's confident in her assumptions about any missing information, and is comfortable acting even in the absence of complete information. For Rachele, continual progress towards the general goal is more important than always being exactly on track; she's flexible and will make course corrections as necessary, when the time arises.

Sure of herself, Rachele sets high standards of achievement for herself and others and looks for opportunities to compete and to win. Venturesome, she is stimulated by new challenges and situations, and is generally driving herself and others to new horizons. She is ambitious both for herself and for the business which employs her.

## Management Strategies

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To maximize her effectiveness, productivity, and job satisfaction, consider providing Rachele with the following:

- As much independence and flexibility in her activities as possible
- Opportunities to learn and advance
- Opportunities for expression of, and action on, her own ideas and initiatives
- Variety and challenge in her responsibilities
- Opportunities to prove herself, and recognition and reward for doing so
- Freedom from routines and repetitive details, balanced by accountability for results.