

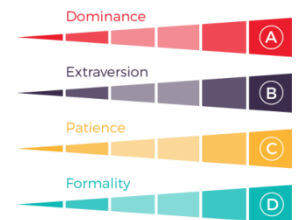


# PI BEHAVIORAL ASSESSMENT™

## WHY IT WORKS

## WHAT MAKES A PERSON THRIVE?

An essential aspect of a successful recruitment and engaged employees is knowing what it takes to make a person thrive. PI Behavioral Assessment™ (PI BA) maps personality in four motivational drives. The drives and their relation to each other establishes a person's drives and ultimately helps you understand the underlying needs and the associated behaviour.



## HIRE – The Value of Insight

Knowing 'What comes naturally' to a person helps you select candidates who will be motivated in the job which increases the probability of success if you hire them. By applying PI Job Assessment the motivational drives and cognitive capacity you should be scouting are defined and PI BA establishes how well your candidates match the behavioural requirements.

Completion time: 5-10 minutes  
Completed by: Candidates / Employees  
Languages available: 65+

### OBJECTIVES

- ❖ Identify motivational drives
- ❖ Predict behaviour
- ❖ Match job requirements to personality
- ❖ Increase employee engagement

## INSPIRE – A Management Tool

Keeping employees motivated and engaged requires more than ideal person-position matches. PI BA helps your managers understand which needs to fulfil, how people complement each other, and how to coach and utilise their people potential effectively.

With a validity vault of 350+ studies, and EEOC adherence, PI BA adds scientifically validated objectivity to your subjective judgement



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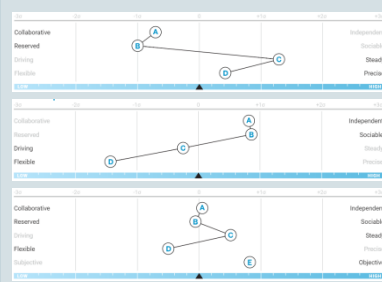
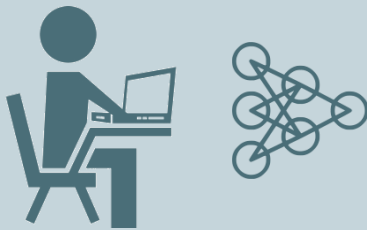


# PI BEHAVIORAL ASSESSMENT™

## HOW IT WORKS

### METHODOLOGY

The 5 minute assessment is completed online. Responses are broken down into 4 motivational drives. 3 emerging graphs reveal a person's PI pattern.

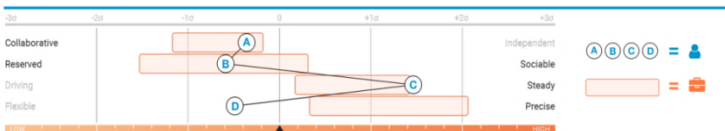


- SELF** NATIVE MOTIVATIONAL DRIVES - "WHAT COMES NATURALLY" IN A PERSON'S BEHAVIOUR
- SELF CONCEPT** HOW THEY BELIEVE THEY NEED TO ADAPT TO THEIR WORK ENVIRONMENT
- SYNTHESIS** HOW THE PERSON USUALLY BEHAVES IN THE WORK PLACE

### HIRE

Apply PI Job Assessment to outline the job requirements. PI Software ranks candidates according to job match based on personality (PI BA) and cognitive capacity (PI CA).

#### BEHAVIORAL COMPARISON - CANDIDATE VS JOB



Overall	Behavioral	Match	Ref Profile	Cognitive	Match
9.5		9	Scholar		10
6		2	Maverick		10
6		10	Craftsman		2
5.5		9	Collaborator		2

### INSPIRE

A range of reports are at your disposal – at no extra charge. These are just some the reports available which help you inspire the workforce by creating insight.

<p><b>Understand a Person</b></p> <p>EXPLORE BEHAVIOURAL DRIVES AND NEEDS</p>	<p><b>Management Strategy Guide</b></p> <p>TARGET STRATEGIES TO MANAGE A PERSON</p>	<p><b>Relationship Guide</b></p> <p>GUIDE PEOPLE TO WORK EFFECTIVELY TOGETHER</p>	<p><b>Coaching Guide</b></p> <p>MENTOR A PERSON'S DEVELOPMENT</p>	<p><b>Manager Development Chart</b></p> <p>INCREASE MANAGER SELF-AWARENESS</p>	<p><b>Group Analytics</b></p> <p>OVERVIEW OF BEHAVIOURAL DRIVES IN A TEAM</p>	<p><b>Team Work Styles</b></p> <p>OPTIMISE TEAM PERFORMANCE AND COLLABORATION</p>
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