

GET THE MOST FROM PI SOFTWARE

Unlock the value of your PI license with PI Software

Dear Humanostics Partner,

All clients have now successfully transitioned from the Classic PI Software and the PLI Admin system to the new PI Software. You can administer all your assessments in one place, and you have access to numerous new features and reports that allow you to use the PI Assessments for developing your managers, employees, teams and working relationships. In this newsletter, you can read about how to get the most value from the new integrated platform and your PI license.

OPEN PI SOFTWARE DEMO WEBINARS

We are hosting open PI Software demo webinars in Danish and English for clients who would like to get a guided tour of the new PI Software. All clients are welcome to join – you can [find the dates](#) on our brand new web site. No sign-up is required.

NEW SCALED SCORE FOR PI COGNITIVE ASSESSMENT

For those of you who have more recently transitioned from PLI Admin to the new PI Software, you will notice that there is a new scaled score for PI CA in the new PI Software. Attached is a guide to interpreting and communicating the new score.

AUTOMATED ANONYMISATION IN PI SOFTWARE

To comply with GDPR, we recommend that your system administrator (Account Owner or Account Admin) set up an automated anonymisation process in PI Software. Anonymised data cannot be restored by anyone, so please ensure that you categorise employees correctly in PI Software. Note that it is **NOT** sufficient to store a person in a folder called 'Employees' – the person has to have employee status in order for them not to be anonymised automatically. You can update a person's status on their personal page by clicking Edit, or you can update a number of people at once in the list views by choosing 'Update Type' in the Admin menu.



BROWSERS

Do you sometimes experience technical issues in the new PI Software? It could be because you are using Internet Explorer! The new PI Software is optimised for the Google Chrome browser, so switching to Chrome will often solve the issues you are experiencing. Mozilla Firefox also works really well in most instances. In other cases, clearing your browser cache may solve temporary issues. Our software developers are doing their best to optimise the platform for all browsers, but for technical reasons it is more difficult with Internet Explorer, so we always recommend that you use Chrome or Firefox.



HAVE YOU TRIED PI JOB ASSESSMENT?

Hiring the right employee for a position is crucial for their success, and bad hires can cost you a lot of time and money. How do you know what behavioural profile to look for, and what level of cognitive ability is needed in a specific position? And how do you create consensus between the stakeholders? The PI Job Assessment allows stakeholders to give input which the system uses to generate a job target, and you can easily see how your candidates match the agreed job target for the behavioural profile and the level of cognitive ability. The objective measures of the job target remove bias from the hiring process. You can also use PI Job Assessment for your existing organisation to objectively assess your positions and use the new Coaching Guide to coach and develop the employee in that position, based on matches and mismatches with their BA profile.

PI ASSESSMENT NAMES

Have you gotten used to the official names of the PI assessments?

-  **PI Job Assessment** – PI JA (was formerly referred to as a *PRO*)
-  **PI Behavioral Assessment** – PI BA (was formerly referred to as a *PI*)
-  **PI Cognitive Assessment** – PI CA (was formerly referred to as a *PLI*)

BECOME A PI MASTER

Would you like to become a PI Expert? The two-day PI Practitioner training empowers you to apply PI's methodology throughout your organisation to drive better hires, engagement, teamwork, and productivity. We offer PI Practitioner workshops in several locations in Northern Europe and South East Asia – find the dates and locations of our open-enrolment workshops in the box below, or on our [brand new web site](#) where you can also pre-register.

Our global network of PI Certified Partners offer training in many other countries around the world, and it is also possible to arrange in-house training for a group of people – contact training@humanostics.com to learn more.

TRAINING 2019

- Copenhagen | 06-07 February | Danish
- Manila | 14-15 February | English
- Amsterdam | 19-20 February | Dutch
- Amsterdam | 26-27 February | English
- Copenhagen | 13-14 March | Danish
- Kuala Lumpur or Bangkok or Jakarta | 14-15 March | English
- Aarhus | 20-21 March | Danish
- Amsterdam | 26-27 March | Dutch
- Copenhagen | 02-03 April | Danish
- Singapore | 09-10 April | English
- Warsaw | 10-11 April | Polish
- Amsterdam | 23-24 April | Dutch
- Düsseldorf | 29-30 April | German

[Link](#) to workshop overview

Please contact us if you need information about fees or wish to arrange an in-house training session. Enrolment may be done by contacting training@humanostics.com

SOCIAL MEDIA

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