

# LEVERAGE THE PI ASSESSMENT SUITE

The PI assessments are much more than effective recruitment and selection tools; they can help you manage the talent in your organisation to optimise performance.

This guide gives you tips on how you can use the many reports and features available to you, to get the most value from your PI license.



START

BROUGHT TO YOU BY  
HUMANOSTICS  
- YOUR PI CERTIFIED PARTNER

THE EMPLOYEE LIFECYCLE



DEVELOPING EMPLOYEES AND MANAGERS

WORKING RELATIONSHIPS AND CONFLICT MANAGEMENT

TEAM ANALYSIS, PERFORMANCE AND DEVELOPMENT

ALIGNING LEADERSHIP TEAMS TO STRATEGIC GOALS

ALIGNING JOB EXPECTATIONS AND INTERVIEWING

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OVERVIEW OF AVAILABLE REPORTS IN PI SOFTWARE

1-DAY COURSES

CONTACT DIRECTORY

## Behavioural understanding shouldn't stop when your employees join your team

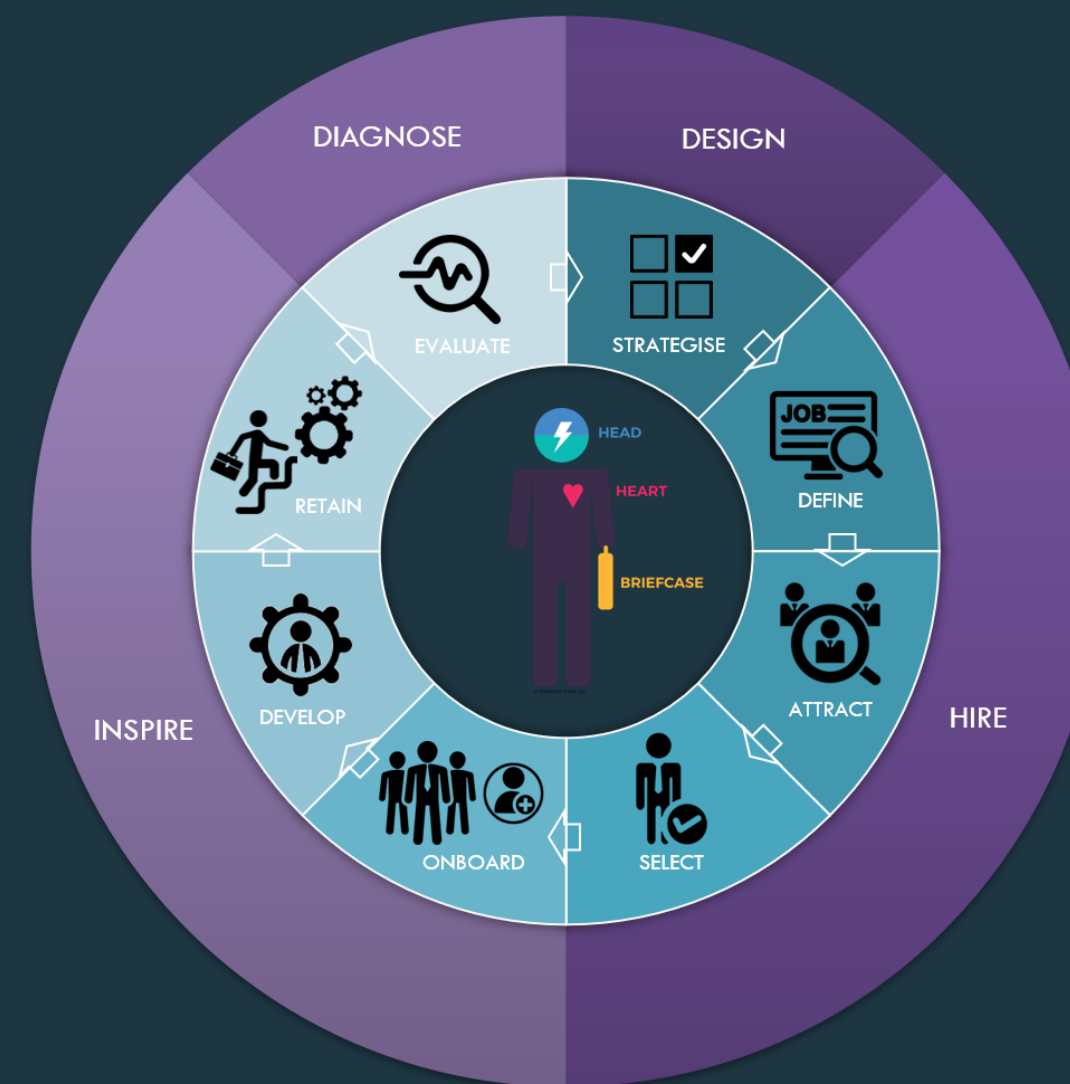
As your employees learn about themselves and each other, they can work productively and cooperatively. PI makes it easy to access custom-tailored reports to help managers, teams, and individuals work better together.

When all your employees are assessed, they can start to speak in a shared language. Conversations become easier, conflict can be avoided, and decisions can be made faster.

Use the INSPIRE section to:

- Understand a person
- Guide people to work better together
- Increase manager self-awareness
- Mentor a person's development
- Optimise team performance
- Understand group dynamics
- Make informed people decisions

THE EMPLOYEE LIFECYCLE



## REPORTS TO USE:

- PERSONAL DEVELOPMENT CHART
- PERSON SNAPSHOT
- MANAGER DEVELOPMENT CHART
- MANAGEMENT STRATEGY GUIDE
- COACHING GUIDE

- How do you help your employees get to know and work with their behavioural profile?
- How do you help managers become aware of their leadership style and make targeted adjustments?
- How do managers help an employee leverage and adjust their behaviours to the position they are in?

Having good people managers is vital for employee motivation, performance and retention. Developing your employees, regardless of their level in the organisation, increases engagement and ultimately retention.

The **PERSONAL DEVELOPMENT CHART** creates self-awareness by displaying highlights of a person's behavioural needs and drives and self-coaching tips on how to be more productive in their work environment.

The **MANAGER DEVELOPMENT CHART** provides self-coaching tips for people managing others, helping them become aware of and adjust their leadership behaviours.

The **MANAGEMENT STRATEGY GUIDE** provides managers with custom advice on how to accommodate the preferences of each of their direct reports. The guide is great for facilitating a dialogue between the direct report and their manager on how the manager can help the team member thrive and perform.

The **COACHING GUIDE** provides managers suggested questions to ask an employee to leverage their similarities to the job target of the position they are in, or to enhance their behaviours to better meet the job target.

**EXTRAVERSION (B)- The need for social interaction**

EXTREMELY VERY MODERATELY MODERATELY B VERY EXTREMELY

**Maria is a Persuader**  
A Persuader is a risk-taking, socially poised and motivating team builder.

**Strategies based on how Maria interacts in the workplace:**

- Give them opportunities to solve problems by themselves and with others
- Provide a mix of technical and social communication activities

**Strategies based on how Maria takes action:**

- Give them frequent challenges and varied tasks
- Provide them with challenging assignments that require a quick turnaround

**STRENGTHS**

- Motivating, stimulating leadership style
- People-oriented, sociable
- Builds team cohesion and collaboration
- Thoughtful delegator

**CAUTIONS**

- May be too optimistic or trusting of low performers
- May prioritize being liked or being the focus of attention over results
- May appear overly talkative
- May avoid conflict in order to keep interactions positive

**SELF-COACHING TIPS**

- Give people the opportunity to contribute and influence outcomes
- Consider how much detail or tangible information is really needed
- Ask about potential problems or risks
- Practice saying "no"

**Strongest Behaviors**

Maria will most strongly express the following behaviors:

- Proactively connects quickly to others; open and sharing. Builds and leverages relationships.
- Comfortably fluent and fast talk, in volume. Enthusiastically persuades and motivates others from their point of view and adjusting delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion and interpersonal relations.
- Socially informal, extraverted, and outgoing; gets familiar quickly. Communicates in an unadaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates.

**FORMALITY** less

How could you demonstrate an ability to be more thorough and detail-oriented in your work?

What would it look like to be more structured and disciplined in your role?

How do you comply with important rules and structure even though this may not motivate you?

FIND THE REPORTS IN THE INSPIRE SECTION OF PI SOFTWARE

- THE EMPLOYEE LIFECYCLE
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- TEAM ANALYSIS, PERFORMANCE AND DEVELOPMENT
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## REPORTS TO USE:

- RELATIONSHIP GUIDE
- PLACARD
- PERSONAL DEVELOPMENT CHART

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- How do improve communication and collaboration between two people?
- What can you do to prevent conflicts related to people's personalities?
- How do you know how to adapt your behaviour when interacting with other people?

Knowing your own and someone else's behavioral profile can help you prevent and resolve conflicts.

The **RELATIONSHIP GUIDE** lets any two people in the organisation discover the interplay between their behavioural drives. It is easy to see how people's strengths combine and where people might stumble when working together. A quick report can solve communication challenges and drive productive conversations.

The **PLACARD** displays a person's PI Behavioral Pattern with key characteristics that the individual is likely to demonstrate in the workplace. Employees can display the Placard by their work space to give co-workers tips on how to best interact with them; reducing time spent wondering how to best approach teammates and encouraging stronger work relationships.

The **PERSONAL DEVELOPMENT CHART** creates self-awareness by displaying highlights of a person's behavioural needs and drives and self-coaching tips on how to be more productive in their work environment.

The screenshot displays three reports for a relationship between Maria Garcia (Persuader) and Morten Anders (Craftsman).  
1. **Relationship Strengths:** Maria can help Morten by supporting their ideas and creating a unified front when communicating Morten's perspective to stakeholders. Maria is eager to start conversations and will typically be the communication initiator with Morten. Morten is able to encourage and act as a counter balance when Maria feels frustrated by their communication. Maria can discuss broad ideas, but Morten is good at translating Maria's suggestions into specifics.  
2. **Relationship Cautions:** Maria may dominate the agenda, and Morten's ideas or concerns may get overlooked. Morten may be overwhelmed by Maria's eagerness to have a conversation, and Morten may politely seek to shorten or avoid interactions with Maria. Maria's tendency to rush conversations may frustrate Morten. Morten's tendency to adapt or yield to preserve the relationship may limit the effectiveness of collaboration with Maria. Morten may feel like Maria communicates without getting to the point, whereas Maria may feel like Morten is too focused on the details.  
3. **Relationship Tips:** Maria may be the one who tends to set the agenda, but Maria should make sure to let Morten have their say, pausing to ask Morten for reactions or feedback, as well as giving credit and acknowledging when Morten has a great idea or suggestion. Maria should set up a time to speak with Morten rather than dropping by and asking Morten questions spur of the moment, but Morten should also make the effort to ask Maria for feedback or opinions. Morten should be receptive to communications from Maria, but Maria should also provide Morten with space and time to think things through alone. Morten should make sure that Maria is clear on specific action items and next steps when they end conversations.

The **PLACARD** for Maria Garcia shows a behavioral pattern with four drives: A (Dominance), B (Extraversion), C (Patience), and D (Formality). The chart is a 2x2 grid with 'Let me collaborate' and 'Let me think it through' on the left, and 'Let me drive' and 'Let me talk it out' on the right. The top row is labeled 'DOMINANCE' and 'EXTRAVERSION', and the bottom row is labeled 'PATIENCE' and 'FORMALITY'. Maria's profile is represented by a line connecting points A, B, C, and D.

The **PERSONAL DEVELOPMENT CHART** for Maria Garcia lists the following:

STRENGTHS	CAUTIONS
<ul style="list-style-type: none"><li>Drives change and challenges status quo</li><li>Seeks to lead and have an impact</li><li>Innovative, self-motivated</li><li>Able to think "big picture"</li></ul>	<ul style="list-style-type: none"><li>May be seen as overly aggressive</li><li>May intimidate rather than motivate</li><li>May have difficulty delegating authority</li><li>May appear to be tough-minded and directive</li></ul>

**SELF-COACHING TIPS**

- Actively seek input from multiple sources
- Practice active listening and allow people to express their opinions or ideas
- Think before you speak; think of how your message will be received

TRY THE REPORTS TODAY - FIND THEM IN THE INSPIRE SECTION IN PI SOFTWARE!



# TEAM ANALYSIS, PERFORMANCE AND DEVELOPMENT

## REPORTS TO USE:

### TEAM WORK STYLES GROUP ANALYTICS

- *How do you optimise team performance based on their behavioural profiles?*
- *How do you gain insights into how a team's combined behavioural dynamics?*
- *How do you determine how a candidates will fit into your existing team?*

Creating the right teams is a complex task, and to optimise team performance you need the right behavioural dynamics as well as the right competencies and work values.

The **TEAM WORK STYLES** report allows you to discover emerging patterns, identify behavioural gaps, and improve relationships. The report provides a visual representation of a team, so you can use the information to create team awareness, alignment and engagement, or to see a candidate's fit with the team. The **TEAM WORK STYLES** report provides valuable insights into how a team works together overall, how they communicate with each other, how they take action, and how they make decisions together.

The **GROUP ANALYTICS** overview allows you to directly compare the behavioural patterns of a group of individuals. It will help you identify similarities and differences between individuals in a group. You can compare the group's four factors as well as their factor combinations, and you can see the average behavioural pattern of the combined team.

**Team Work Styles**  
Team performance is critical to business success. To achieve high performance, it's important to understand the team's behavioral dynamics. This report is designed to provide insight into the combined behavioral dynamics and individual differences along four main areas:

**OverAll** How teams members work together. Is the team goal oriented and impatient for results? Are cooperative and relaxed?

**Communication** How team members communicate with each other to solve problems and build relationships. Are communications formal and thoughtful or informal and intense?

**Taking action** How work gets done in the team. Do things get done through tasks or execution about process or innovation?

**Decision-making** How team members work together to make decisions. Are decisions collaboratively or independently? Are they generally safe or risky?

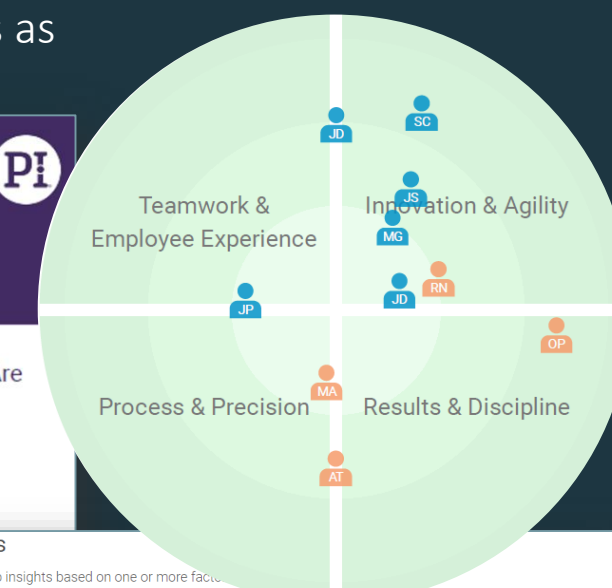
#### Communication

**Connecting Team Style** - Caring for people and their feelings, the Connecting style is about communications through interpersonal sensitivity and genuine relationship-building.

**Strengths:** Patient and thoughtful listeners; Sociable and at ease in a conversation; Comfortable in a team setting.

**Cautions:** May be hesitant to deliver hard news or decisions; May appear as too talkative in independent roles.

**Tips:** Provide security and assurance when they need to deliver unfavorable news; Use and allow them time to process new information; Remind them that when communicating styles, they may need to get to the point quicker.



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USE TEAM WORK STYLES AND GROUP ANALYTICS ON ANY TEAM IN YOUR ORGANISATION!

# ALIGNING LEADERSHIP TEAMS TO STRATEGIC GOALS

REPORTS TO USE:

TEAM WORK STYLES

- How do you know whether you have the people you need to reach your strategic goals?
- How do you ensure a leadership team is aligned with the organisation's strategy?
- What do you do if your leadership team need to stretch their behaviours to support strategic activities?

Understanding the behavioural dynamics of a team and their natural strengths and can help you understand the team and optimise performance.

The **Strategy Insights** feature in the **TEAM WORK STYLES** report provides a strategic view into a leadership group to help ensure the right people are in place to execute business strategies and deliver business results.

The feature helps you understand whether the distribution of the team right for completing the strategic activities identified.

If there is a gap in one of the quadrants, you know that the team will need support in order to stretch their natural behaviours to align with the strategic goals. You might want to investigate whether there is a leader in the next functional level down who displays the behaviours needed to execute those strategic activities well.

Team Styles Overview Strategy Insights

From the activities below, select the 5-8 activities that are most critical to the success of your current business strategy.

**Innovation & Agility**

- Increasing agility
- Developing new products
- Taking actions
- Growing rapidly
- Implementing change

**Teamwork & Employee Experience**

- Increasing team cohesion
- Fostering teamwork
- Developing employees
- Empowering employees
- Increasing employee loyalty

**Process & Precision**

- Enforcing standards and rules
- Increasing accountability
- Increasing predictability
- Increasing efficiency
- Increasing reliability

**Results & Discipline**

- Maximizing profitability
- Delivering results
- Improving competitive position
- Increasing market share
- Increasing speed



TRY THE STRATEGY INSIGHTS FEATURE ON A LEADERSHIP TEAM!

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REPORTS TO USE:

JOB REPORT  
INTERVIEW GUIDE

- How do you know what PI behavioural profile you need in a given position?
- How do you objectively assess the complexity of the job so that you can determine the required cognitive score?
- How do you create consensus between the different stakeholders of an open position?

Different stakeholders may have very different opinions about a given position. Discussing these differences often helps, so that a job target can be agreed upon.

**THE PI JOB ASSESSMENT** facilitates the process of setting the job targets, removes bias from the process. It allows you to determine where stakeholders agree on the different aspects of the job and where alignment is needed.

**THE JOB REPORT** gives you a comprehensive overview of the ideal candidate after the job targets have been agreed upon.

Once the job targets have been set, recruiters can use the **INTERVIEW GUIDE** to help them explore potential behavioural alignment and misalignment between the candidate and the job target using targeted questions.

The screenshots show the 'Job Target Profile' for a Sales Manager, detailing characteristics like 'Maverick', 'Captain', and 'Persuader'. It also displays 'Will be' vs 'Will need' traits, 'Will Like Hearing' activities, and 'Noteworthy Behaviors'. A 'SUMMARY' section describes the role's demands, and a 'JOB CHARACTERISTICS' list includes traits like 'Fast-paced, rapidly changing environment'. A 'COGNITIVE TARGET' chart shows a score of 250, with a note that the ideal candidate will score at least 250.

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TRY THE PI JOB ASSESSMENT AND THE JOB REPORT FOR YOUR NEXT OPEN POSITION!

# ONBOARDING EMPLOYEES AND MANAGERS

## REPORTS TO USE:

- PLACARD
- PERSONAL DEVELOPMENT CHART
- MANAGER DEVELOPMENT CHART
- BEHAVIORAL REPORT

- *How do you ensure new employees are off to a good start when they join your organisation?*
- *How can you help the new employee and their new colleagues to get to know each other?*
- *How do you induct the new employee in your shared language around PI?*

Onboarding employees and managers is a crucial aspect of any successful recruitment, and using behavioural data can be a great way to ensure a positive experience for the new hire and their team.

The **PLACARD** displays a person's PI Behavioral Pattern and can show co-workers how to see how to best interact with the person.

The **BEHAVIORAL REPORT** creates self-awareness by displaying highlights of a person's behavioural needs and drives, influencing style and selling style, and the **PERSONAL DEVELOPMENT CHART** provides self-coaching tips on how to be more productive in the work environment.

The **MANAGER DEVELOPMENT CHART** provides self-coaching tips for people managing others, helping them become aware of and adjust their leadership behaviours.

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- Socially informal, extraverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.
- Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.
- Focused on goals and the people needed to get there, not details or plans; frequently delegates details.

**How to Interact with MARIA GARCIA**

Let me collaborate | Let me think it through | Give me variety | Give me flexibility | Let me drive | Let me talk it out | Give me stability | Give me structure

DOMINANCE (A) | EXTRAVERSION (B) | PERSISTENCE (C) | FORMALITY (D)

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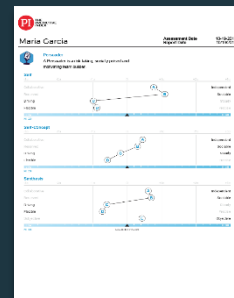




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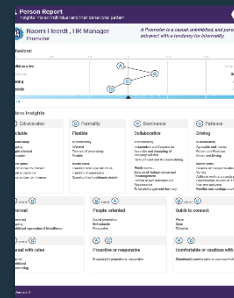
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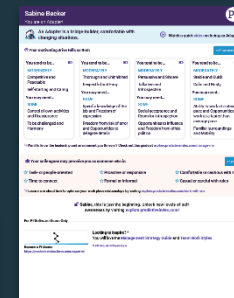
### Behavioral Report

- ❖ A person's unique behavioural profile
- ❖ Their strongest behaviours
- ❖ Leadership style
- ❖ Influencing style
- ❖ Selling style
- ❖ Tips for their manager



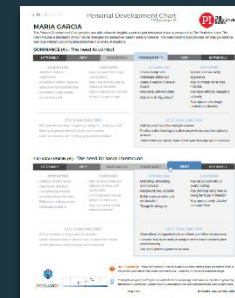
### Person Report

- ❖ One-page sneak-peak into a person's unique profile
- ❖ For PI experts



### Person Snapshot

- ❖ One-page sneak peek into a person's unique profile
- ❖ In everyday language



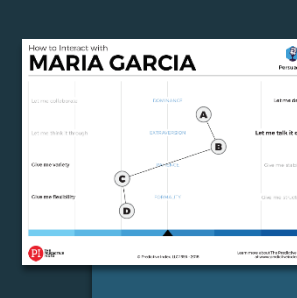
### Personal Development Chart

- ❖ Actionable insights
- ❖ Natural strengths and respective caution areas
- ❖ Self-coaching tips



### Cognitive Report

- ❖ A person's cognitive score
- ❖ The percentile compared to the global workforce
- ❖ Compares the cognitive score to the job target (for internal use)



### Placard

- ❖ A person's behavioural pattern
- ❖ Key characteristics
- ❖ Ideal for displaying by your work space for colleagues to see



### Job Report

- ❖ Agreed behavioural and cognitive job targets
- ❖ Quick overview of predominant traits, needs and noteworthy behaviours

GENERATE THE REPORTS FROM THE INSPIRE SECTION OR FROM AN INDIVIDUAL'S PERSONAL PAGE!

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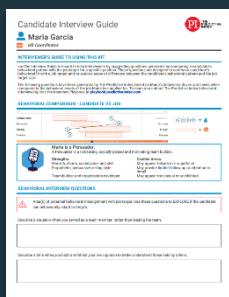
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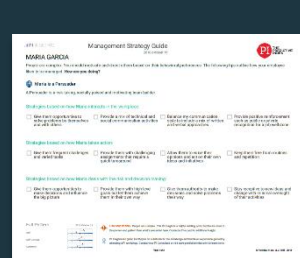
### Interview Guide

- ❖ Suggestions for job interview questions
- ❖ Questions related to area(s) of potential behavioural alignment and misalignment with the job target.



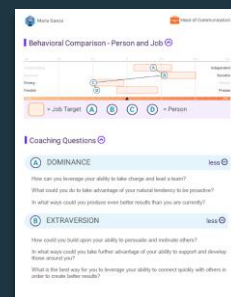
### Manager Development Chart

- ❖ Actionable insights
- ❖ Natural strengths and respective caution areas as a manager
- ❖ Self-coaching tips



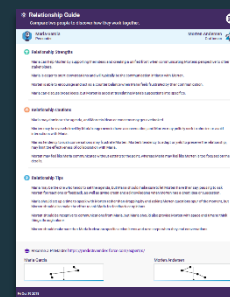
### Management Strategy Guide

- ❖ Target strategies to manage a specific person
- ❖ Tips on how to create an action plan



### Coaching Guide

- ❖ Suggestions for coaching questions based on potential behavioural alignment and misalignment with the job target for their position



### Relationship Guide

- ❖ Compares the behavioural profile of two specific people
- ❖ Relationship strengths and caution areas
- ❖ Relationship tips



### Team Work Styles

- ❖ Combined behavioural dynamics and individual differences in a team
- ❖ Insights into how the team takes action, communicates and makes decisions



### Group Analytics

- ❖ Overview of behavioural factors and factor combinations for a group of people
- ❖ Identifies similarities and differences between individuals

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# LEVERAGE THE PI TOOLS – 1-DAY COURSES

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Are you looking for inspiration on how to use PI for recruitment and / or development to get even more out of your PI license? – Then our 1-day courses are right for you!

In addition to our foundational courses where you learn about the PI tools, we offer training in how PI can add even more value to your organisation.

In PI you have a tool with enormous potential and an obvious platform for optimising your hiring and development efforts to add more value to your organisation.

On our recruitment courses you will learn how to optimise your hiring process, conduct effective interviews and ensure that new hires get off to a good start in your organisation.

Or attend one of our development courses to learn how to use PI to develop your employees and leaders, and how PI can help teams collaborate, deliver results and become more engaged in the process.

THE 1-DAY COURSES ARE OFFERED AS OPEN-ENROLMENT AND CAN ALSO BE ARRANGED IN-HOUSE

LEARN MORE ABOUT ALL OUR COURSES ON OUR WEB SITE [HUMANOSTICS.COM](https://www.humanostics.com)



# QUESTIONS? CONTACT THE HUMANOSTICS TEAM

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WORKING RELATIONSHIPS AND CONFLICT MANAGEMENT

TEAM ANALYSIS, PERFORMANCE AND DEVELOPMENT

ALIGNING LEADERSHIP TEAMS TO STRATEGIC GOALS

ALIGNING JOB EXPECTATIONS AND INTERVIEWING

ONBOARDING EMPLOYEES AND MANAGERS

OVERVIEW OF AVAILABLE REPORTS IN PI SOFTWARE

1-DAY COURSES

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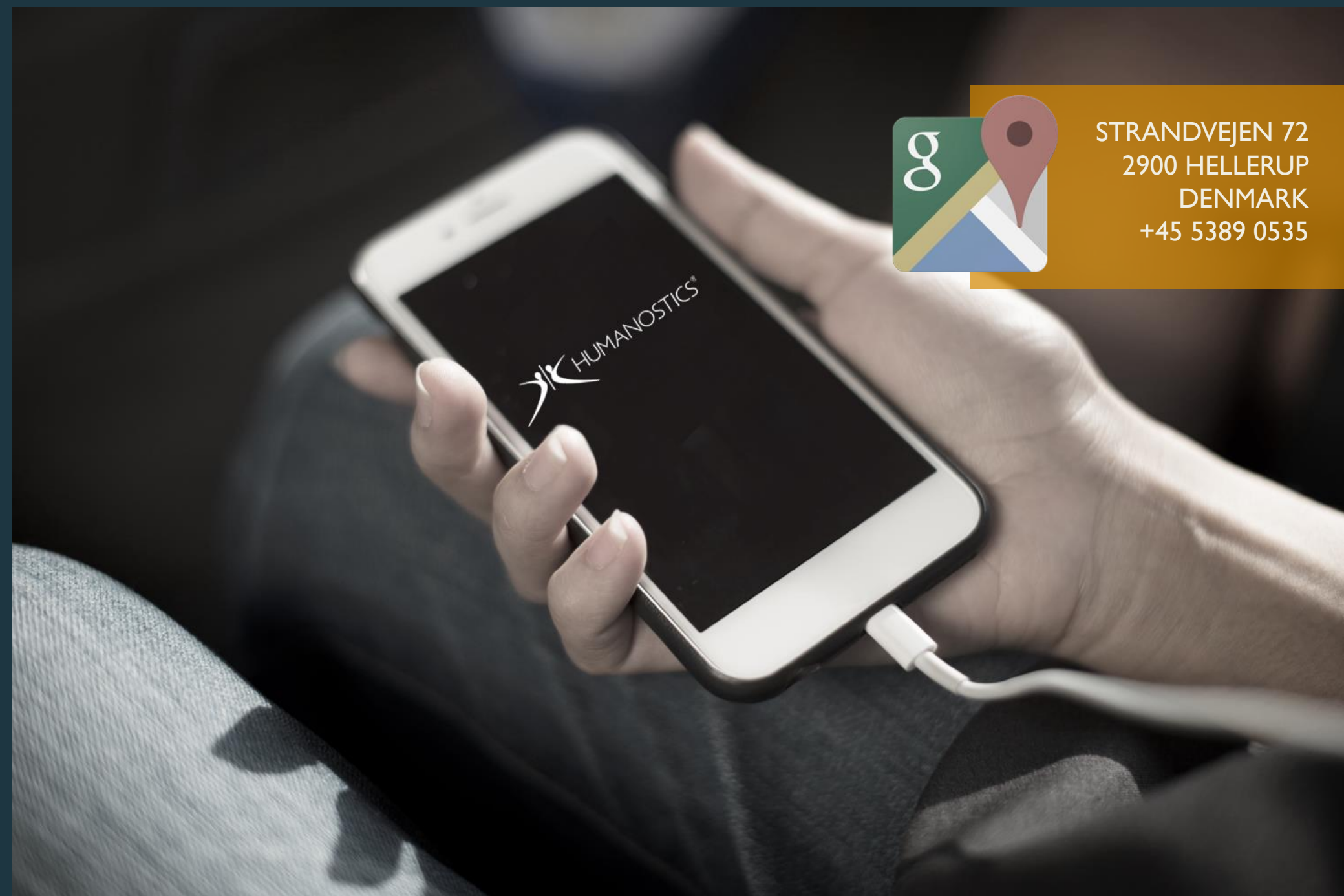
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