HUMANOSTICS®

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

THE EMPLOYEE LIFECYCLE

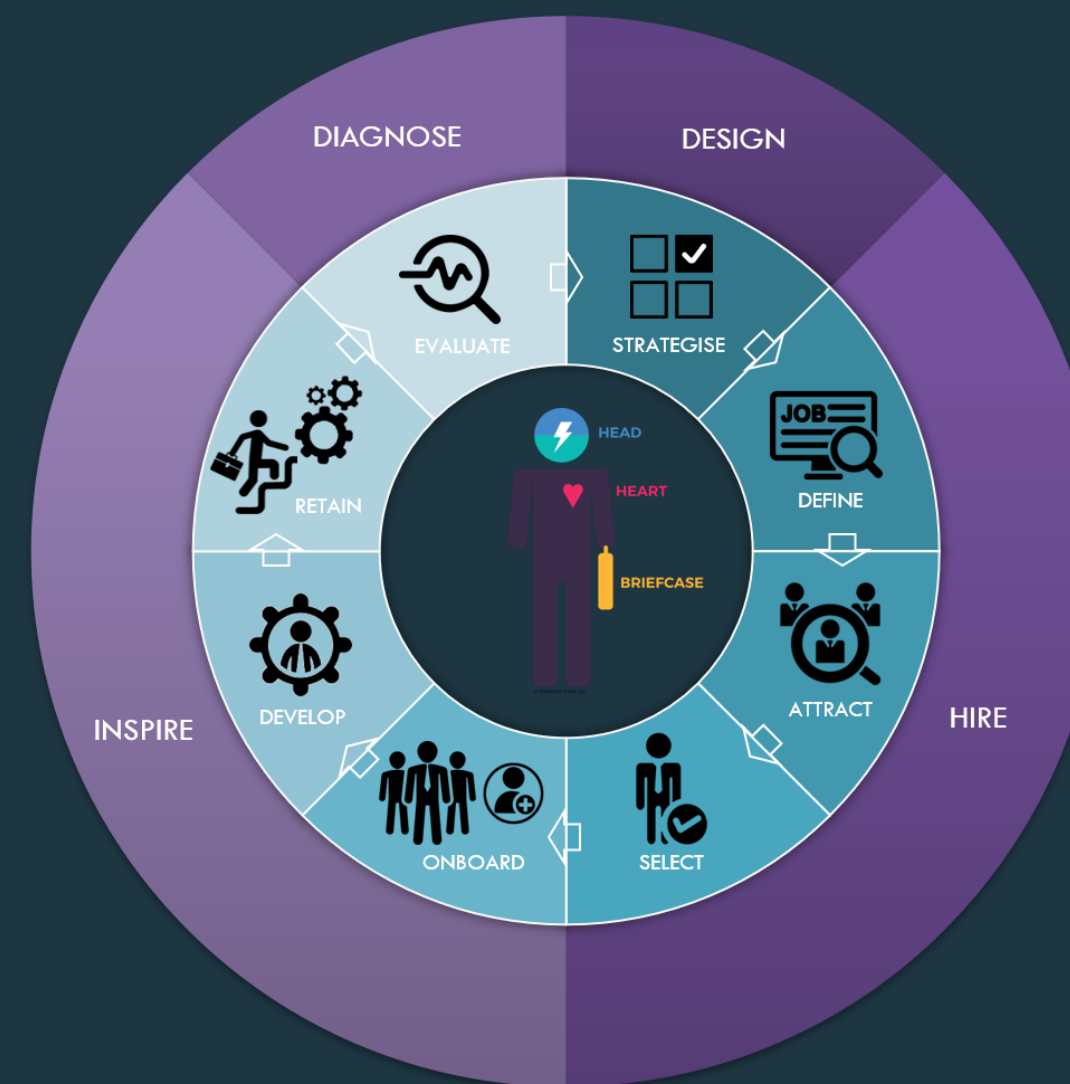## Behavioural understanding shouldn't stop when your employees join your team

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

MOTIVATE AND DEVELOP YOUR EMPLOYEES BASED ON THEIR UNIQUE BEHAVIOURAL PROFILES

- *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.

REPORTS TO USE:

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

FIND THE REPORTS IN THE INSPIRE SECTION OF PI SOFTWARE

HUMANOSTICS®

REPORTS TO USE:

RELATIONSHIP GUIDE
PLACARD
PERSONAL DEVELOPMENT CHART

- *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.

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

- *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?*

REPORTS TO USE:

TEAM WORK STYLES
GROUP ANALYTICS

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 you 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?
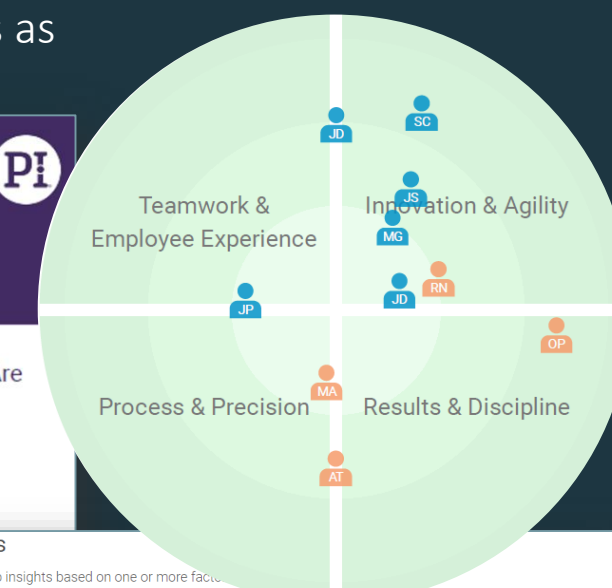
Communication

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

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

Cautions: May be hesitant to deliver hard news or decisions; May appear as too talkati 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 communicati styles, they may need to get to the point quicker.

Teamwork & Employee Experience

Innovation & Agility

Process & Precision

Results & Discipline

Group Analytics

Select a tab to view Group insights based on one or more fact

All Factors Ensemble | Dominance (A) | Extraversion (B) | Patience (C) | Formality (D) | All Combinations Ensemble

ALL FACTORS

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

HUMANOSTICS®

- *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.

REPORTS TO USE:

TEAM WORK STYLES

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.

TRY THE STRATEGY INSIGHTS FEATURE ON A LEADERSHIP TEAM!

- *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?*

REPORTS TO USE:

JOB REPORT
INTERVIEW GUIDE

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.

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

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.

The **MANAGEMENT STRATEGY GUIDE** provides managers with custom advice on how to accommodate the preferences of each of their direct reports.

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

Different reports are available to you in PI Software, and you can generate as many as you like – they are included in your license fee so no charges apply. You can find more inspiration on how to use the reports on CATALYST, the online knowledge base associated with PI Software. Access CATALYST from the dashboard in PI Software.

ALL REPORTS IN PI SOFTWARE
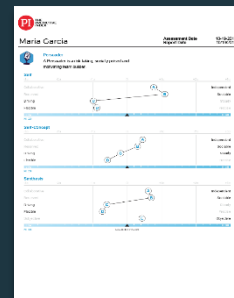
Behavioral Report
- A person's unique behavioural profile
- Their strongest behaviours
- Leadership style
- Influencing style
- Selling style
- Tips for their manager
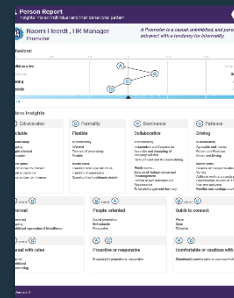
Person Report
- One-page sneak-peak into a person's unique profile
- For PI experts
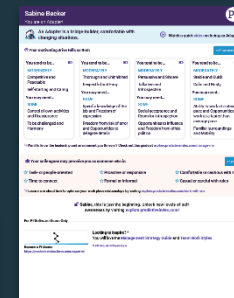
Person Snapshot
- One-page sneak peek into a person's unique profile
- In everyday language
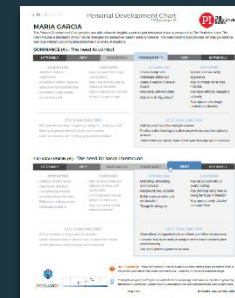
Personal Development Chart
- Actionable insights
- Natural strengths and respective caution areas
- Self-coaching tips

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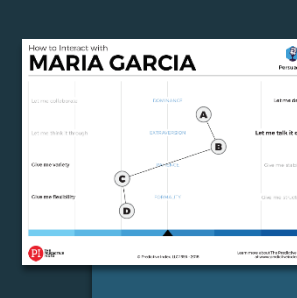
Placard
- A person's behavioural pattern
- Key characteristics
- Ideal for displaying by your work space for colleagues to see

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!

HUMANOSTICS®

Different reports are available to you in PI Software, and you can generate as many as you like – they are included in your license fee so no charges apply. You can find more inspiration on how to use the reports on CATALYST, the online knowledge base associated with PI Software. Access CATALYST from the dashboard in PI Software.

ALL REPORTS IN PI SOFTWARE

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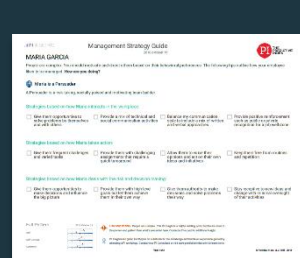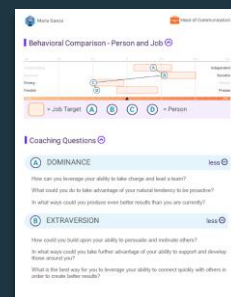❖ Questions related to area(s) of potential behavioural alignment and misalignment with the job target.

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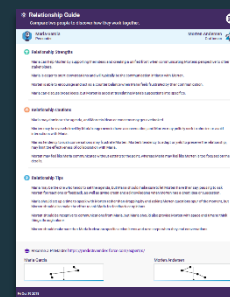❖ Natural strengths and respective caution areas as a manager
❖ Self-coaching tips

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

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

HUMANOSTICS®

LEVERAGE THE PI TOOLS – 1-DAY COURSES

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

QUESTIONS? CONTACT THE HUMANOSTICS TEAM

Jesper Præstensgaard	JEP@humanostics.com Tel. +45 6066 9721
Pernille Flensted-Jensen	PFJ@humanostics.com Tel. +45 2293 2327
Mie Scheuer Næblerød	MSN@humanostics.com Tel. +45 5386 0535
Karen Lysholm	KLY@humanostics.com Tel. +45 2938 1404
Morten Løkkegaard	MOL@humanostics.com
Training	training@humanostics.com Tel. +45 5389 0535
Accounting	accounts@humanostics.com Tel. +45 5389 0535

STRANDVEJEN 72
2900 HELLERUP
DENMARK
+45 5389 0535

HUMANOSTICS®
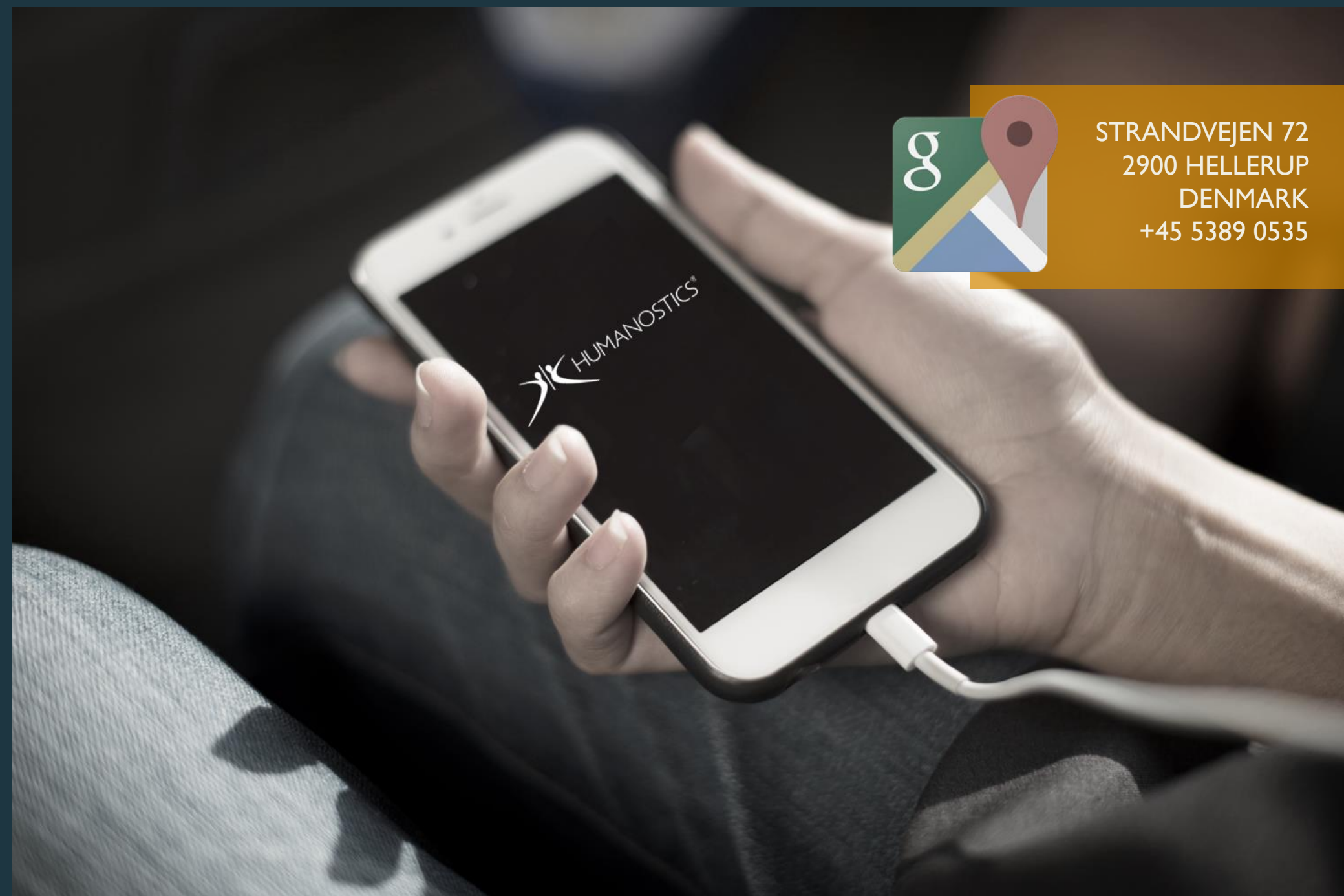
WE ARE HERE TO HELP - DO NOT HESITATE TO REACH OUT