

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 AWARENESS AND ALIGNMENT WITH GOALS

TEAM ANALYSIS AND BEHAVIOURAL DYNAMICS

ALIGNING JOB EXPECTATIONS AND INTERVIEWING

ONBOARDING EMPLOYEES AND MANAGERS

OVERVIEW OF AVAILABLE REPORTS IN PI SOFTWARE

1-DAY COURSES

CONTACT DIRECTORY

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

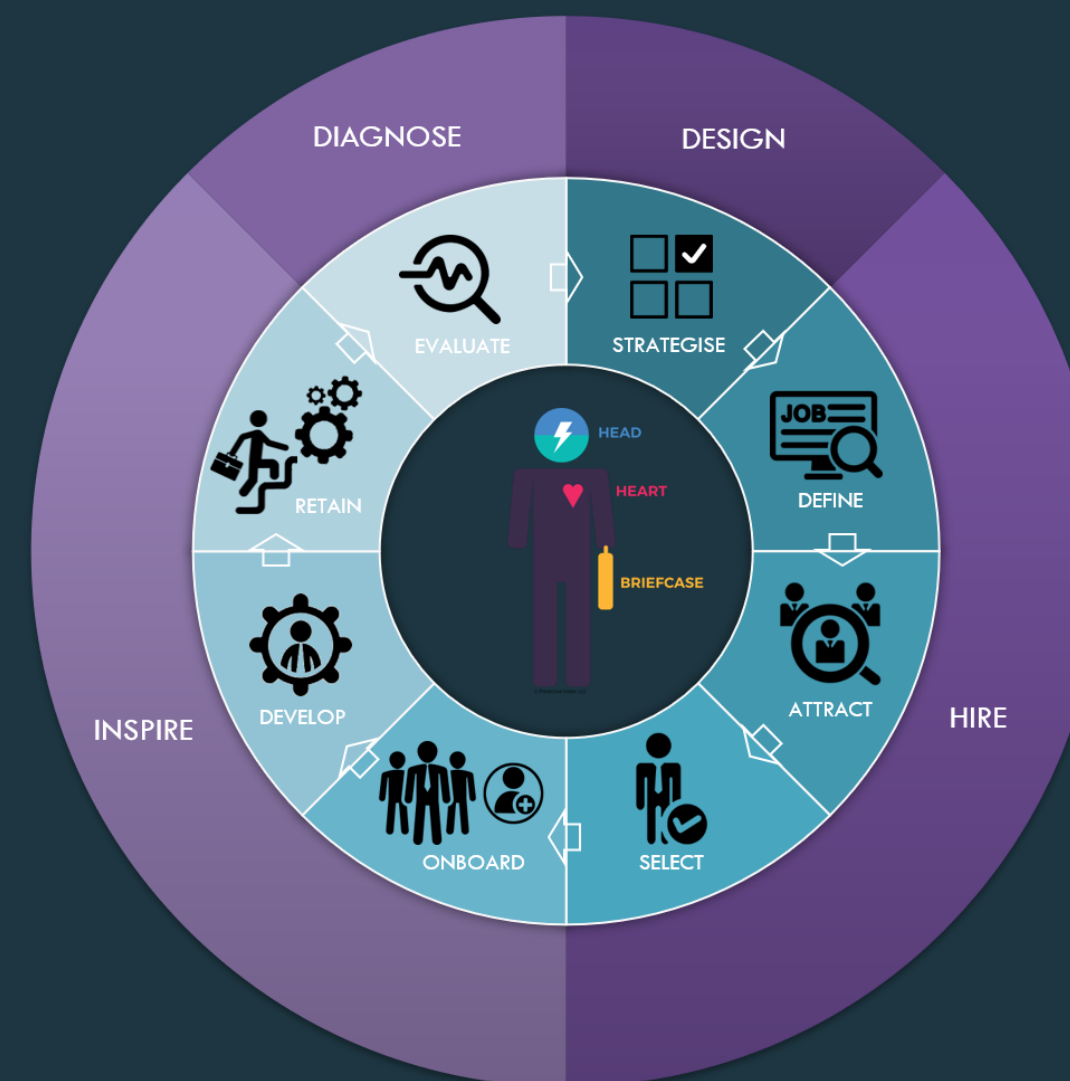
As your employees learn about themselves and each other, they can work productively and cooperatively. PI makes it easy to access custom-tailored reports to help managers, teams, and individuals work better together.

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



MOTIVATE AND DEVELOP YOUR EMPLOYEES BASED ON THEIR UNIQUE BEHAVIOURAL PROFILES

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

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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.

How to Interact with MARIA GARCIA

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.

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.

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.

STRENGTHS

- Drives change and challenges status quo
- Seeks to lead and have an impact
- Innovative, self-motivated
- Able to think "big picture"

CAUTIONS

- May be seen as overly aggressive
- May intimidate rather than motivate
- May have difficulty delegating authority
- May appear to be tough-minded and directive

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!

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TEAM AWARENESS AND ALIGNMENT WITH GOALS

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TOOLS TO USE:

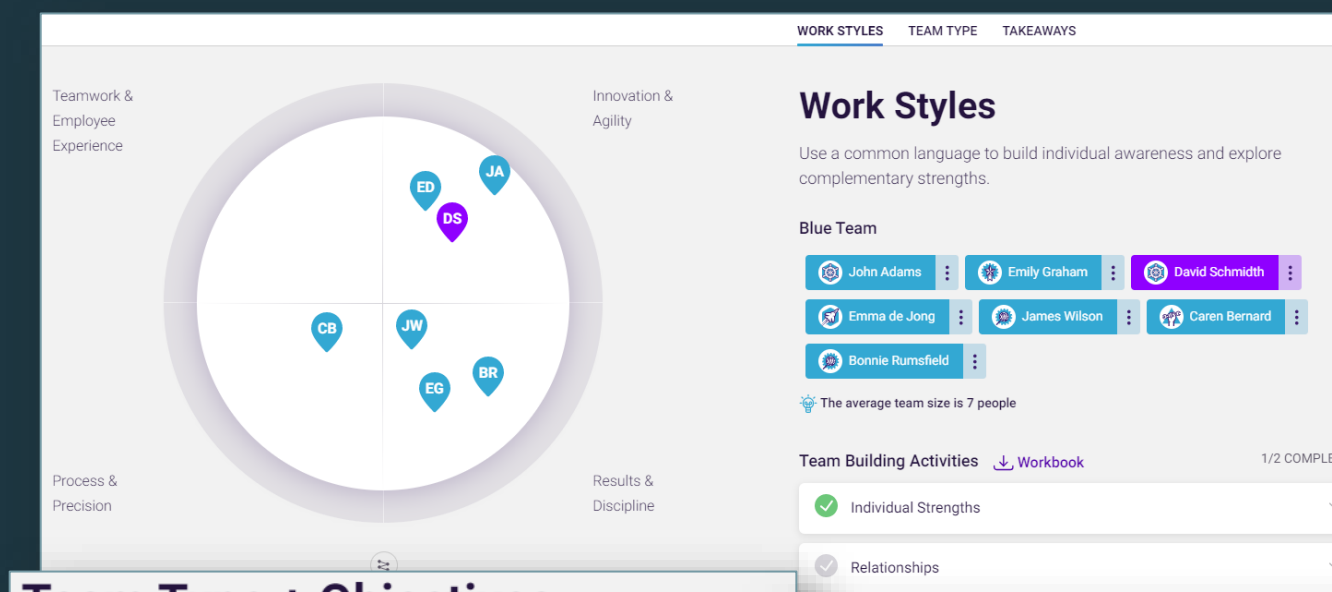
TEAM DISCOVERY

- *How do you ensure a team is engaged and productive*
- *How do you know whether you have the people you need to reach your strategic goals?*
- *What do you do if your team members need to stretch their behaviour to reach their goals?*

Build true Dream Teams that are engaged and productive – where there is mutual trust, awareness of each other’s differences, and where there is a clear sense of direction so they can reach their goals.

TEAM DISCOVERY uses science-backed technology to gather critical people data and map this data against your business strategy. It will help you set the direction for any team, understand what is holding them back, and allow you to build a clear path forward to improve communication and accountability.

First, you explore the individual work styles of the leader and the individual team members, exploring similarities and differences. Next, you look at the team as a whole by identifying the Team Type. Then you select the strategic priorities for the team to identify your Strategy Type, and finally you map the team against the strategy to see if there is a natural fit, or whether the team may need to stretch. All along the way, the software helps you identify strengths and potential blind spot and gives you science-based recommendations for that specific team so you can build true Dream Teams that crush their goals.



Team Type + Objectives

Explore your Team Type through the lens of your objectives.



You are a Pathfinding Team

Fast-paced | Goal-oriented | Competitive

Hide more details ^

Your team can be described as "relentless." Conflict is frequent, with each person championing their point of view. Fortunately, you see conflict as valuable—it forces you to challenge each other and think differently. You don't always take time to coordinate with one another before acting, and this can lead to poor cooperation. Team members share resources but may not stop to think what others actually need.



You are pursuing a Stabilizing Strategy

Stabilizing Strategies seek to improve efficiency and predictability of services.

Hide more details ^

Organizations with this strategy determine how to improve or simplify internal procedures to minimize risk, trim margins, lower customer retention costs, and scale up rapidly. They standardize or automate processes, and pursue new innovations only after careful consideration. Success means achieving higher performance from existing offers and addressing service gaps to retain clients.

TRY TEAM DISCOVERY ON ANY TEAM - LEADERSHIP TEAM OR STANDARD TEAM!

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TOOLS AND REPORTS TO USE:

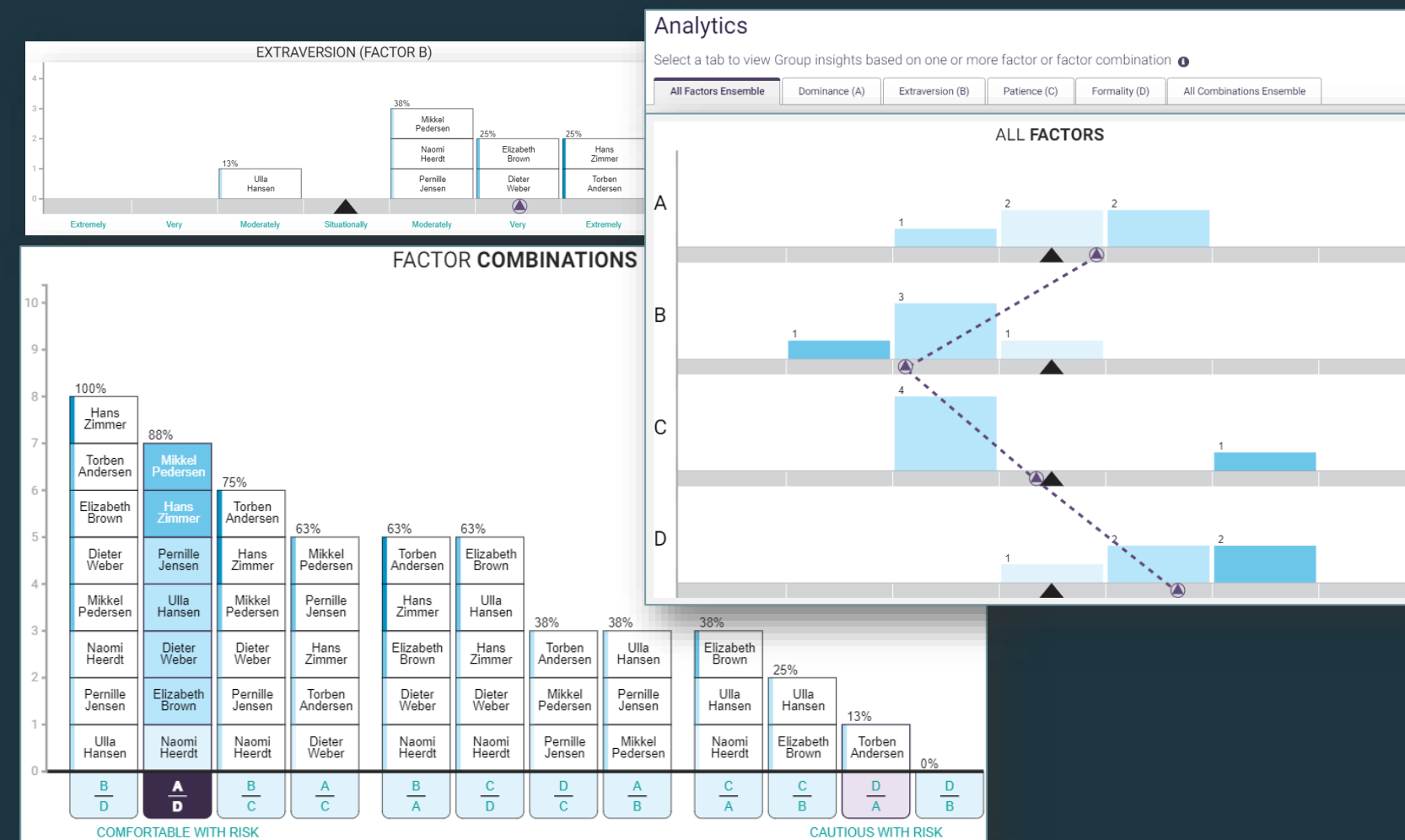
ANALYTICS

- How do you gain insights into how a team's combined behavioural dynamics?
- How do you identify similarities and differences in motivational drives between team members?
- How do you determine how a candidate 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. Create awareness of behavioural similarities and differences in any team with **ANALYTICS**.

The **ANALYTICS** overview allows you to directly compare the behavioural patterns and motivational drives of a group of individuals. Use **ANALYTICS** to identify similarities and differences between individuals in a group. You will be able to see the team members' behavioral drives for each of the Four Factors in a combined overview along with the average behavioural pattern of the combined team. You can also review each of the Four Factors individually, and you will get an overview of the distribution of the factor combinations of the group of individuals. For each view, you can choose to show the team members anonymously in numbers or percentages, or you can show their names.

Use **ANALYTICS** to create awareness around similarities and differences in behavioural drives and needs, to get an idea of the combined team profile, or to see how a candidate will affect the overall team dynamics.



USE ANALYTICS ON ANY TEAM OR GROUP OF INDIVIDUALS IN YOUR ORGANISATION!

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ALIGNING JOB EXPECTATIONS

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. It includes sections for 'LOOKING FOR' (Maverick, Captain, Persuader), 'THEY' (Will be, Will need), 'Will Like Hearing', and 'NOTEWORTHY BEHAVIORS'. A 'SUMMARY' section describes the role's requirements. A 'COGNITIVE TARGET' chart shows a score of 250, with a note that the ideal candidate will score at least 250.

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

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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.

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

The image displays three overlapping screenshots from the PI software interface. The top screenshot is titled 'EXTRAVERSION (B)- The need for social interaction' and shows a scale from 'EXTREMELY' to 'VERY' (selected) to 'EXTREMELY'. Below this, it identifies 'Maria is a Persuader' and provides a definition: 'A Persuader is a risk-taking, socially poised and motivating team builder.' It lists 'Strategies based on how Maria interacts in the workplace' and 'Strategies based on how Maria takes action', each with two checkbox options. The middle screenshot shows 'Strongest Behaviors' for Maria, listing six key traits such as 'Proactively connects quickly to others' and 'Comfortably fluent and fast talk'. The bottom screenshot is a 'How to Interact with MARIA GARCIA' report, featuring a circular diagram with four quadrants: 'Let me collaborate', 'Let me think it through', 'Give me variety', and 'Give me flexibility', each with a corresponding behavioral tip.

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

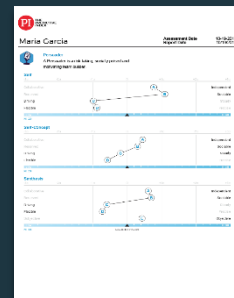
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ALL REPORTS AVAILABLE TO YOU IN PI SOFTWARE (1/2)

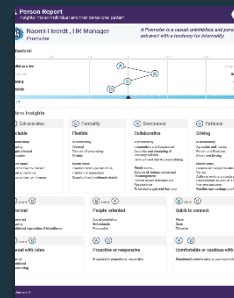
ALL REPORTS IN PI SOFTWARE

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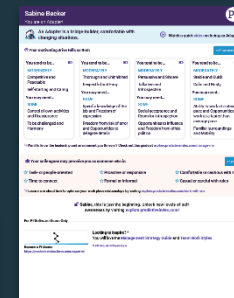
Behavioral Report

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



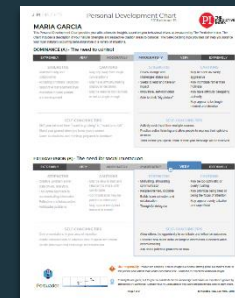
Person Report

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



Person Snapshot

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



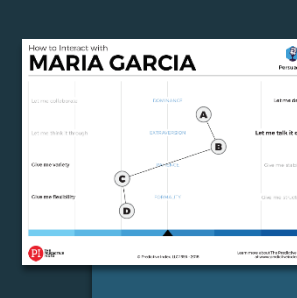
Personal Development Chart

- ❖ 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!

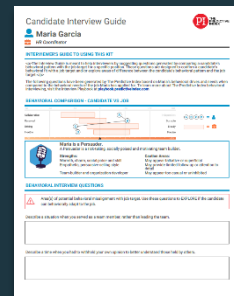
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ALL REPORTS AVAILABLE TO YOU IN PI SOFTWARE (2/2)

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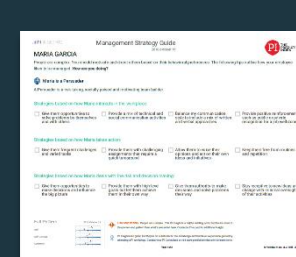
Interview Guide

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



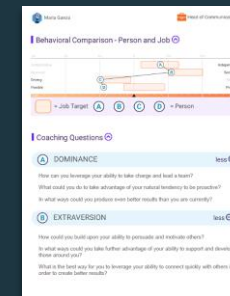
Manager Development Chart

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



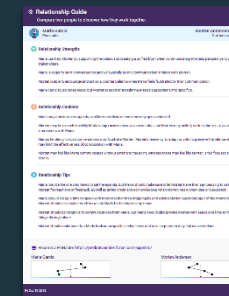
Management Strategy Guide

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



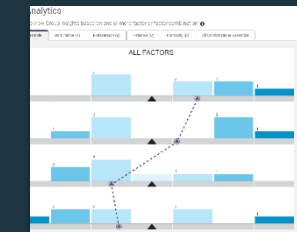
Coaching Guide

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



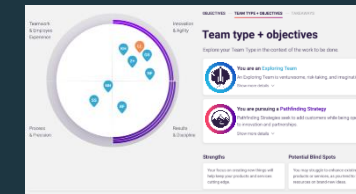
Relationship Guide

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



Analytics

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



Team Discovery

- ❖ Shows the work styles of individuals on a team
- ❖ Identifies the Team Type, its strengths and potential blind spots
- ❖ Maps the team to the Strategy Type and provides tailored recommendations on how to reach the goals

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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.

TEAMS AND COLLABORATION
1 DAY COURSE

You will learn how to use the PI tools to help teams collaborate, take advantage of differences among team members, to learn and grow as individuals, and to create results as a team beyond your goals. And just as importantly, the team's motivation and engagement will increase in the process.

INTRODUCTION

- When people work together, there is basis for both
- You can work next to each other in a group of people, a common goal that can achieve more than the individual
- On the downside, if the collaboration between team of demotivation and frustration.
- With PI, you have a tool with great potential and an obvious platform for organising your internal development from.
- On this course, we will focus on how to use PI to clarify such as working style, communication preferences, and want to go from a group of people to a top team.

TARGET GROUP

- This course is relevant for people working to manage managers, or HR professionals.
- Basic knowledge of PI is a prerequisite.

YOU WILL GET

- Inspiration on how to develop a top team.
- Methods to manage conflicts and coach a team
- Ideas on how to set and build teams
- Knowledge on roles, hierarchy, internal competition and informal leadership
- Familiarity with the INSPiRE reports in PI Software that are relevant for teams and collaboration

CONTENT

- Areas of different
- What type of communication
- What drives a team
- How some managers lead
- The difference between team and team
- How to lead yourself
- How to lead diversity

TRAINER

Kirstine Hanghej has worked with organisational development for more than 15 years. She has worked for Inter Humanostics. Kirstine is a trained designer specialising in concept development. Moreover, she is a trained process facilitator and a certified coach and has worked extensively with individual coaching a lot of teams in different phases e.g. kick off, less has been a manager herself, been in an executive range of managers.

PI CERTIFIED PARTNER

EMPLOYEE AND MANAGER DEVELOPMENT
1 DAY COURSE

Gain insights into how you can use PI to develop employees and managers – both on a day-to-day basis and when it comes to building a systematic approach to development.

INTRODUCTION

- If your organisation is good at challenging and developing your employees, you will attract the best talent
- The wish for and the need to learn new things and develop yourself are of great value to employees, and maybe even more so among younger generations.
- With PI you have a tool with great potential and an obvious platform to organise your internal development from.
- In this course we will focus on how to use PI to clarify motivational drives, self-awareness, communication style and much more – all related to development.

TARGET GROUP

- This course is relevant for anyone working with employee or manager development, including company owners, managers, and HR professionals.
- Basic knowledge of PI is a prerequisite.

YOU WILL GET

- Inspiration for business- and customer-driven development
- Insights on how to create synergies between the strategic perspective and individual motivation
- Ideas on how to approach development in a systematic manner
- Methods for identifying and making the most of ad-hoc development opportunities
- Knowledge on how dialogue and questioning can motivate development
- Familiarity with the INSPiRE reports in the PI Software that are relevant for internal development

CONTENT

- Development talks (MUS) that add value to the business and the individual – suggested concepts
- Planned and un-planned development – and are you always supposed to seek development?
- Daily development and what affects motivation
- When and how humans learn and grow
- Checklists and check boxes or free spontaneous dialogue ... or all of it?
- Performance vs. potential and why they should not be confused with one another
- Goals or tasks?
- Training and development – what's what and who is responsible?
- On the job-training and mentoring
- Suggested structure and different types of questions in development dialogues (MUS and day-to-day)
- Short-term and long-term development/career planning
- How to balance support and challenge

TRAINER

Kirstine Hanghej has worked with organisational development, HR and leadership development for more than 15 years. She has worked for international consultancies and is now part of Humanostics. Kirstine is a trained designer specialised in behavioural design, process design and concept development. Moreover, she is a trained process facilitator and a certified coach and has worked extensively with individual coaching and team coaching. Kirstine has been a manager herself, has been part of an executive management team and has coached numerous managers.

PI CERTIFIED PARTNER

RECRUITMENT 1: PROCESS AND ONBOARDING
1-DAY COURSE

Learn about the important steps of a successful recruitment process and how to leverage the full potential of the PI assessment suite before, during and after hiring interviews.

INTRODUCTION

- Good employees are in high demand, which can have us hire the right person for the job before the process that supports both the kind of through the right candidate, while at the same time looking for the "right" talent.
- If you have a tool with enormous potential recruitment process, in this course we focus on the process, and on how you can use PI for onboarding, the new hire, their manager, colleagues

TARGET AUDIENCE

- This course is relevant for anyone working with recruitment, e.g. company owners, leaders, HR professionals and anyone responsible for development.
- Prior knowledge of PI is a prerequisite.
- Having attended the Recruitment 2 course is not a prerequisite but it is encouraged in order for you to get the full value of recruitment.

YOU WILL GET

- Basic understanding of recruitment process
- Insights on how to use PI to clarify motivational drives, self-awareness, communication style and much more – all related to development.
- Ideas on how to set and build teams
- Knowledge on roles, hierarchy, internal competition and informal leadership
- Familiarity with the INSPiRE reports in the PI Software that are relevant for teams and collaboration

CONTENT

- Areas of different
- What type of communication
- What drives a team
- How some managers lead
- The difference between team and team
- How to lead yourself
- How to lead diversity

TRAINER

Kirstine Hanghej has worked with organisational development for more than 15 years. She has worked for Inter Humanostics. Kirstine is a trained designer specialising in concept development. Moreover, she is a trained process facilitator and a certified coach and has worked extensively with individual coaching a lot of teams in different phases e.g. kick off, less has been a manager herself, been in an executive range of managers.

PI CERTIFIED PARTNER

RECRUITMENT 2: INTERVIEWS AND INTERVIEW TECHNIQUES
1-DAY COURSE

Learn how to identify and uncover your candidates' characteristics and qualities, ensure a good job match using the PI assessment tools, and understand the do's and don'ts when it comes to structuring interview questions and phases.

INTRODUCTION

- There are many facets to interviewing candidates. You have to be a good facilitator of the dialogue, make the candidate feel comfortable, leave a good impression, and give an accurate portrait of the organization and the open position – and at the same time identify any potential mismatches between the candidate and the job (and/or the organization) that may be a barrier to success.
- You need to make your organization appealing to the candidates who are in demand, while being transparent about the negative aspects of the job. Recruitment is filled with paradoxes and it's all, and you time with the candidate is often short and under time pressure.
- PI-PI you have a tool with enormous potential and an obvious platform for organizing your recruitment process. In this course we will zoom in on the evaluation of the tools in relation to getting the maximum benefits from your dialogue with the candidate.

TARGET AUDIENCE

- This course is relevant for anyone working with recruitment, e.g. company owners, leaders, HR professionals and anyone responsible for development.
- Prior knowledge of PI is a prerequisite.
- Having attended the Recruitment 1 course is not a prerequisite but it is encouraged in order for you to get the full value of recruitment.

LEARN ABOUT

- The course of a hiring process
- How to uncover challenges during an interview
- The role distribution of the interview participants
- The balance between screening, asking and listening
- Screening techniques and types of questions
- The reports in PI Software that are especially useful for recruitment

CONTENT

- The connection between job analysis, PI and the kind of questions you should be asking
- A systematic approach to the screening and comparing candidates
- An agenda for a full PI interview
- Suggestions for structuring the interview and different types of questions
- How to know when both what is being said as well as what is not being said
- What is important to uncover and how to ask in order to get answers that give you real insight
- How to understand the candidate's self image and alignment between their perceptions and aspirations and actual behaviour

TRAINER

Terrie Baile-Medved works as a Senior Consultant & Trainer at Humanostics and has 20 years of experience as a trainer and lecturer and has mentored hundreds of managers and HR professionals in the field of human resources. Terrie is a Ph.D. from the University of Copenhagen (2008) and has subsequently taken several HR courses, e.g. at the Centre for Management (2007). Terrie has previously been employed as Associate Professor at the University of Copenhagen (Terrie) and later as Networking Manager at Humanostics, a network for managers and HR professionals.

PI CERTIFIED PARTNER

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

THE EMPLOYEE LIFECYCLE

DEVELOPING EMPLOYEES AND MANAGERS

WORKING RELATIONSHIPS AND CONFLICT MANAGEMENT

TEAM AWARENESS AND ALIGNMENT WITH GOALS

TEAM ANALYSIS AND BEHAVIOURAL DYNAMICS

ALIGNING JOB EXPECTATIONS AND INTERVIEWING

ONBOARDING EMPLOYEES AND MANAGERS

OVERVIEW OF AVAILABLE REPORTS IN PI SOFTWARE

1-DAY COURSES

CONTACT DIRECTORY



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

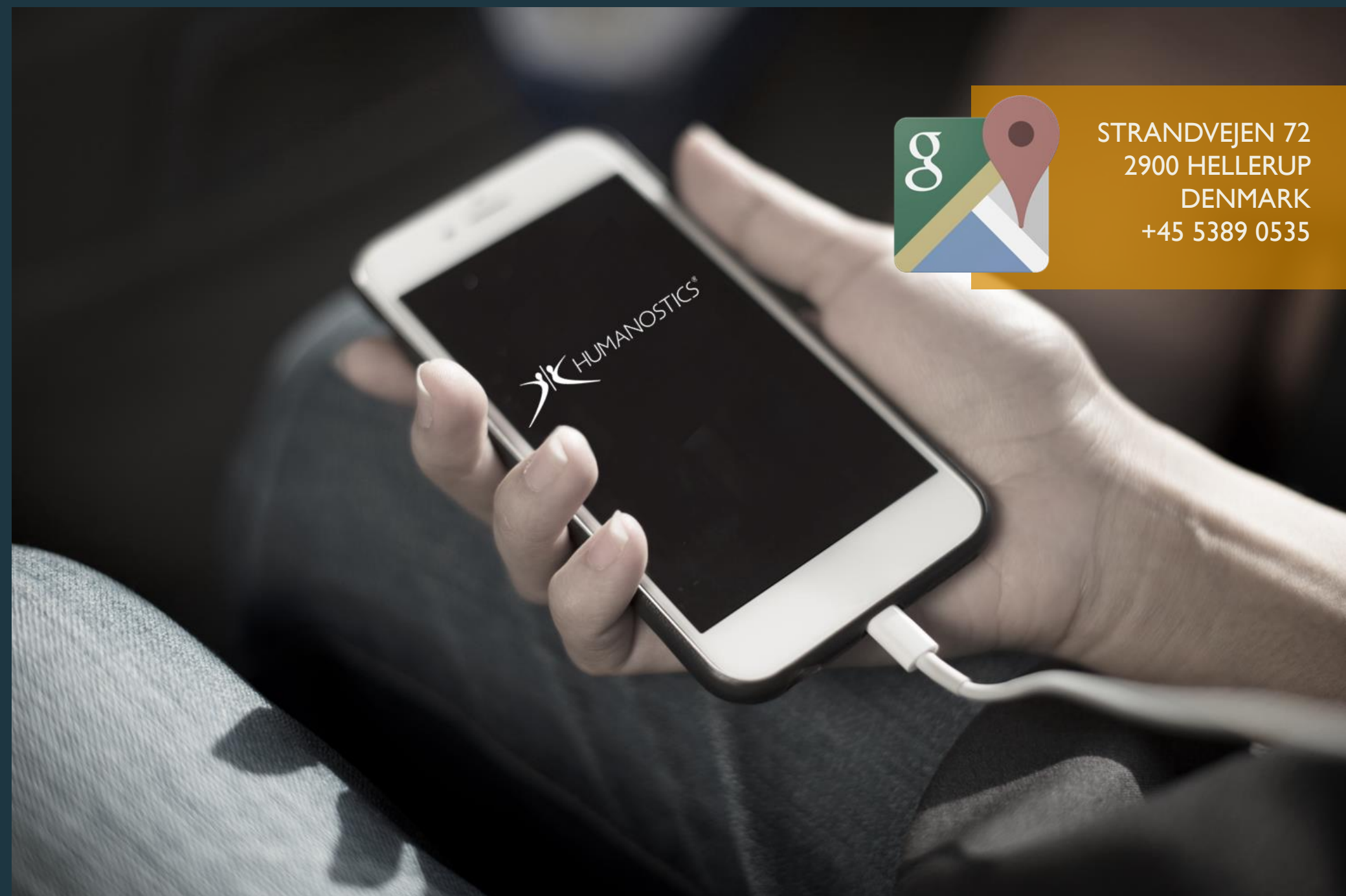
MOL@humanostics.com

Training

training@humanostics.com
Tel. +45 5389 0535

Accounting

accounts@humanostics.com
Tel. +45 5389 0535



STRANDVEJEN 72
2900 HELLERUP
DENMARK
+45 5389 0535