

PREPARATION: ANALYSIS OF A PI PATTERN

① Start with the Self pattern

- ❖ Which factors are high and low and what behaviour is associated with that?
- ❖ What is the widest factor combination?
- ❖ What is the second widest etc.?
- ❖ Which reference profile is it?

③ Synthesis

- ❖ Does the synthesis resemble the self pattern?
- ❖ Look at the E factor

② Next, look at the Self-Concept

- ❖ Have any factors changed?
- ❖ Have any factor combinations changed?
- ❖ Is it an easy, a moderate or a difficult change?
- ❖ Is it now another reference profile?

Tip: Generate the Interview Guide to ensure a systematic approach

FEEDBACK ON A PI PROFILE

- ❖ Spend at least 15 minutes on the feedback
- ❖ Try to be conversational – remember it's a dialogue!
- ❖ Reassure the individual that there are no right or wrong answers or bad patterns
- ❖ Avoid using ABCD or other PI terms that they might not understand
- ❖ Don't judge; use positive words – tell them what they are and not what they aren't!
- ❖ Describe the person, not the pattern
- ❖ Say things like: "Your pattern suggests...", "your responses indicate..." etc.
- ❖ Allow time for to process the readback. Take breaks and ask, "Do you have any questions?"
- ❖ Ask open-ended questions
- ❖ Listen well and dive deeper where necessary

FEEDBACK ON PI COGNITIVE ASSESSMENT

- ❖ Spend 5-10 minutes on feedback
- ❖ Initiate the feedback by asking about the experience, strategy etc.
- ❖ Present the result and tell the assessment taker the percentile
- ❖ Provide information about what PI CA measures
- ❖ Compare the results with the reference group when relevant
- ❖ Explain that the result is just one of many factors you look at

GENERAL ADVICE

- ❖ Make sure the setting is pleasant and relaxed
- ❖ Emphasize that the assessment results are just some of the data points you use
- ❖ Don't point at the PI graph
- ❖ Expect questions, but don't go into technical details
- ❖ Remember your own profile compared to that of the assessment taker
- ❖ Share the results in writing if this is in accordance with your company guidelines