

The results of The Predictive Index® Behavioral Assessment should always be reviewed by a trained PI analyst. The PI® Behavioral report provides you with a brief overview of the results of the behavioral assessment and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended The Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.



Strongest Behaviors

Correl will most strongly express the following behaviors:

- Risk-taking, daring, and focus on future goals; he's more concerned with where he's going than either how he'll get there, or where he's been. Adaptable, operates flexibly.
- Makes decisions and takes action, even with little proof confirming his decision. Confident in his own ideas and unimpressed with tradition.
- Flexible approach to 'the book;' often bends the rules and does things his own way. An innovative, out-of-the-box thinker who is undaunted by failure.

- Task-focused; he quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, he's driven to accomplish his personal goals; he pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.

Summary

Correl is independent and individualistic in his thinking and behavior. He has strong ideas and opinions and expresses them with confidence and certainty.

Having a willingness to take risk, he is likely to develop and act on ideas that are distinctly new or unconventional. This is a creative and nonconformist personality.

In expressing and acting on his ideas, Correl is determined and persistent and has the kind of confidence and nerve involved in initiating innovation or change. He is very determined and persistent; once he sets a goal he will generally push hard to reach it, regardless of the goal's popularity with others. He is undaunted by criticisms or failures.

Dealing with people, he is frank and outspoken, expressing himself factually, at times bluntly, and with strong conviction. In general, his interest in people is secondary to his concern for getting things done in his own way and at his own pace. Patient and persevering, he works at a steady, unhurried pace, at times developing new ideas which he presents in a self-assured and forthright manner.

Being more conceptual than detail-oriented, Correl is fairly casual in working with details which are not vital to his job. He prefers to delegate such work to other people whenever possible. What interests him much more is his new idea, or the big picture and an analytical, critical approach to solving problems and in getting results.

Management Style

As a manager of people or projects, Correl will be:

- An individualistic manager who is broadly focused on his goals; a conceptualizer who takes time pursuing innovative, creative solutions to problems
- While reluctant to delegate true authority, Correl will delegate details freely; his follow-up will be casual and cursory as his true focus is on solving the next complex technical problem
- Steadfastly persistent and assertive in pursuing his goals; he has a high tolerance for risk, is undaunted by failure, and is stimulated by experimenting with out-of-the-box solutions. Expects the same approach from his team, and as long as they're focused on the same goal he is, he'll give them plenty of room to experiment.
- Distinctly individualistic; collaborates only with those he perceives are consummate experts (to whom he can delegate implementation or documentation details) and like-minded thinkers (theorists who can challenge his ideas and are not intimidated by unconventional solutions to problems)
- A technically-oriented problem solver, he focuses on solving difficult problems or developing complex ideas rather than the social or 'political' aspects of an organization
- Communicates directly; expresses his ideas in a 'take it or leave it' manner (and if you leave it, he will likely pursue it anyway).

Influencing Style

As an influencer, Correl will be:

- Confident in his ideas and opinions; explains why what he is presenting is the best; unequivocal in his conviction
- Technical and probing: calmly asks broad questions and suggests unconventional solutions
- Focused on gaining agreement, considering the details and implementation steps for a conversation later
- Confident and calm, guides the process in the way he perceives is best; will prepare only as much as necessary, and even then, focuses more on the technical issues to be solved than on implementation details or perfectly polished presentations
- Concise; will engage in as little small talk as necessary; speaks calmly, with a moderate pace and relaxed body language
- Independent; confident making decisions by himself without a lot of input from others
- Determined to influence others; he's undeterred by rejection, failure, or criticism and very persistent.

Management Strategies

To maximize his effectiveness, productivity, and job satisfaction, consider providing Correl with the following:

- Lots of room for independent self-expression and autonomy in acting on his own ideas
- Opportunities to solve problems and overcome challenges independently
- An environment, or management, which is receptive to new ideas and change, allowing him to participate in setting goals for his work, and leaving him free to operate with freedom from oversight and control
- The opportunity to work alone, unless he chooses otherwise