

Predictive Index Reference Guide

SELF PATTERN

Basic motivations and needs. Who the individual is. What comes naturally to them.

MOTIVATING NEEDS	LOW AMOUNT <i>The individual needs. . .</i>	HIGH AMOUNT <i>The individual needs. . .</i>
A Dominance The Drive to exert Influence on People or Events	Encouragement, reassurance, harmony, understanding, team recognition, freedom from competition, opportunities to collaborate	Independence, control of own activities, to be challenged, understanding of the big picture, autonomy in problem solving, individual recognition, opportunities to compete
B Extraversion The Drive for Social Interaction	Opportunities to reflect, room for introspection, freedom from office politics, private recognition, privacy, time to trust others, work with facts	Opportunities to interact, work with others and influence, social acceptance, public recognition, connect with others, visible signs of accomplishments
C Patience The Drive for Stability and Consistency	Opportunities to work at a faster than average pace, handle multiple priorities, freedom from routine and repetition, change, mobility	Long-term affiliation, ability to work at a steady pace, familiar surroundings, stable work environment, freedom from changing priorities, supportive team, recognition for loyalty
D Formality The Drive to Conform to Rules and Structure	Freedom from rigid structure, expression, rules and controls, opportunities to delegate and be spontaneous, flexibility, informality	Understanding of rules and regulations, specific knowledge of job, freedom from risk of error, time to gain expertise, clarity of expectations, certainty

SUMMARY OF BEHAVIORS	LOW AMOUNT <i>The individual is. . .</i>	HIGH AMOUNT <i>The individual is. . .</i>
A Dominance	Cooperative, accepting of company policies, accommodating, pleasing, harmony seeking, collaborative, obliging	Independent, assertive, self-confident, venturesome, competitive, comfortable with conflict, autonomous
B Extraversion	Introspective, matter of fact, analytical, imaginative, reflective, pensive	Outgoing, people-oriented, persuasive, stimulating, enthusiastic, empathetic, sociable
C Patience	Intense, restless, high-strung, driving, impatient, rushed, fast-paced	Agreeable, patient, stable, calm, deliberate, comfortable with the familiar, steady
D Formality	Informal, tolerant of uncertainty, flexible, spontaneous, non-conforming, casual, adaptable	Serious, diligent, reserved, thorough, precise, organized, cautious

FACTOR COMBINATIONS

This summary describes the factor combinations that cross the midpoint (one high / one low).

A D	Comfortable with Risk. Independent, individualistic, self-confident, firm, decisive, venturesome, resistant to authority	D A	Cautious with Risk. Cooperative, supportive, willing and helpful, need rules and structure, accurate and careful, concerned about criticism, conservative
A B	Task Oriented. Critical, creative thinker, technical orientation, inquiring mind, problem solver, limited delegator, analytical, technical	B A	People Oriented. Empathetic, persuasive, sociable, service-oriented, delegates authority, comfortable on a team, unselfish
A C	Proactive. Takes initiative, competitive, driven to get things done, positive under pressure, fast-paced, achievement-oriented, impatient with routine	C A	Responsive. Consistent with repetitive work, cooperative with others, tolerant, patient, dependable, steady, easy going
B C	Quick to Connect. Fluent, fast talking, lively, enthusiastic, optimistic expression, persuasive, motivates others, stimulating, positive	C B	Takes Time to Connect. Reserved, quiet, serious with unfamiliar people, introspective, takes time to think, organizes thinking before expressing self
B D	Informal. Extraverted, outgoing, uninhibited friendliness, poised, informal in social settings, informal, enthusiastic, persuasive, conversationalist	D B	Formal. Serious, disciplined, sincere, reserved, formal, and quiet, factual conversationalist, sensitive to criticism, cautious with new people
C D	Casual with Rules. Persistent, casual stable, limited concerns for details, comfortable with ambiguity, easy going, relaxed	D C	Careful with Rules. Conscientious, thorough, precise, concerned with rules and accuracy, strong follow-up, strict about punctuality and correctness, comfortable with clarity

SELF-CONCEPT

How the individual thinks they need to adopt in response to their current environment.

SELF TO SELF-CONCEPT	If drive is LOWER in Self Concept	If drive is HIGHER in Self Concept
	<i>The individual: Perceives a need to be. . . Is trying to be. . . Feels a need to be. . .</i>	
A Dominance	Less individualistic, less independent, more agreeable and cooperative, less dominant and assertive. more cautious, less venturesome, more of a team player	More independent, more of a self-starter, more risk-tolerant, more assertive, more conceptual in thinking, less focused on the needs of others, less cautious
B Extraversion	More concerned with technical aspects of the job, more factual in expression, more reserved and introspective, more thoughtful and analytical, less talkative, less outgoing	More outgoing, more persuasive, more inclusive with others, more stimulating, more open in communication, less reserved, less introspective
C Patience	More intensive, more driving, more urgent, more fast paced for self and others, more involved with variety, more adaptive to change, faster when producing results	More patient, more accepting of repetitive work, more methodical, more tolerant of others taking initiative, more patient with the pace of group activities, less intense, more steady and relaxed
D Formality	More flexible, less formal in dealing with work and others, more venturesome, more risk-tolerant, less reliant on rules and structure, more comfortable with fewer guidelines	More thorough, more detailed and stronger follow up, more accepting of rules and structure, more cautious in decision making, less tolerant of mistakes, more attentive to accuracy and detail

SYNTHESIS, E and M FACTORS

Synthesis: Combination of the other two. How the individual is likely to be experienced by others.

E Factor: The extent to which an individual tends to be subjective or objective in making decisions.

M Factor: The number of items selected in assessment (if under 15 contact your PI Practitioner).

Very Subjective	Subjective	Situational Objectivity	Objective	Very Objective
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