

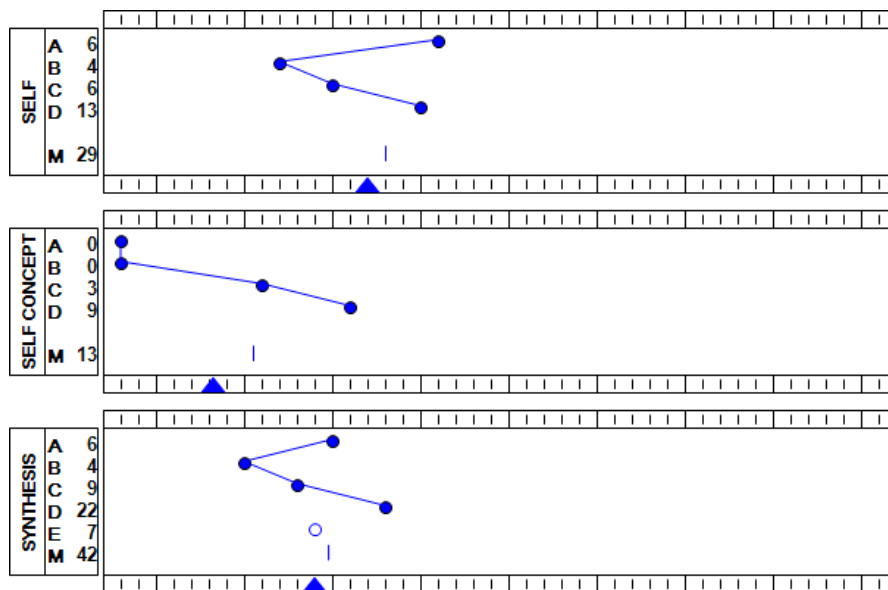


Summary of Predictive Index® Results

Michael Bowman

Survey Date : 3/31/2015

Report Date : 3/31/2015



PI for: Michael Bowman Date: 3/31/2015

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The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI® report provides you with a brief overview of the results of the Predictive Index® 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

Michael will most strongly express the following behaviors:

- 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.
- Formal, reserved, introspective, and skeptical of new people; requires 'proof' to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.

SUMMARY

Michael is an intense, results-oriented person, whose drive and sense of urgency are tempered and disciplined by his strong concern for the accuracy and quality of the details of any work for which he is responsible. His approach to any work he does will be based on thorough analysis and detailed knowledge of all pertinent facts.

Much more technically than socially-oriented, he has confidence in his technical/professional knowledge and ability to get things done correctly. With experience, he will develop a high level of expertise in his work and will be critical of mistakes made either by himself or anybody working under his supervision. He takes his work and responsibilities very seriously and expects others to do the same.

In relation to people, Michael is reserved and private, with little interest in small talk. His interest and his energy will be focused primarily on his work, and, in general, he is more comfortable and open in the work environment than in purely social situations. His style of communication is factual and direct.

Michael is a forceful individual with the drive to make decisions and initiate action. However, he is most effective when making decisions within his expertise, where he can predict and control the risks associated with the decisions. He will thoroughly analyze, and often avoid, discussions related to things he is less familiar with and, therefore, less able to predict and control the accompanying risks. When under pressure to make risk decisions quickly, he may delay or put off those decisions because of his strong need to find the "perfect" solution.

MANAGEMENT STRATEGIES

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

- Encouragement to express his own ideas and put them into action
- Freedom from day-to-day pressure to make quick decisions outside his area of expertise
- Absence of very close, critical oversight of his work
- Opportunities to use his know-how and expertise in finding creative solutions to problems, with relative freedom from organizational involvement's in doing so.

Prepared by Laura Warren on 3/31/2015

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