

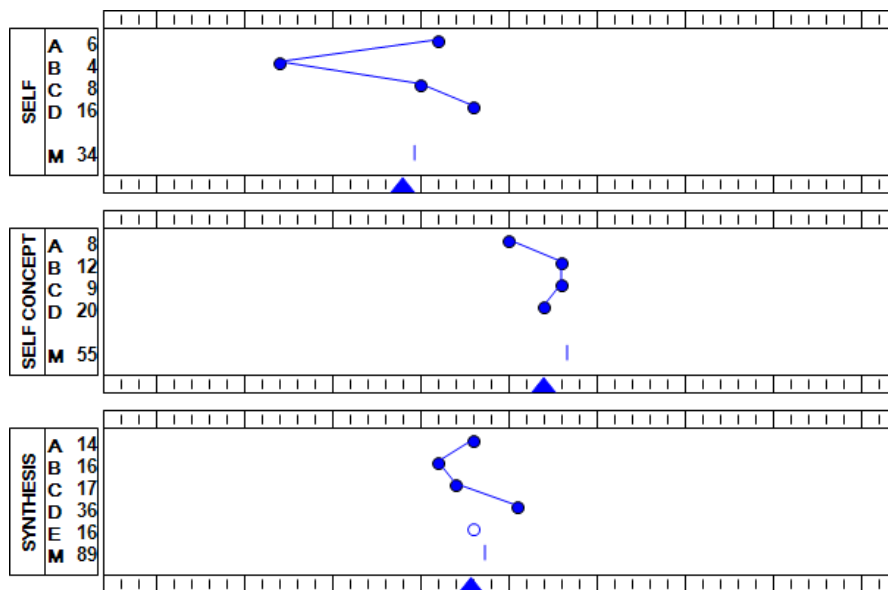


## Summary of Predictive Index® Results

### Roger A Willis

Survey Date : 12/21/2012

Report Date : 1/2/2013



PI for: Roger Willis Date: 12/21/2012

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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

### Roger will most strongly express the following behaviors:

- 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.
- 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

Roger is a serious, introspective person and an analytical and disciplined thinker. He is careful, thorough and very focused on his responsibilities.

He is reserved and will generally express himself in a factual, direct, and succinct manner. A conscientious person, his approach to his work is systematic, methodical, and well organized, based on thorough knowledge of, and respect for, the book. Working with factual, technical or detailed information, he will produce carefully thought-out work of high quality and precision. Whether doing work himself, or delegating to others, he follows up closely to ensure the same high-quality results.

Quiet and reserved in primarily social situations, Roger expresses himself factually and specifically in talking about matters of which he has knowledge. With experience, he will likely develop thorough, detailed knowledge and expertise in his particular field of training and experience.

Always sincere and cautious, Roger thoughtfully weighs multiple options before making a decision. He thinks through not only the options, but also the implications of those options, the possible implementation problems, and solutions to those problems. Given his keen analytical mind and a desire to make the right decision the first time, he will rely heavily on his knowledge and experience when making decisions, and will thoroughly research when he feels he needs additional knowledge.

Roger takes his responsibilities very seriously, to the extent of worrying a good deal about them. That concern, plus his strong desire to assure a quality outcome, combines to make him particularly sensitive to criticism of his work and very responsive to praise for work well done. While this introspective person is imaginative and gives much thought to his ideas, he is very cautious about expressing or acting on them unless he is sure he can deliver on those ideas. He can be relied on to make proven, well thought-out, solid improvements in areas that he understands well.

## MANAGEMENT STYLE

**As a manager of people or projects, Roger will be:**

- Focused on providing his team with a validated, sanctioned template by which to measure all work
- Highly organized, methodical and persistent; he will encourage his team to take time for thoughtful, careful analysis
- Cautious with decisions until all the facts are known and a well made plan has been established; unwilling to push forward decisions without ample time to evaluate all aspects of the situation
- Reluctant to delegate authority or details; when he does delegate his follow-up is close, thorough, and critical; it is very difficult to meet his exacting standards
- Disciplined and analytical; his mandate will be to protect the company from undue risk under all circumstances and without failure
- Reserved and formal; when solicited, he will choose his words carefully and speak with conviction on matters he has studied in great depth.

## SELLING STYLE

**As a salesperson, Roger will be:**

- Factual and commanding when speaking about specialized technical matters which are of particular interest to him and about which he has specific knowledge
- Thoughtful, patient, and diagnostic in analyzing problems; concentrates intently and asks probing questions
- Very knowledgeable, with precision, about the steps necessary for successful implementation; won't suggest a solution until he's had time to think through an implementation that he can prove will fix the problem
- Eager to thoroughly understand any idea, product, or concept before bringing it to others; strongly prefers book knowledge, facts, and 'tried and true' solutions to thinking on his feet or 'winging it.'

### MANAGEMENT STRATEGIES

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

- Work that allows some private time to think
- Specialized work which he has had opportunity to learn in depth and in detail, and which utilizes his disciplined, analytical thinking and systematic, patient work style
- Work which is structured and relatively free from chaotic or urgent time pressures
- Recognition of his technical expertise, and devotion to doing good work
- Appreciation of his thorough decision-making style, and ability to protect the company against risk.

Prepared by Cindy Goldizen on 1/2/2013

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