

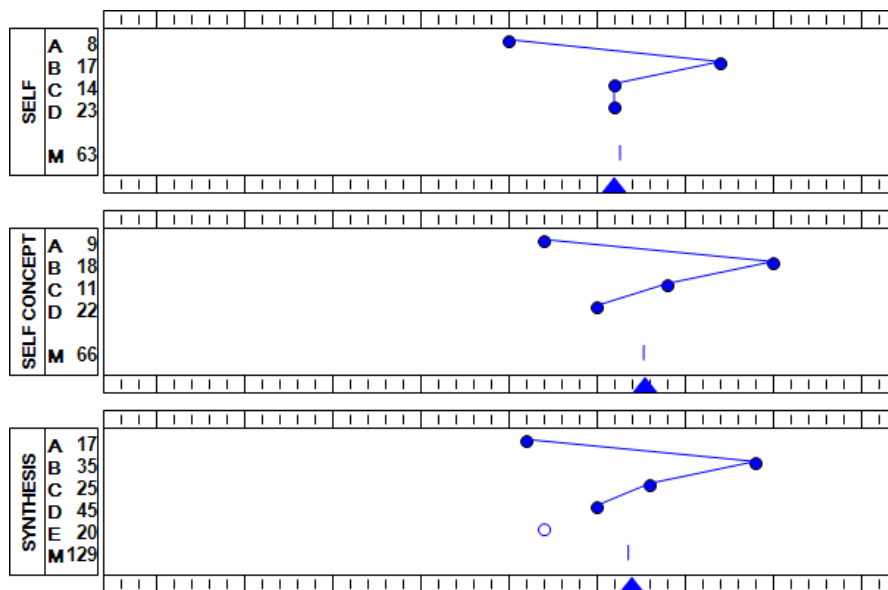


Summary of Predictive Index® Results

Jerry A Turner

Survey Date : 7/10/2014

Report Date : 7/10/2014



PI for: Jerry Turner Date: 7/10/2014

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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

Jerry will most strongly express the following behaviors:

- Socially-focused, he naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; he's often working collaboratively with others to help whenever he can.
- Accommodating; most comfortable working with others, he often puts team/company goals before his own personal goals. Promotes teamwork by actively sharing authority.

SUMMARY

Jerry is unassuming, unselfish, and has a authentic interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, he enjoys working with people and is congenial, pleasant company.

A sympathetic and interested conversationalist, Jerry is an amicable communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. His warm personality and friendly, agreeable attitude make him approachable. He gets along easily with a wide variety of people.

His drive is directed at working with and for others. He derives particular satisfaction from doing things for others, for the company, for his management, for the team and for the company's customers. A cooperative, willing worker, Jerry can be an effective teacher and communicator of the company's policies, programs, and systems; he will be thorough, patient, positive, and encouraging with others. Working at a moderate, steady pace, he is attentive to details, and both systematic and accurate in handling them.

Anxious to be sure that things are done exactly right, Jerry will follow up carefully and closely if his work requires that he delegate details to others. When it is necessary for him to be critical, he will try to do that in a constructive, pleasant manner. His sense of duty makes him actively concerned about the timeliness as well as the correctness of any work for which he is held responsible. When decisions outside of the book need to be made, Jerry will collaborate with trusted advisors, company management, or colleagues to mitigate risk and gain buy-in.

In general, Jerry is cautious and careful, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things by the book, working within the company's formal organizational structure.

MANAGEMENT STYLE

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

- Focused on developing and maintaining a cohesive support team to execute the established company objectives
- A calm, friendly, cooperative team player who is motivated to work with and through others to achieve the company's goals by 'the book,' within accepted standards and policies, and on-time
- Patient with and trusting of others; Jerry will delegate comfortably with congenial and constructive follow-up, ensuring accuracy and timeliness of work delivered
- Inclusive and collaborative in approach; he's open to input from others and he values their viewpoints; he will, however, be unlikely to go against accepted policies or higher authority
- An enthusiastic coach or trainer; a conscientious, positive communicator of the company vision
- Respectful of authority and considerate of others; his focus is on doing the job at hand in a careful, friendly, proactive manner.

INFLUENCING STYLE

As an influencer, Jerry will be:

- Focused on establishing a respected, congenial relationship with others
- Composed, relaxed, and cooperative when presenting ideas and solutions in which he has had thorough training and considers himself well-versed
- Diligent in learning how the idea or solution will help others and cognizant of the complexities and concerns of implementation
- Warm, friendly, and personable with others; eager to understand their needs and help them by providing tailored, proven solutions that are within the accepted allowance and without over-committing

- Reluctant to push or pressure others; willing to thoroughly answer questions and will use subtle persuasion more than pressure to gain agreement
- Generally well-liked and trusted by others in repeated contact; adept at maintaining productive business relationships.

MANAGEMENT STRATEGIES

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

- Clear, specific description of his job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything that he needs to know about his job
- General assurance of security, respect, and appreciation of his work by colleagues, customers, and company leadership
- Support, collaboration, and back-up as needed, particularly in times of change or uncertainty
- Opportunities for interaction with people

Prepared by Shear Trowbridge on 7/10/2014

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