



The Predictive Index profile describes the behavioral style of an individual, particularly in a work setting. This behavioral profile tool has been in use for 60 years, with more than 2 million assessments completed every year. It is free of bias, is valid and reliable, and often used in the selection and development of employees.

### CRAIG'S STRONGEST BEHAVIORS

**Craig will most strongly express the following behaviors:**

- Proactivity, assertiveness, and sense of urgency in driving to reach goals. Openly challenges the world around him.
- Independent in putting forth his own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what he wants to accomplish; aggressive when challenged to by obstacles.
- Impatient for results, he puts pressure on himself and others for rapid implementation, and is far less productive when doing routine work.
- Proactively connects quickly to others; he's open and sharing of himself. Builds and leverages relationships to get work done.
- Comfortably fluent and fast talk, in volume. He enthusiastically persuades and motivates others by considering their point of view and adjusting his delivery.
- Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.

### CRAIG'S MANAGEMENT STYLE

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

- Broadly focused with some tactical bearing; his attention is on where he's bringing the team, and what goals he wants them to achieve, while reserving some focus for the specifics of how they will get there.
- Comfortable delegating authority and details; he values and solicits the input of others.
- Quick and amiable in following-up, ensuring that all work has been done in a correct and timely fashion.
- Fast moving and impatient for results; he is a decisive leader who puts pressure on himself and others using persuasion more than power to get things done.
- Inclusive and team-building – a confident, authoritative influence on others; he places value on the power of the team towards accomplishing his goals.
- Poised and assertive – focused on getting things done quickly, on-time, and correctly.

## INFLUENCING STYLE

**As an influencer, Craig will be:**

- Persuasive and confident in guiding the process towards the goal.
- Driven to keep the process moving along quickly; ensuring that the needs of others are met, their questions answered, and the details finalized.
- Motivated in working with and through others to influence; confident in his abilities to persuade and influence others.
- Dually focused on connecting with others on a personal basis and attending to the technical details or specifics of implementation as well.
- Fluent and engaging – will speak and process information very quickly, moving from one point to the next very rapidly – able to focus on more than one thing at a time.
- Capable of making technical ideas or concepts accessible to many different people.

## SUMMARY

Craig is an enthusiastic communicator, poised, convincing and capable of projecting friendliness and warmth, and of motivating other people.

He has a strong sense of urgency, initiative and drive to get things done correctly, with emphasis on working with and through people in the process. He understands people well and uses that understanding effectively in motivating and persuading others to act.

Very impatient for results and for the achievement of goals, Craig is a self-starter and has sufficient self-confidence to make decisions under pressure. Those decisions will be carefully considered, and he will use the ideas and advice of other people to help the process along.

Craig is at ease and self-assured with groups or in making new contacts. He has particular aptitude for training and bringing out the best in others, and takes pride in contributing to the business' success in that way. He can delegate both authority and details carefully and with close follow-up. He will apply pressure to others for results, doing so persuasively, in a friendly and helpful manner.

Craig learns and reacts quickly and works at a faster-than-average pace. He handles details quickly and accurately, but will become less effective if required to work continuously with repetitive tasks.