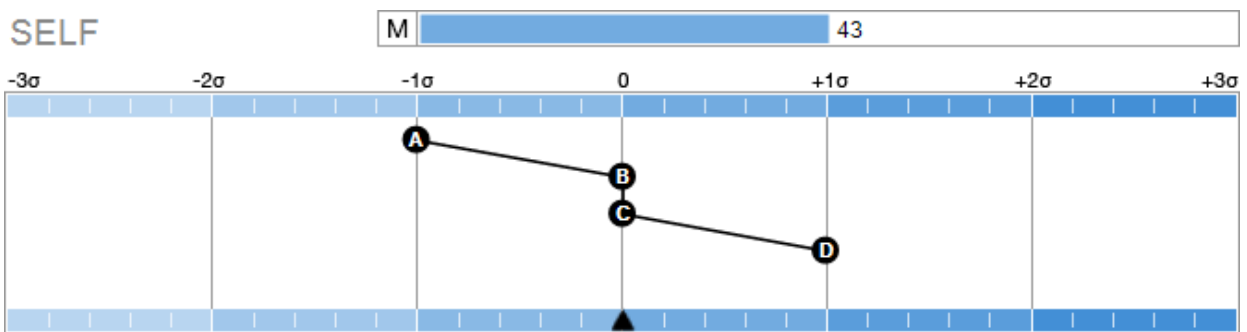
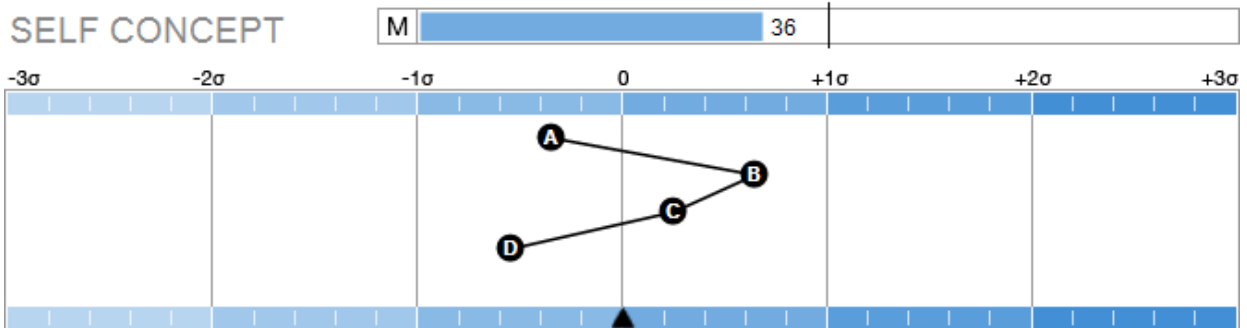


The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI® report provides you with a brief overview of the results of the Predictive Index® and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended the Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.

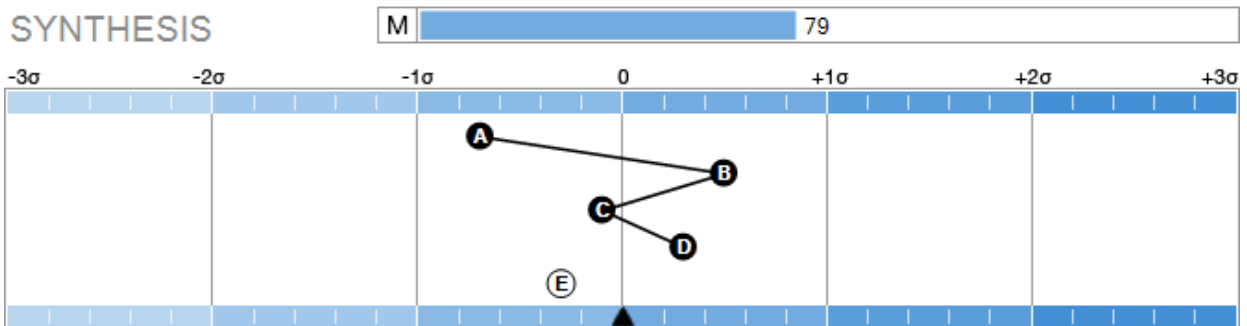
SELF



SELF CONCEPT



SYNTHESIS



Strongest Behaviors

Aaron will most strongly express the following behaviors:

- Driven to protect the company against risk by thoroughly leveraging his background and strictly following 'the book.'
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support his decisions before he takes action.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which he produces high-quality output and decisions.

Summary

Aaron is a very thoughtful, conscientious, and disciplined person who is particularly careful, thorough, and accurate in his work. He consistently strives to produce results that meet the established standards, and he works best where there are clear standards, expectations, reporting relationships and measurements for his work. He will depend upon professional training, his own experience, or management leadership, to provide those standards and the structure that he needs for his work.

Aaron is a team-oriented, cooperative person, particularly careful, thorough, and accurate in working with details. Modest and unassuming, he will express his ideas and opinions cautiously and generally in a low-key manner. However, he sets high and specific expectations for his own and others' performance, and will be consistent and supportive in upholding those standards.

Stable and dependable, Aaron will work within established processes and methods. If necessary, he has sufficient patience to do work of a repetitive nature and to consistently maintain his interest in and focus on such work. He believes in having, and following, well-defined processes and procedures. Therefore, if he is responsible for establishing the processes, he will do so with considerable care, planning, and input from others, and will expect that they are followed closely and precisely.

He is generally unselfish and motivated by a strong sense of duty and a concern for the needs of others. Aaron derives satisfaction from contributing to the team efforts, the company, and those who depend on him. He is a cautious person who takes his responsibilities, both to his work and to others, very seriously. He enjoys sharing what he knows with others, and teaches in a patient, open, meticulous, and organized fashion.

He does things the established or conventional way, and will make changes only when convinced, with hard evidence, that the new way will be better. In rolling out new changes, he will be very tactical, thinking through exactly how it should be done, creating a complete plan, thinking of how it will affect others, and having solutions to possible pitfalls. In making decisions, he will be equally thorough, consulting both other experts and "the book."

Socially, Aaron is a somewhat outgoing, friendly person who enjoys, and is pleasant and agreeable in, the company of other people. He expresses himself warmly, is considerate of the feelings and attitudes of others, and can get along well with a wide variety of people. He is polite and tactful and always concerned with doing and saying the right thing.

Management Style

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

- Patiently focused on guiding his team to produce excellent, high quality work; team cohesion and doing work by 'the book' are his guiding principles
- Cautious in delegation; given time, he will be comfortable delegating details and authority to trusted employees
- Considerate and meticulous in following up on delegated tasks, ensuring that work has been done by 'the book,' within company policy, and up to precise standards
- Interested in developing established proven methods for success – a 'guide book' for his team and himself to operate by
- A supportive and helpful coach, mentor, and manager who carries himself as an equal member of the team
- Best-suited to manage in areas where he has personal experience and expertise
- Easy-going and sensitive towards others – his feedback and his opinions will be tactful and carefully considered.

Influencing Style

As an influencer, Aaron will be:

- Cordial and knowledgeable – representing himself and his company in a polite, poised, and well-informed manner
- Friendly and intuitive with others; eager to understand their needs and find tailored, proven solutions; careful to convey information as accurately and completely as possible
- Patient with the details and specifics of the process; will want to ensure that others' questions are thoroughly answered and that any outstanding concerns have been addressed to their satisfaction
- Unlikely to rush or pressure others – 'they will decide when they are ready;' will use particularly subtle persuasion much more than pressure to gain agreement
- Sure to prepare for any presentation; Aaron will be knowledgeable regarding the needs of others; he uses this information to create a plan for gaining agreement and prefers to follow this plan.

Management Strategies

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

- Opportunity to leverage his specialized knowledge and experience on a daily basis
- A stable work environment where there is frequent contact and communication with people, particularly in a helping role
- The chance to protect the company against risk
- Where necessary, thorough, detailed, specific training in aspects of his job and responsibilities
- Opportunities to develop experience and confidence in one specialized job at a time

- Supportive team and management.

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