

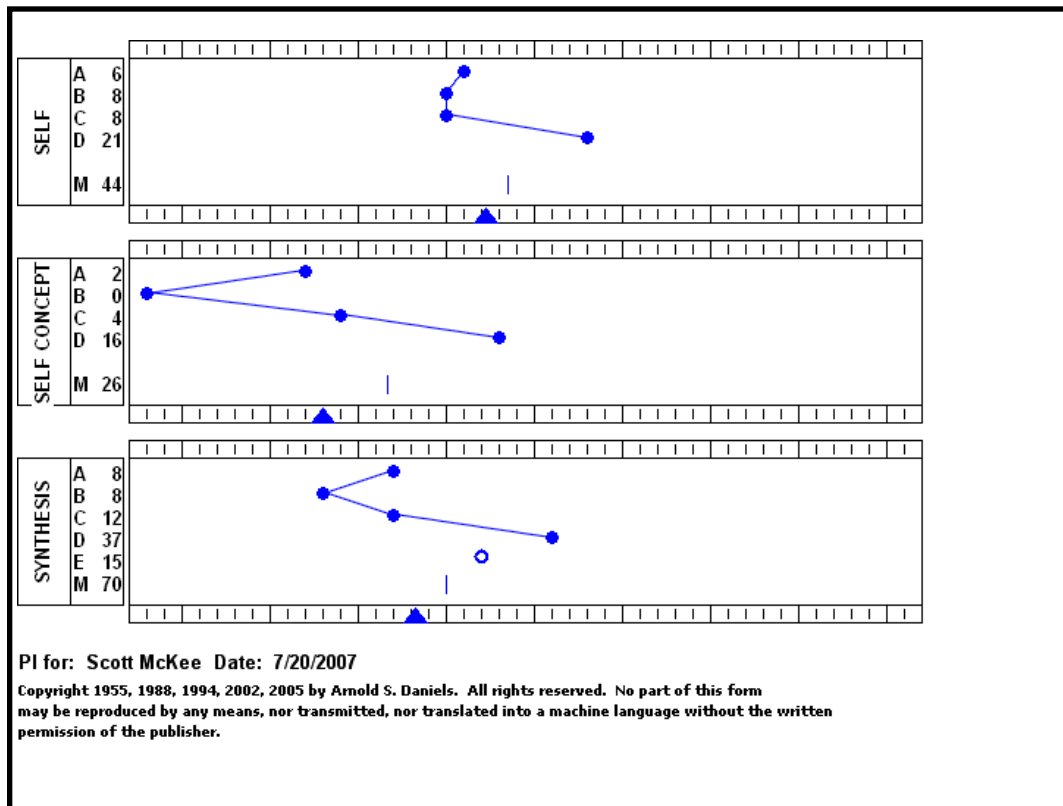


Summary of Predictive Index® Results

Scott j McKee

Survey Date : 7/20/2007

Report Date : 7/21/2007



The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI Reporter® 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

Scott will most strongly express the following behaviors:

- Careful with rules; he's precise, by the book, fast-paced, and literal in interpreting rules, schedules and results.
- Detail-oriented and thorough; he works to ensure things don't fall through the cracks, and follows up to ensure they're done properly and on time.
- Driven to achieve operational efficiencies: thinks about what needs to be done and how it can be done as fast as possible while maintaining a high-quality outcome. Impatient with routines.
- 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

Scott is a very conscientious person, particularly attentive to, careful of, and accurate with the details involved in his job. He identifies problems, and enjoys solving them, particularly within his area of expertise.

He is reserved, serious, and always concerned with the exact correctness of his work. Self-discipline, sense of duty, and respect for authority and tradition are strong qualities in Scott, who takes his responsibilities very seriously.

With experience and/or training, Scott will develop a high level of specialized expertise and efficiency. He is disciplined and dedicated to his job and the company. His work pace is somewhat faster-than-average, and he is motivated by a real concern for getting work done on time and correctly. His discipline and circumspect thinking will lend caution to his decision-making; he plans ahead, double checks, and follows up carefully on his decisions and actions.

A modest and unassuming person, Scott works quite autonomously and decisively in his specialized area. When working outside of his expertise, he will look to management, written resources, or subject-matter experts for direction. He is most effective and productive when he works within the field of his own specialty and experience, and he prefers to stick to the proven way. If it becomes necessary for him to initiate or adopt change, he will need to see cold, hard, evidence to prove that the new way is more efficient, yields high-quality results, and is complete. In addition, Scott will carefully plan the implementation to minimize problems and maximize results.

His social behavior is reserved and accommodating. He expresses himself sincerely and factually and is, in general, rather cautious and conservative in his style. Being very sensitive to criticism, he will always try to make sure that his work is done right.

MANAGEMENT STYLE

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

- Closely focused on the tactical and technical aspects of his work; eager to do work by 'the book', within company policy, and up to precise standards
- Much more effective if he's had personal experience or knowledge in the areas he is managing; he's a specialist who learns as much as he can in his area of expertise, and uses that background for the good of the company that employs him
- Respectful of authority, tradition, and established departmental responsibilities; he'll conduct himself with a strong sense of duty
- Cautious when delegating; when he does delegate his follow-up will be curt and meticulous ensuring that all procedures have been followed and all standards met
- Disciplined to do things right and by 'the book;' will work on problems independently rather than collaborate with others
- Comfortable sharing his thoughts with his team only after having time to think about and organize those thoughts
- A strong problem-solver and technical resource, given the time and experience to develop the background
- Serious, self-disciplined, and responsible – striving to do what's expected, do it on time, and ensure that work is error free.

MANAGEMENT STRATEGIES

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

- Clearly defined work, responsibilities, and reporting relationships
- Work that uses his training, experience, and specialized knowledge (including work that requires identifying, defining, and solving problems within those areas)
- Thorough training whenever needed, and no ambiguity about what is expected of him
- Security in a stable work environment
- Leaders and co-workers he can respect and trust
- Supportive team
- Appreciation of his competence, conscientiousness, and loyalty.

Prepared by Douglas Johnson on 7/21/2007

Copyright © 1994-2000, 2002, 2005 by Praendex, Inc. All rights reserved.