

# Factors: Needs & Behaviors

	Summary of Motivating Needs		Summary of Behaviors	
	Low	High	Low	High
<b>Factor A Dominance</b>	<ul style="list-style-type: none"> <li>• Encouragement</li> <li>• Reassurance</li> <li>• Harmony</li> <li>• Understanding</li> <li>• Team recognition</li> <li>• Freedom from individual competition</li> <li>• Opportunities to collaborate</li> </ul>	<ul style="list-style-type: none"> <li>• Independence</li> <li>• Control your own activities</li> <li>• To be challenged</li> <li>• Understanding of the big picture</li> <li>• Autonomy in problem solving</li> <li>• Individual recognition</li> <li>• Opportunities to compete with others</li> </ul>	<ul style="list-style-type: none"> <li>• Cooperative</li> <li>• Accepting of company policies</li> <li>• Accommodating</li> <li>• Pleasing</li> <li>• Harmony-seeking</li> <li>• Collaborative</li> <li>• Obliging</li> </ul>	<ul style="list-style-type: none"> <li>• Independent</li> <li>• Assertive</li> <li>• Self-confident</li> <li>• Venturesome</li> <li>• Competitive</li> <li>• Comfortable with conflict</li> <li>• Autonomous</li> </ul>
<b>Factor B Extraversion</b>	<ul style="list-style-type: none"> <li>• Opportunities to reflect</li> <li>• Room for introspection</li> <li>• Freedom from office politics</li> <li>• Private recognition</li> <li>• Privacy</li> <li>• Time to trust others</li> <li>• Opportunities to work with facts</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities to interact</li> <li>• Social acceptance</li> <li>• Opportunities to influence</li> <li>• Public recognition</li> <li>• Connection with others</li> <li>• Visible signs of accomplishments</li> <li>• Opportunities to work with others</li> </ul>	<ul style="list-style-type: none"> <li>• Introspective</li> <li>• Matter-of-fact</li> <li>• Analytical</li> <li>• Imaginative</li> <li>• Reflective</li> <li>• Pensive</li> </ul>	<ul style="list-style-type: none"> <li>• Outgoing</li> <li>• People oriented</li> <li>• Persuasive</li> <li>• Stimulating</li> <li>• Enthusiastic</li> <li>• Empathetic</li> <li>• Sociable</li> </ul>
<b>Factor C Patience</b>	<ul style="list-style-type: none"> <li>• Variety, change</li> <li>• Opportunities to work at a faster than average pace</li> <li>• Mobility</li> <li>• Freedom from repetition</li> <li>• Opportunities to handle multiple priorities</li> <li>• Freedom from routine</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term affiliation</li> <li>• Ability to work at a steady pace</li> <li>• Familiar surroundings</li> <li>• Stable work environment</li> <li>• Freedom from changing priorities</li> <li>• Supportive work team</li> <li>• Recognition for loyalty</li> </ul>	<ul style="list-style-type: none"> <li>• Intense</li> <li>• Restless</li> <li>• High-strung</li> <li>• Driving</li> <li>• Impatient</li> <li>• Rushed</li> <li>• Fast-paced</li> </ul>	<ul style="list-style-type: none"> <li>• Agreeable</li> <li>• Patient</li> <li>• Stable</li> <li>• Calm</li> <li>• Deliberate</li> <li>• Comfortable with the familiar</li> <li>• Steady</li> </ul>
<b>Factor D Formality</b>	<ul style="list-style-type: none"> <li>• Freedom from rigid structure</li> <li>• Freedom of expression</li> <li>• Opportunities to delegate details</li> <li>• Freedom from rules and controls</li> <li>• Flexibility</li> <li>• Informality</li> <li>• Opportunities to be spontaneous</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of rules and regulations</li> <li>• Specific knowledge of the job</li> <li>• Freedom from risk of error</li> <li>• Time to gain expertise</li> <li>• Recognition for depth of knowledge</li> <li>• Clarity of expectations</li> <li>• Certainty</li> </ul>	<ul style="list-style-type: none"> <li>• Informal</li> <li>• Tolerant of uncertainty</li> <li>• Flexible</li> <li>• Spontaneous</li> <li>• Non-conforming</li> <li>• Casual</li> <li>• Adaptable</li> </ul>	<ul style="list-style-type: none"> <li>• Serious</li> <li>• Diligent</li> <li>• Reserved</li> <li>• Thorough</li> <li>• Precise</li> <li>• Organized</li> <li>• Cautious</li> </ul>



Use responsibly. People are complex. Patterns are great and support materials are helpful, but they're no substitute for the deep insights a well-trained PI Practitioner can provide. Contact your PI Consultant or visit [www.predictiveindex.com](http://www.predictiveindex.com) to learn more about upcoming workshops.