

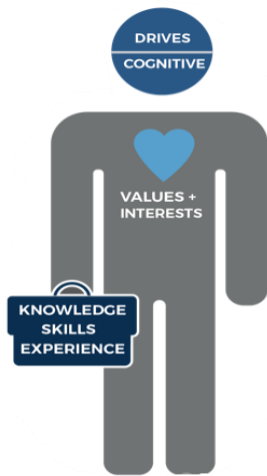
The Intentional Leader

Module 1: Understanding Self

Learning Objectives

1. Explore why people behave the way they do
2. Learn a framework to measure drives and predict behaviors
3. Leverage the Predictive Index® Behavioral Assessment to increase awareness of self and better understand the workstyles of others
4. Learn how your natural behavioral style impacts how you show up at work

The Predictive Index Behavioral Assessment (PIBA)



As humans, we are a product of the combination of our DNA, our values, and our lived and learned experiences.

Each of us brings our whole self to work, and a simple model to represent this is the Head, Heart, and Briefcase model. The briefcase represents an individual's knowledge, skills, and experience, typically the information that is gleaned through a person's resume. The heart represents their values, ethics, and passion for the work, industry and/or mission. And the head represents a person's behaviors, cognitive abilities, and emotional intelligence.

The PIBA provides insights on the behaviors and drives of an individual. The assessment is an untimed, free-choice, stimulus-response that is scientifically valid for hiring and talent development.

It is built on the premise that drives create needs and those needs result in behaviors. **If you can measure what drives someone, you can predict their behavior.**

The PIBA measures 4 drives:

- **Dominance, the A Drive – the drive to exert influence and control over people and events**
 - People with high A drives need independence and control and may come across as autonomous and venturesome.
 - People with low A drives need team recognition, harmony and may come across as cooperative and collaborative.
- **Extroversion, the B drive – the drive for social interaction**
 - People with high B drives need opportunities to interact and to talk things through and may come across as outgoing and people-oriented.
 - People with low B drives need room for introspection and time to trust and may come across as matter-of-fact and task-oriented.
- **Patience, the C drive – the drive for consistency and stability**
 - People with high C drives need long-term affiliation and freedom from changing priorities and may come across as patient and stable.
 - People with low C drives need variety and opportunities to work at a fast pace and may come across as intense and driving.
- **Formality, the D drive – the drive for rules and structure**
 - People with high D drives need clear expectations and an understanding of rules and regulations and may come across as diligent and precise.
 - People with low D drives need flexibility and the ability to delegate details and may come across as informal and adaptable.

While these four drives, or “factors,” are predictive of behaviors in the workplace, additional context should always be considered.