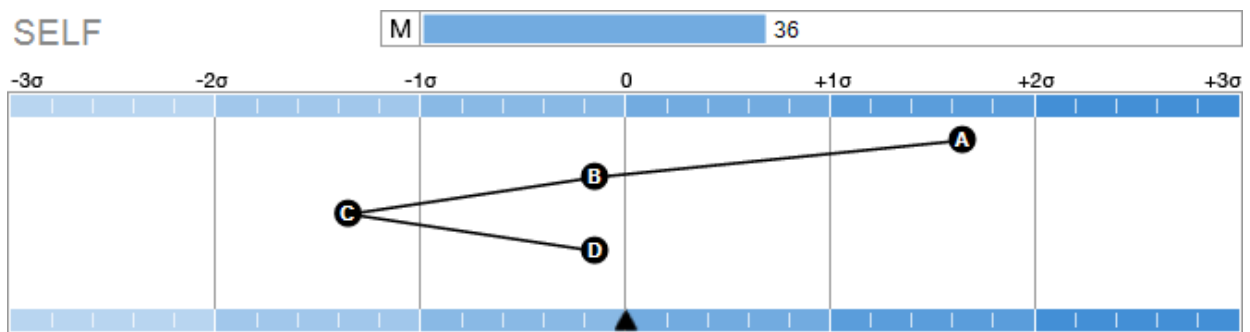
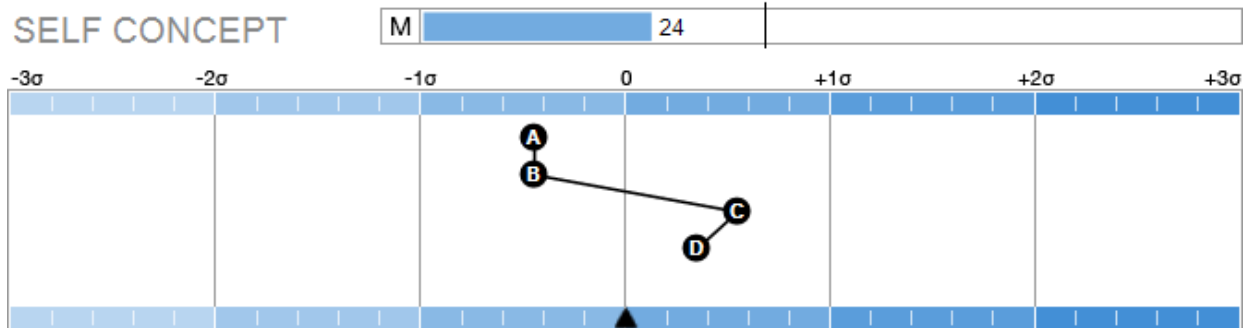


The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI® report provides you with a brief overview of the results of the Predictive Index® and prompts you to consider many aspects of the results not contained in the overview. If you have not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

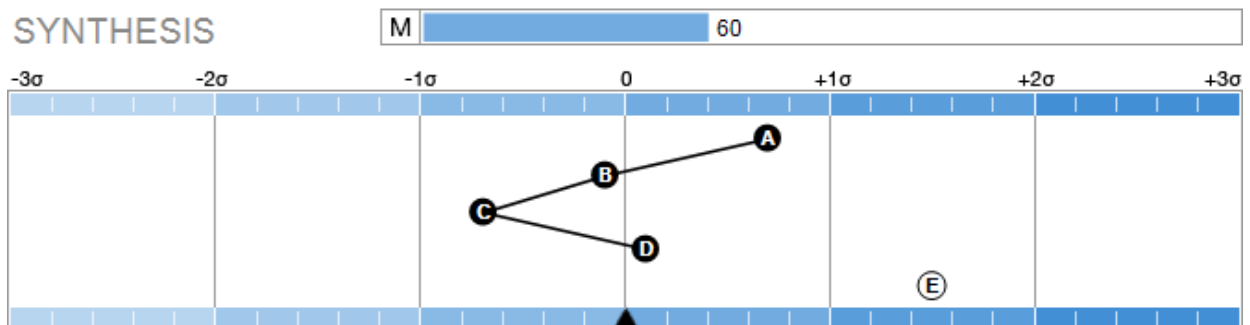
SELF



SELF CONCEPT



SYNTHESIS



Strongest Behaviors

Riona will most strongly express the following behaviors:

- Proactivity, assertiveness, and sense of urgency in driving to reach her goals. Openly challenges the world around her.
- Independent in putting forth her own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what she wants to accomplish; aggressive when challenged.
- Impatient for results, she puts pressure on herself and others for rapid implementation, and is far less productive when doing routine work.
- Risk-taking and focus on future goals; she's more concerned with where she's going than where she's been. Adaptable, operates flexibly.
- Makes decisions and takes action with relatively little need for proof to confirm her decision. More interested in her own ideas than traditional ones.
- Flexible approach to 'the book;' willing to bend the rules to achieve her goals. An original thinker who isn't easily discouraged by setbacks.

Summary

Riona is a distinctly independent and individualistic person, strong-minded and determined. Venturesome, she will "stick her neck out" and take responsibility for risks when she believes she is right. She finds the challenge of new problems and new ventures stimulating and responds to them with action. She has a lot of confidence in herself, her own knowledge, ability and decisions.

Riona is an ingenious and innovative problem-solver and troubleshooter. She has an actively inquiring mind, a lively interest in the technical aspects of her work, and a need to know and learn more about the systems, techniques, facts, and concepts involved in it. She will drive hard to get things done her own way, and quickly. A self-starter, she initiates, makes decisions, and assumes responsibility for them. She has a strong competitive drive, is ambitious, and will drive herself hard to achieve her goals. Her sense of urgency and impatience for results will put pressure on others as well as on herself.

In expressing herself, she is direct, factual, outspoken, and frank. Her approach to others is authoritative, telling, and, if she encounters resistance or competition, aggressive. Always concerned with timely results, she deals with ambiguous situations briskly and firmly.

Because Riona has a broad focus on goals and results, she prefers to delegate details to others. Quick and fairly accurate in handling details herself, she becomes very impatient and less accurate in doing work which requires routine and repetitive handling of details at a slow or systematic pace.

Management Style

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

- Broadly focused; her attention is on where she's going and what goals she wants to achieve, rather than on the specifics of how to get there
- Reluctant to delegate true authority; she is distinctly independent and individualistic with great confidence in her own ability, knowledge, and decisions

- Comfortable delegating details and implementation plans with emphasis on timely results
- Quick to follow-up on delegated tasks, generally asking more whether it's finished than how it was accomplished
- An innovative problem solver who is interested in the technical aspects of how things work
- Outspoken, authoritative and frank; quick to voice her opinion of how things are going.

Management Strategies

To maximize her effectiveness, productivity, and job satisfaction, consider providing Riona with the following:

- Opportunities for learning and exposure to various aspects and responsibilities of the business, moving as fast as circumstances permit.
- Encouragement in expression of and action on her ideas and initiatives, with as much independence as possible
- Variety and challenge in her work in an environment in which new ideas are valued
- Opportunity for advancement to positions of decision-making responsibility based on recognition of achievement and competence
- Opportunity to delegate routine detail work once she herself has experienced and mastered it.