

YOUNES ALTURKEY

This Personal Development Chart provides you with actionable insights based on your behavioral drives as measured by The Predictive Index. The Chart includes a description of your natural Strengths and respective Caution areas to consider. The Self-Coaching Tips provided can help you balance your most naturally occurring behavioral style in a variety of situations.

DOMINANCE (A) - The need to control

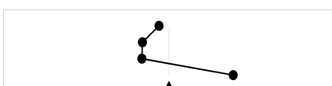
EXTREMELY		VERY		SITUATIONALLY		VERY		EXTREMELY							
				A											
STRENGTHS				CAUTIONS				STRENGTHS				CAUTIONS			
<ul style="list-style-type: none">· Understanding and collaborative· Accepting of others' decisions· Supportive management style· Interested in team welfare and development				<ul style="list-style-type: none">· May shy away from tough conversations· May have difficulty making unpopular decisions· May be seen as too cautious or not strategic enough				<ul style="list-style-type: none">· Drives change and challenges status quo· Seeks to lead and have an impact· Innovative, self-motivated· Able to think "big picture"				<ul style="list-style-type: none">· May be seen as overly aggressive· May intimidate rather than motivate· May have difficulty delegating authority· May appear to be tough-minded and directive			
SELF-COACHING TIPS								SELF-COACHING TIPS							
<ul style="list-style-type: none">· Shift your mindset from "I want to go along" to "I want to be fair"· Stand your ground when you know you're correct· Come to situations and meetings prepared to contribute								<ul style="list-style-type: none">· Actively seek input from multiple sources· Practice active listening and allow people to express their opinions or ideas· Think before you speak; think of how your message will be received							

EXTRAVERSION (B) - The need for social interaction

EXTREMELY		VERY	MODERATELY		MODERATELY	VERY	EXTREMELY
			B				
STRENGTHS		CAUTIONS					
<ul style="list-style-type: none">· Creative, problem solver· Data driven, analytical· Thoughtful approach to communicating information· Reflective and introspective· Anticipates problems		<ul style="list-style-type: none">· May be slow to trust and reluctant to share until comfortable· Communication may be pointed or minimalist· May appear overly task-focused or remote					
<hr/>							
SELF-COACHING TIPS				SELF-COACHING TIPS			
<ul style="list-style-type: none">· Give presentations in your area of expertise· Initiate conversations or schedule time to speak with others· Create processes that encourage communication				<ul style="list-style-type: none">· Allow others the opportunity to contribute and influence outcomes· Consider how much detail or tangible information is needed when communicating· Ask about potential problems or risks			



Specialist



Use responsibly. People are complex. This PI Insight is a helpful starting point, but there's more to this person and pattern than what's presented here. Contact a PI expert for additional insight.



PI Insights are great, but they're no substitute for the knowledge and hands-on experience gained by attending a PI workshop. Contact your PI Consultant or visit www.predictiveindex.com to learn more.

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PATIENCE (C) - The need for stability

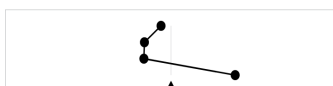
EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
<div>C</div>					
STRENGTHS		CAUTIONS		STRENGTHS	
<ul style="list-style-type: none">· Proactive and results-oriented· Able to deal with time pressure· Able to deal with variety and change· Multitasker, able to juggle priorities		<ul style="list-style-type: none">· May appear to be terse; “cut to the chase”· May tend to be intolerant of delays especially when impacting results· May become frustrated in stagnant environments		<ul style="list-style-type: none">· Calm and stable· Thoughtful listener· Builds solid group processes· Gives people time to process	
SELF-COACHING TIPS				SELF-COACHING TIPS	
<ul style="list-style-type: none">· Reflect on situational urgency - does everything need to be done right now?· Recognize that people have different paces and manage expectations· Honor priorities and see initiatives through to completion				<ul style="list-style-type: none">· Clarify timelines and focus on “when”· Manage time wisely - start early and leave time for the unexpected· Keep others informed when progress is made	

FORMALITY (D) - The need to conform

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
			D		
STRENGTHS		CAUTIONS		STRENGTHS	
<ul style="list-style-type: none">· Flexible approach to most situations and people· Able to delegate details easily· Adept at changing organizational needs· Deals well with ambiguity		<ul style="list-style-type: none">· May provide limited follow up or attention to detail· May not adhere to structure or direction· May appear to others as too casual or uninhibited		<ul style="list-style-type: none">· Strong discipline and execution· Builds structure and respect for the plan· Focuses team on how to get things done right· Organized and thorough follow-up	
SELF-COACHING TIPS				SELF-COACHING TIPS	
<ul style="list-style-type: none">· Seek data to support your decisions· Evaluate decisions from multiple perspectives or partner with someone who can provide a balanced view· Respect questions others have about “how” things will be done				<ul style="list-style-type: none">· Learn how to move forward when “enough” information is available· Ask yourself: Is it worth this much time?· Recognize and respect flexibility shown by others	



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