## THE PREDICTIVE INDEX
# Understand what drives people.

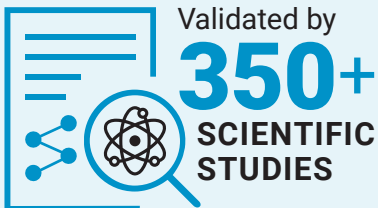**The PI Behavioral Assessment™** is an untimed, free choice, stimulus-response tool that measures an individual's motivating drives and needs. The assessment has been used by thousands of businesses around the globe for more than 60 years to tie their people strategy to their business strategy.
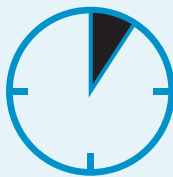
Use the Behavioral Assessment to assist in hiring, coaching, motivating, and developing employees.

## How does the assessment work?

Individuals are presented two lists of descriptive adjectives. The first asks respondents to select ones they feel describe the way they are expected to act by others. The second asks them to select ones they feel really describe them. Each term is associated with one of the five drives below.

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On average, the assessment takes less than **6 MINUTES** to complete.

## What does the assessment measure?

**A** **DOMINANCE:** The degree to which an individual seeks to control their environment.

**B** **EXTRAVERSION**: The degree to which an individual seeks social interaction with other people.

**C** **PATIENCE**: The degree to which an individual seeks consistency and stability in their environment.

**D** **FORMALITY**: The degree to which an individual seeks to conform to formal rules and structure.

**E** **OBJECTIVITY**: The degree to which an individual prefers objectivity when processing information.

These core drives and their relation to each other provide a simple framework for understanding the workplace behaviors of candidates and employees to help you create a productive workplace.

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