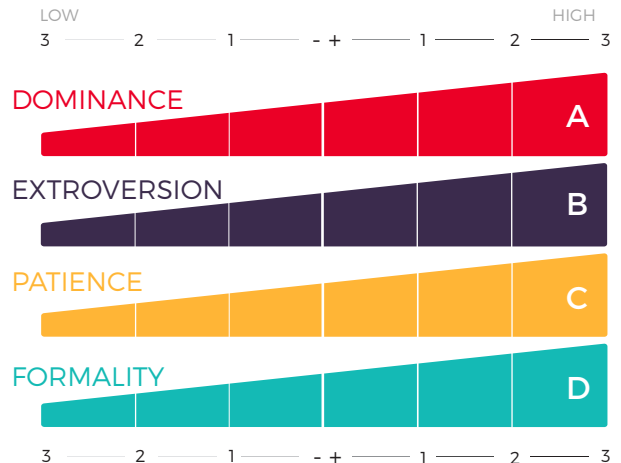# THE PREDICTIVE INDEX

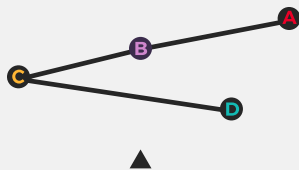# BEHAVIORAL ASSESSMENT™

# Who are you working with?

The Predictive Index Behavioral Assessment objectifies workplace behaviors so you can predict the drives and motivations of others, be a better manager, and communicate more effectively.

## Objectifying workplace behavior.

The PI Behavioral Assessment is a highly effective, yet simple, science-based assessment that is broken down into **four primary behavioral factors**, or core drives. These core drives and their relation to each other create a behavioral pattern that provides a simple framework for understanding the workplace behaviors of candidates and employees. The results make it easy to predict workplace behaviors and motivating needs.
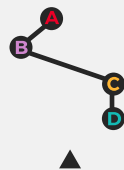
LOW 3 — 2 — 1 — - + — 1 — 2 — 3 HIGH

DOMINANCE — A
EXTROVERSION — B
PATIENCE — C
FORMALITY — D

3 — 2 — 1 — - + — 1 — 2 — 3

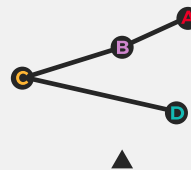## Patterns generated by the PI Behavioral Assessment



**Self**
Native Drives—"What comes naturally" in a person's behavior.

**Self Concept**
How they believe they need to adapt to their work environment.

**Synthesis**
How the person usually behaves in the work environment.

Takes about
## 6 minutes
to complete

Pair with the **PI Learning Indicator™** to increase your chances of predicting on-the-job performance!

OVER **18** MILLION
## ASSESSED
**SCIENTIFICALLY VALIDATED** TO PREDICT BEHAVIOR IN ANY JOB, IN **ANY INDUSTRY**.

## Backed by Science.

The PI Behavioral Assessment™ is a scientifically validated, free-choice, stimulus response assessment that was created through a normative sample of thousands of people. It has been investigated in nearly 500 criterion-related validity studies across almost all jobs and countries, built to the standards of the American Psychological Association (APA), Society for Industrial and Organizational Psychologists (SIOP), and the International Test Commission (ITC).