

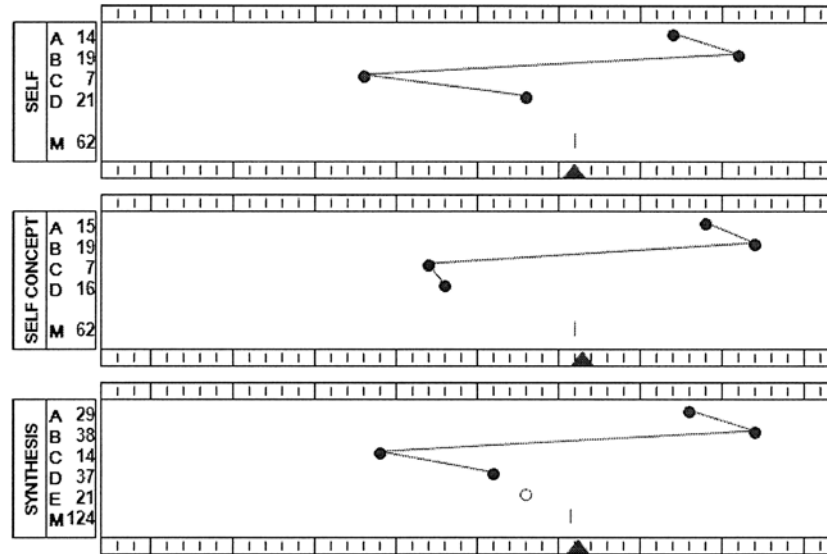


Summary of Predictive Index® Results

R. Michael Johnson

Survey Date : 11/28/2011

Report Date : 11/28/2011



PI for: R. Michael Johnson Date: 11/28/2011

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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.

STRONGEST BEHAVIORS

R. Michael's PI Pattern is extremely wide, which means that his behaviors are very strongly expressed and his needs are very strongly felt.

R. Michael will most strongly express the following behaviors:

- Connecting very quickly to others, he's strongly motivated to build and leverage relationships to get work done. Openly and easily shares information about himself.
- Strikingly expressive, effusive, and verbal in communicating; he talks a lot, and very quickly. Enthusiastically persuades and motivates others by adjusting his message and delivery to the current recipient.
- Very collaborative, he works almost exclusively with and through others. Strong intuitive understanding of team cohesion, dynamics, and interpersonal relations.
- Intense proactivity and aggressiveness in driving to reach his goals. Actively and boldly challenges the world, his business, and even others' areas within his business.
- Strongly independent in putting forth his own ideas, which are innovative and original, and if implemented, will change the organization. Resourceful and forceful in overcoming obstacles, he vigorously and directly attacks problems; fights back hard when challenged.



- Incredibly strong sense of urgency; he's in nearly constant motion, putting pressure on himself and others for immediate results. Unable to do routine work.

SUMMARY

R. Michael is an engaging, stimulating communicator, poised and capable of projecting enthusiasm and warmth, and of motivating other people.

He has a strong sense of urgency, initiative and competitive drive to get things done, with emphasis on working with and through people in the process. He understands people well and uses that understanding effectively in influencing and persuading others to act.

Impatient for results and particularly impatient with details and routines, R. Michael is a confident and venturesome "doer" and decision-maker who will delegate details and can also delegate responsibility and authority when necessary. R. Michael is a self-starter who can also be skillful at training and developing others. He applies pressure for results, but in doing so, his style is more "selling" than "telling".

At ease and self-assured with groups or in making new contacts, R. Michael is gregarious and extroverted, has an invigorating impact on people, and is always "selling" in a general sense. He learns and reacts quickly and works at a faster-than-average pace. Able to adapt quickly to change and variety in his work, he will become impatient and less effective if required to work primarily with repetitive routines and details.

In general terms, R. Michael is an ambitious and driving person who is motivated by opportunity for advancement to levels of responsibility where he can use his skills as team builder, motivator and mover.

MANAGEMENT STYLE

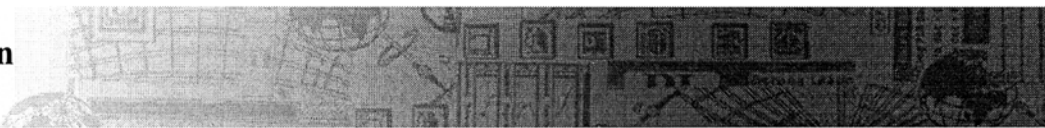
As a manager of people or projects, R. Michael will be:

- Broadly focused; his attention is on where he's bringing his team, and what goals he wants them to achieve, rather than on the specifics of how they will get there
- Strongly focused on cohesion, communication, morale, and team accomplishment; he achieves his goals through them and with them
- Comfortable delegating authority; he is eager to discuss his ideas with others is amenable to changing his mind if it helps his overall goal
- At ease in delegating details and implementation plans
- Quick, friendly and broadly-focused when following-up on delegated tasks; he is eager to get details completed quickly, freeing up his team to work on the next objective
- Flexible in working with different kinds of people
- Engaging and enthusiastic – confident in his ability to persuade others towards his point-of-view.

MANAGEMENT STRATEGIES

To maximize his effectiveness, productivity, and job satisfaction, consider providing R. Michael with the following:

- Opportunities for involvement and interaction with people



- Some independence and flexibility in his activities
- Freedom from repetitive routine and details in work which provides variety and change of pace
- Opportunities to learn and advance at a fairly fast pace
- Recognition and reward for communications and leadership skills demonstrated
- Social and status recognition as rewards for achievement.

Prepared by ~~Steven H. H. H.~~ on 11/28/2011

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