



Improving Team Performance with Data-Driven Decisions

Dolly Penland

Executive Business Adviser

Predictive Results

(904) 374 9914

www.predictiveresults.com

Dolly@PredictiveResults.com



1. Privately Held Analytic Company - 1955
2. 9,000 Clients
3. 90% Client Retention
4. 51 of the Fortune 500
5. PI is fully validated and meets all EEOC requirements for use as a hiring assessment
6. More than 2.5 Million PI behavioral assessments completed annually
7. Performance Requirement Options™ (PRO)
8. Predictive Index Learning Indicator
9. Analytics Validity Study
10. Unlimited Renewable License & Support
11. Knowledge Transfer





If you fail to plan, you are planning to fail.

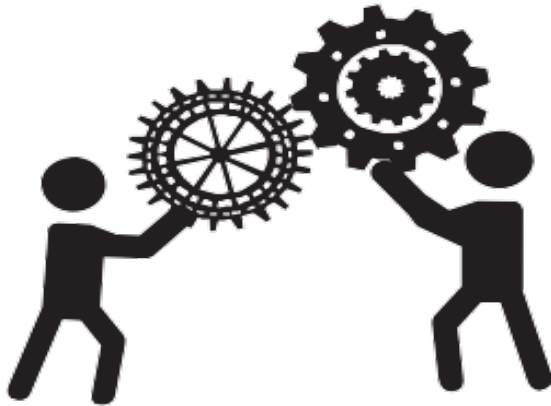
-- Benjamin Franklin





81%

of Fortune 500 companies are building at least partially team-based organizations.



50%

of teams fail to achieve their goals.

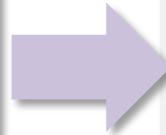




Cause

Creating and managing teams is still:

- Viewed as an art, not a science
- Focused at the individual level, not group
- Conducted haphazardly
- Hindered by weak team leadership



Effect

Results in:

- Turnover
- Lost productivity
- Poor employee engagement
- Conflict



Has your organization faced any of the below issues effecting team engagement and productivity?

- Turnover
- Lost productivity
- Poor employee engagement
- Conflict

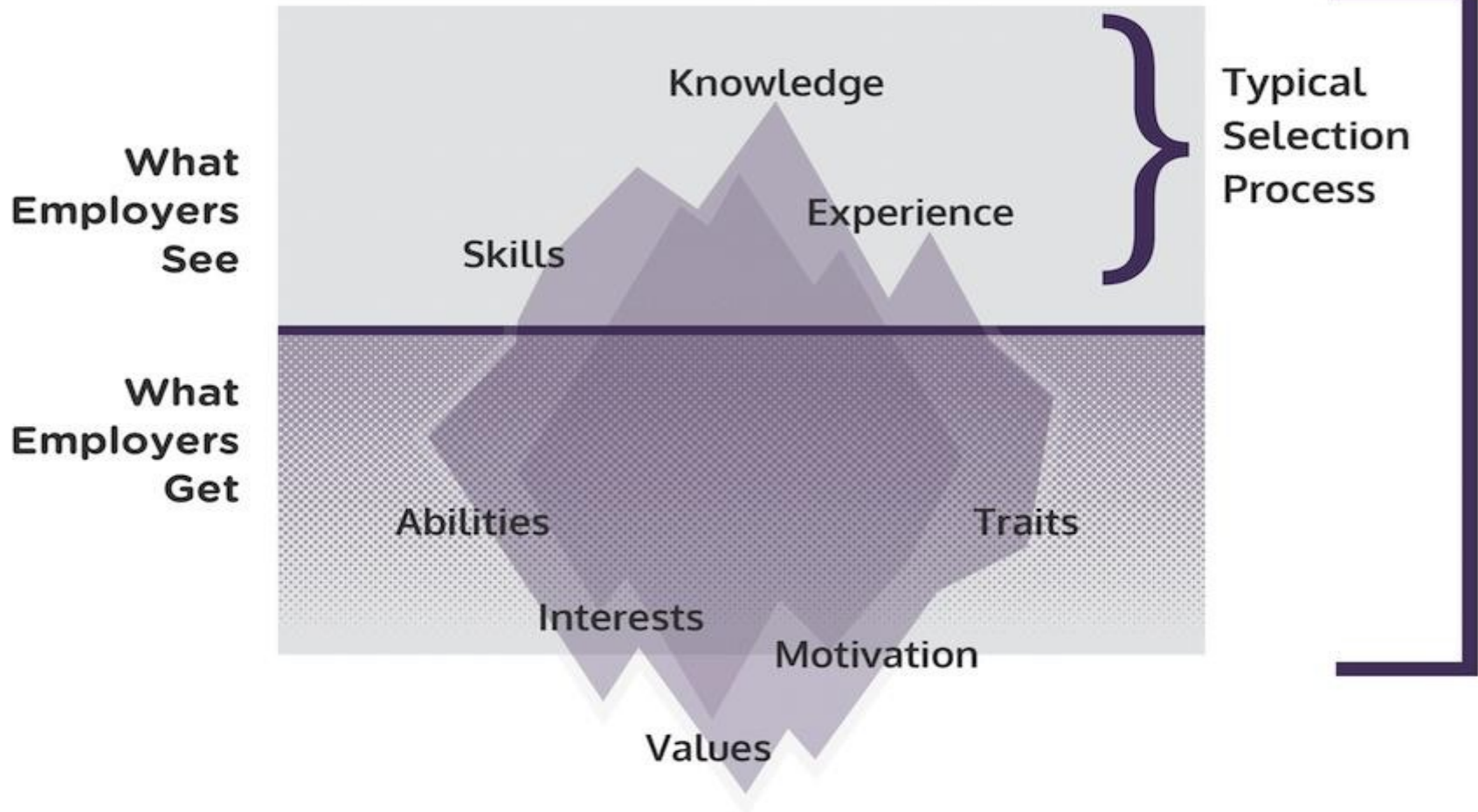






94% of Best-in-Class organizations utilize behavioral assessments to understand individual behavior







Why is personality important?

“Personality traits have a direct impact on job performance.

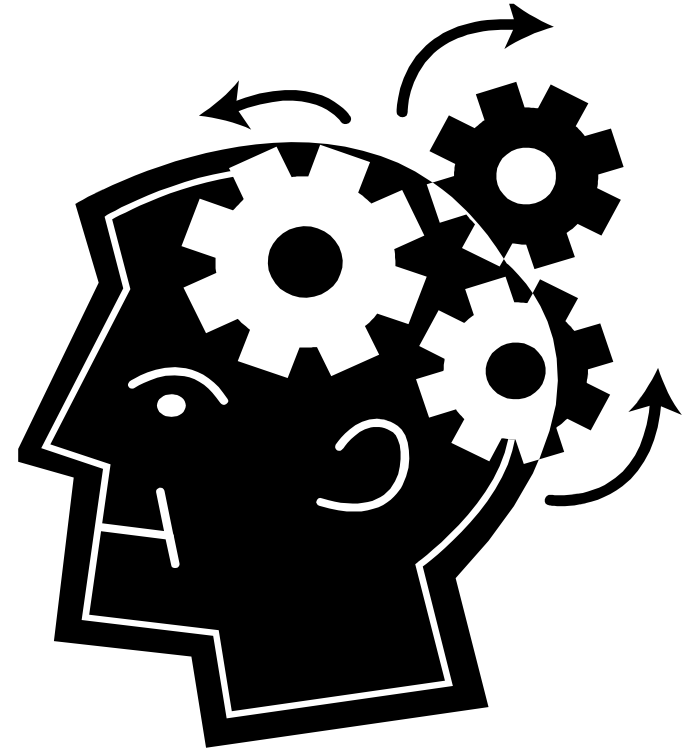
Research indicates between 20% and 25% of an employee’s effectiveness on the job is attributable to his or her personality.”

**Todd Harris PhD
Director of Research
PI Worldwide**





- What motivates a person to action?
- What is the person's communication strengths and challenges?
- What are their possible perceptions?
- How do they make decisions?
- How do you coach them?



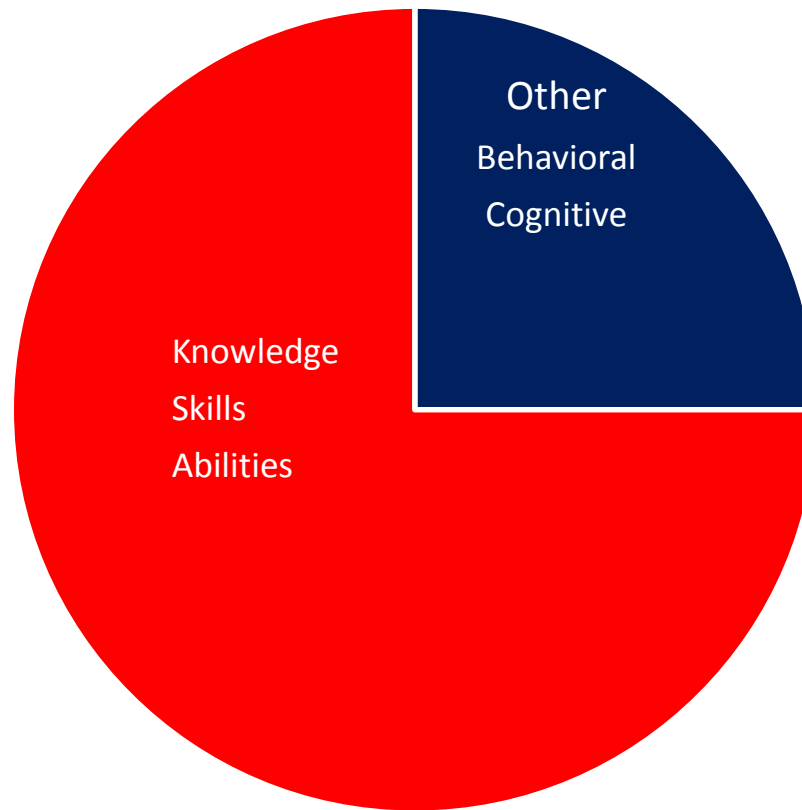


- Knowledge
- Skills
- Abilities
- Other





What Drives Exceptional Performance?





Does your organization's human capital strategy align directly with the strategic objectives?

- Yes
- No (or I hope/think so)
- In development





CUNA
HR & ORGANIZATIONAL
DEVELOPMENT COUNCIL

What Do You See?



**PREDICTIVE
RESULTS**



Equally important is to create an environment in which people can flourish.

-- James Wolfensohn





5 Steps to Drive Team Performance

**Define
Individual
Strengths and
Map to Team
Metrics**

**Create a
Dashboard
View**

**Prioritize
Performance
Goals**

**Conduct
Targeted
Analysis**

**Create a Plan
and Execute**



Step 1: Define Individual Strengths with Team Metrics

Define Strengths

Create Dashboard View

Prioritize Performance Goals

Conduct Targeted Analysis

Create a plan and execute



Gain an understanding of each team members preferred work style and behavioral strength.



Implement a job analytic tool to identify the critical behavioral requirements of each role.



Step 2: Create a Dashboard View

Define
Strengths

**Create
Dashboard
View**

Prioritize
Performance
Goals

Conduct
Targeted
Analysis

Create a
plan and
execute



What is each individual bringing to the group?



What is the group culture?



How do these elements compare with individual personalities, role requirements, other teams, and the organization as a whole?





Step 3: Prioritize Performance Goals

Define
Strengths

Create
Dashboard
View

**Prioritize
Performance
Goals**

Conduct
Targeted
Analysis

Create a
plan and
execute



Is your team weighed down by interpersonal conflict?



Why is one team outperforming another?



Is poor job fit contributing to poor employee and group performance?



Compare data to acquire an understanding of each dynamic relationship between individuals, teams and divisions within the organization.



Address identified behavioral gaps.



Create opportunities for employees to develop strengths and work on weaknesses for both personal and team success.



Define and predict high performance



Facilitate Workflow



Reduce Conflict



Improve group synergy





- Clear Objective/Goal
- Metrics
- Team
- Members
- Leader(s)
- Environment/Communication
- Deadlines
- Recognition/Reward





Skill
+ Insight

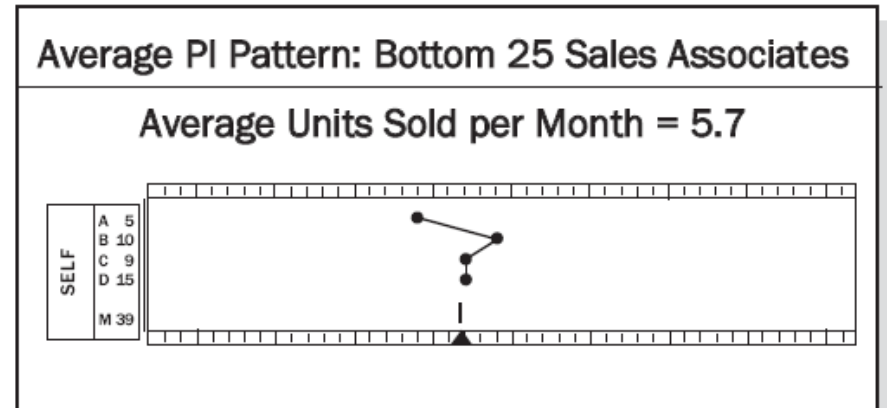
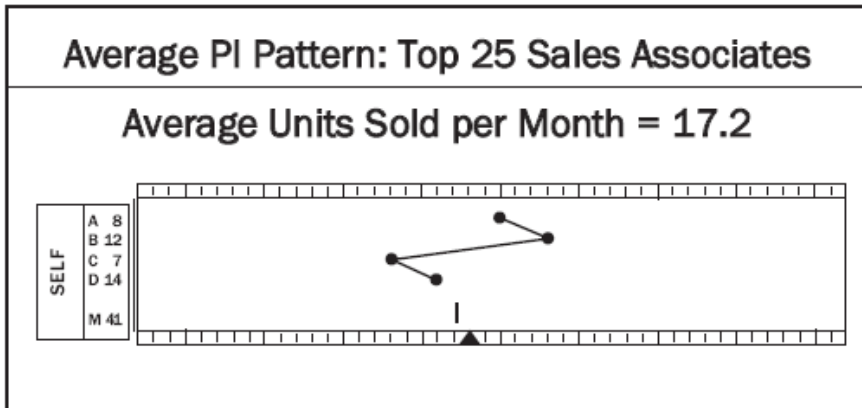
Effectiveness



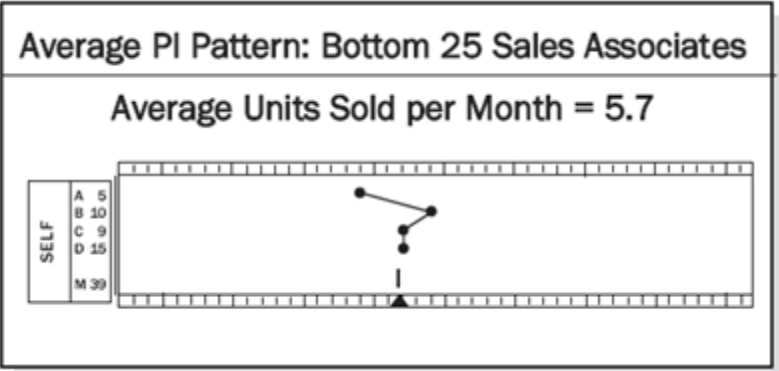
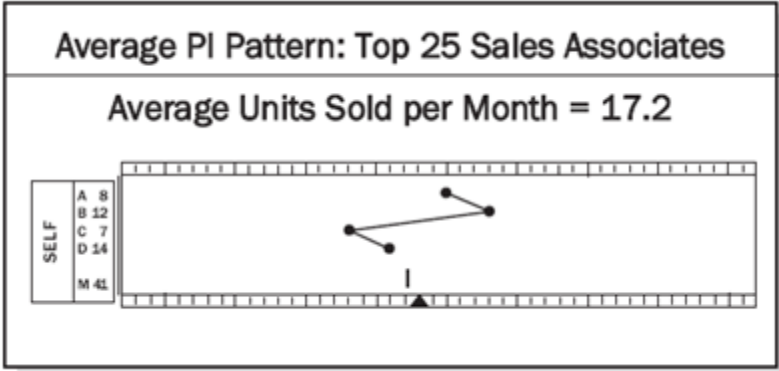


Results

The top performing sales associates sold more than three times as many automobiles over a four-month period than the bottom performers.



Criteria: This statistical analysis is based upon a PI validity study conducted with 94 sales associates. PI validity studies are designed to determine the statistical connections between PI profiles and superior job performance. The quantitative measurement criterion is based on average number of automobiles sold over a four-month period in 2007.



- Independence
- Recognition for own ideas
- Control of work
- Social interaction
- Variety
- Change of pace
- Freedom from repetition
- Freedom from structure

- **Encouragement**
- **Recognition for teamwork**
- **Social acceptance**
- **Family like environment**
- **Recognition for loyalty**
- **Certainty**
- **Freedom from risk/error**
- **Training**



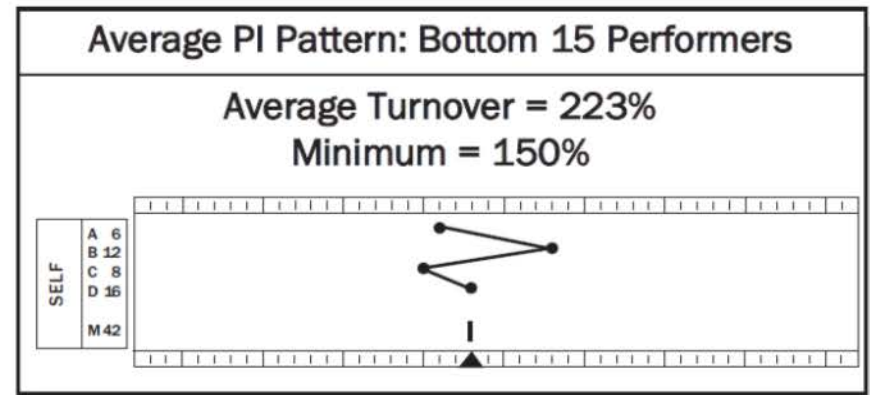
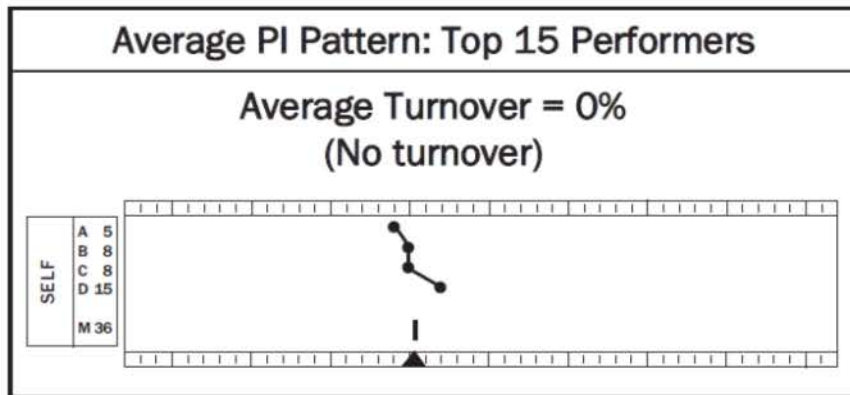
Predictive Index® Case Study
Validity Study / Quantitative Results

Industry: Financial Services
Position: Store Managers



Results

The top performers achieved on average 220% less turnover than the bottom performers.



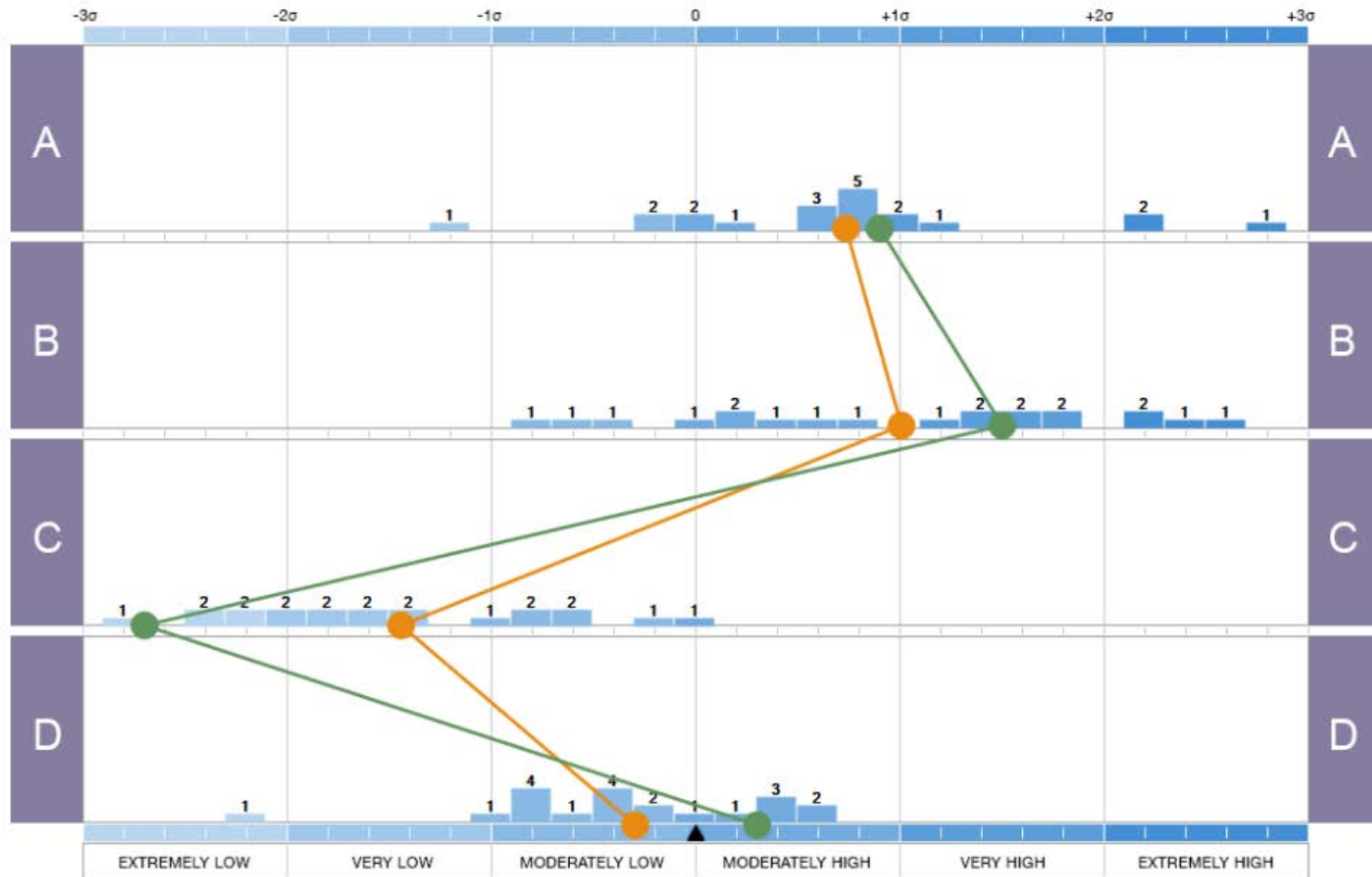
CRITERIA: This statistical analysis is based upon a PI validity study conducted with 54 Store Managers. PI validity studies are designed to determine the statistical connections between PI profiles and superior job performance. The quantitative measurement criterion is total turnover among store employees over a nine-month period.





Factor Snapshot

View By: [Person Count](#) | [Person Name](#) (up to 25)



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● Average Pattern ● Job Pattern

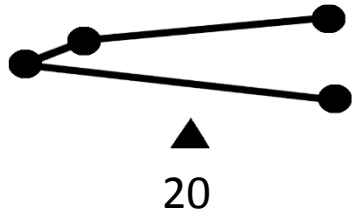


Who Fits

PRO

Identifies the preferred behavioral and cognitive characteristics for every position

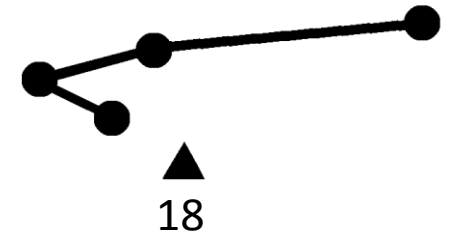
PILI



20

PI and PILI

Identifies the behavioral and cognitive characteristics of employees and candidates



18



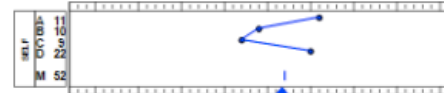
Coaching Guide

May 14

PRO: Human Resource Consultant



PI: Matthew Price



	A	B	C	D
PRO	High	High	Low	Low
PI	High	Low	Low	High
	✓	?	✓	?

Legend

✓ Leverage | ? Enhance | * All Coachees

(A) Dominance

✓ How can you leverage your ability to take charge and lead a team?

✓ What could you do to take advantage of your natural tendency to be proactive?

✓ In what ways could you produce even better results than you are currently?



- Coaching Guide for non-PI trained managers
- Trained managers and Analysts provide in-depth support

Coaching Guide
May 18, 2014

PRO: Technician

PI: Rick Stevens

	A	B	C	D
PRO	High	Low	Low	High
PI	High	High	Low	High
	▼	?	▼	▼

Legend

▼ Leverage | ? Enhance | * All Coachees

(A) Dominance

▼ How can you leverage your ability to take charge and lead a team?

▼ What could you do to take advantage of your natural tendency to be proactive?

▼ In what ways could you produce even better results than you are currently?

(B) Extroversion

? How could you limit or hold back your natural tendency to be talkative and social?



Thank You!

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