

FAQ: Predictive Index®

What is the Predictive Index®?

The Predictive Index (PI) is a unique management tool that has been helping executives throughout the world develop their leaders and strengthen their organizations since 1955. PI enables managers to measure an individual's drives, motivations and behaviors to determine how the person would perform in a specific job and interact with others.

PI is used to coach and develop all levels of managers, to select employees, to develop teams and to build job profiles. It can be used for competency profiling, high potential identification, succession planning and performance management, as well as job modeling and managing conflict. This provides you with a common framework, language, and benchmark.

How can our business benefit from using the Predictive Index?

The information obtained from the PI can be applied to improve many areas of business, including:

- **Leadership** - In today's business environment leaders need to articulate a clear vision and inspire others to follow this course. PI can help identify and develop leaders, enhancing leadership styles and improve communication.
- **Recruitment/Selection** - Many candidates, one job. PI can help make sure the right decision is made, reducing costly turnover.
- **Management** - The best managers are made, not born. With the Predictive Index managers are better equipped with the insight they need to communicate with employees to get results.
- **Job Satisfaction/Retention** - With job and customer satisfaction being closely entwined, it is more important than ever to have the right person in the right job. PI can help better understand how an individual will respond to and perform their responsibilities, and can help make sure employee morale and commitment stays high.
- **Productivity** - Time is money and the company that works most efficiently stands to grow most profitably. With PI, managers know more about the way people work and how to maximize productivity.
- **Teamwork** - A successful business depends on strong overall teams, but getting people to work as a team is a tremendous challenge. The PI can be used to help you put together balanced teams and make sure each player has the skills and training needed to contribute to team success.
- **Strategic Planning** - Where is the company headed? How will you get there? Who will drive the initiatives? PI can show you how to match individual skills and future company needs.

Why Predictive Index?

- The PI is fast, simple and accurate
- PI is used by more than 7,000 large and small businesses around the world in 150 countries and in more than 60 languages including Braille
- PI is validated and reliable, and has full EEOC compliance
- Based on over 400 validity studies, there is no adverse impact based on age, gender or race
- PI has strong customer satisfaction and usability with a 97% retention rate
- PI is unlimited in its use for an annual licensing fee

What is the purpose of PI?

Managers trained in PI can better understand how an individual will respond to and perform his or her job responsibilities, improve how to position a person for success, and will support and develop each individual more effectively.

The PI Management Workshop, in which managers learn to read and apply the PI information, is a highly effective for developing leadership skills. With the experience and the knowledge gained through PI, managers increase the awareness of their own motivations, drives and behavioral tendencies, providing them the opportunity to understand what type of leader they are and what they need to do to be effective in managing, influencing and motivating their people.

Who should use the PI?

Managers at all levels and functions and HR professionals and recruiters.

Who should be trained in PI and why?

Managers having direct responsibility for hiring, developing, motivating and coaching people at all levels of the organization. PI provides managers with critical input when making decisions regarding job and organization design, and in the selection, development, coaching, and promotion of individuals.

Human Resource professionals who work most closely with the line managers in these decisions would also benefit from PI. Having managers and HR professionals “reading from the same page” greatly enhances the effectiveness and productivity of the recruitment, selection and development process.

How is PI purchased and what is included?

Unlike other assessments which are typically purchased on a per survey basis, PI is unlimited in its use for an annual licensing fee. Your PI license includes:

- PI research, studies and consulting
- Support of your MCG Partners PI Consultant in the interpretation of PI results
- Job profile development
- Customized job validation statistical/data-mining studies
- World-class technical support services

Your Pi License also includes unlimited access to www.PIcampus.com, the private, educational web site exclusively for the Predictive Index community.

How is the PI administered?

The PI is based on a simple questionnaire that can generally be completed in 5 to 15 minutes on-line. Results are quickly tabulated through our web-tool, *accessPI*. *accessPI* allows you to administer, store and evaluate your Predictive Index data over the web, and is hosted by an AT&T Enterprise Managed Hosting Service in a "Class A" data center. *accessPI* includes administrative and technical services to set up and configure your account, use of the online software, and technical support for the service.

Why MCG Partners?

MCG Partners is a world-class provider of coaching, leadership development, talent management, sales and career development solutions. We have consulted with firms and professionals across industries, start-ups to Fortune 500, and not-for-profits. We help our clients increase productivity, client satisfaction, and professional and financial growth. MCG Partners is one of only 47 member firms globally of PI Worldwide.