

## GARETH CALLAWAY

People are complex. You should motivate and direct others based on their behavioral preferences. The following tips outline how your employee likes to be managed. **How are you doing?**



Gareth is a Persuader.

A Persuader is a risk-taking, socially poised and motivating team builder.

### Strategies based on how Gareth interacts in the workplace:

- ☐ Encourage both independent and collaborative opportunities for goal achievement
- ☐ Give them challenges and solicit input
- ☐ Give them opportunities to identify solutions, collaboratively or independently, as they so choose
- ☐ Allow independence and control over their own activities

### Strategies based on how Gareth takes action:

- ☐ Give them frequent challenges and varied tasks
- ☐ Provide them with challenging assignments that require a quick turnaround
- ☐ Allow them to voice their opinions and act on their own ideas and initiatives
- ☐ Keep them free from routines and repetition

### Strategies based on how Gareth deals with the risk and decision making:

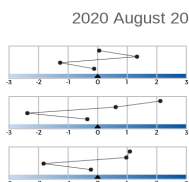
- ☐ Provide them with an expert or more information when they are making a decision outside their area of expertise
- ☐ Help them identify what they need in order to move forward and take action
- ☐ Help them make decisions in new areas when they seem conflicted
- ☐ Engage them when a discussion is needed

### Full Pattern

Self

Self-Concept

Synthesis



**Use responsibly.** People are complex. This PI Insight is a helpful starting point, but there's more to this person and pattern than what's presented here. Contact a PI expert for additional insight.



PI Insights are great, but they're no substitute for the knowledge and hands-on experience gained by attending a PI workshop. Contact your PI Consultant or visit [www.predictiveindex.com](http://www.predictiveindex.com) to learn more.

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You have now considered how well you customize your management style for Gareth. We recommend you complete an action plan.

### **Step 1: Reflect**

What have you done well?

What can you do better?

### **Step 2: Develop action plan**

What specific actions will I take in the next 90 days to enhance the way I work with Gareth?

*For example: I will take Emily (high Extraversion) to lunch once a month to establish a more personal connection.*

### **Step 3: Determine blockers**

Based on my own behavioral drives and needs, what might prevent me from carrying out my action plan?

What will I do about it?

### **Step 4: Hold yourself accountable**

Set a date to re-evaluate your progress with Gareth.