

## BENJAMIN JAMES

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?**



Benjamin is a Guardian.

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

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

- ☐ Give them work that involves frequent contact with other people
- ☐ Surround them with supportive, encouraging and collaborative managers and peers
- ☐ Give them face time so they can talk things through and gain buy-in
- ☐ Communicate verbally rather than via email or in writing

### Strategies based on how Benjamin takes action:

- ☐ Provide stability, familiarity, and predictability in their job assignments
- ☐ Avoid last-minute requests and interruptions
- ☐ Build a supportive environment where they feel comfortable asking for help
- ☐ Provide appropriate time to process changes and explain the “why” behind the changes

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

- ☐ Give clear, concise goals and explicit communication about expectations
- ☐ Clarify task requirements and the process and steps needed to achieve results
- ☐ Provide a thorough, specific response to their questions and requests
- ☐ Should some of the risk associated with difficult decisions

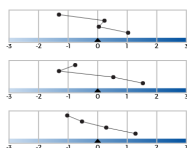
### Full Pattern

Self

Self-Concept

Synthesis

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**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 Benjamin. 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 Benjamin?

*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 Benjamin.