

BENJAMIN CARR

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 Maverick.

A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.

Strategies based on how Benjamin interacts in the workplace:

- ☐ Give them opportunities to solve problems by themselves and with others
- ☐ Provide a mix of technical and social communication activities
- ☐ Balance my communication style to include a mix of written and verbal approaches
- ☐ Provide positive reinforcement such as public or private recognition for a job well done

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

- ☐ Give them opportunities to make decisions and influence the big picture
- ☐ Provide them with high-level goals but let them achieve them in their own way
- ☐ Give them authority to make decisions and solve problems their way
- ☐ Stay receptive to new ideas and change with minimal oversight of their activities

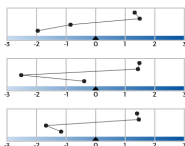
Full Pattern

2024 January 11

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 to learn more.

BENJAMIN CARR

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.