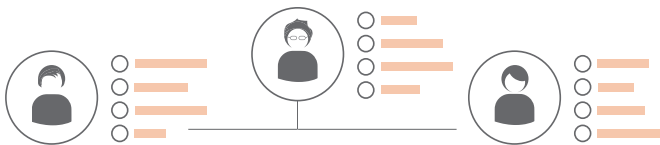# THE PREDICTIVE INDEX

JOB ASSESSMENT

Define the job. Find the perfect fit.

No matter what the role, your ability to select the best-fit for the job sometimes seems no more accurate than a coin toss. The PI Job Assessment helps you identify the behaviors and drives critical to on-the-job success so you can attract and hire the best fitting candidates and manage them to greatness.
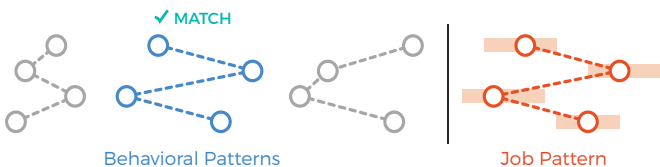
Identify the behavioral requirements of a job with the PI Job Assessment.

The PI Job Assessment is designed to capture the behavioral requirements of a job while considering specific competencies, team dynamics and overall workplace culture.
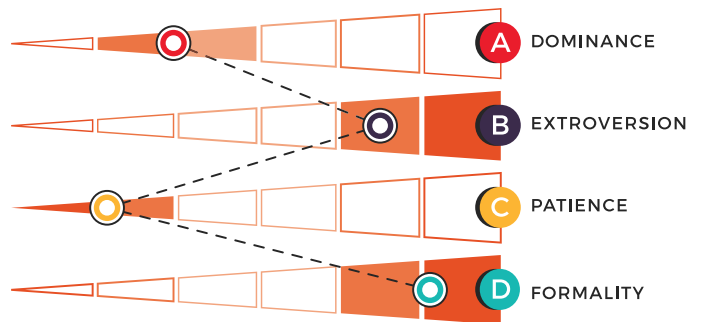
A DOMINANCE

B EXTROVERSION

C PATIENCE

D FORMALITY

ASSESS

Administer the assessment to key stakeholders hiring, managing, or working with the position.

A - Dominance   −   +

B - Extroversion   −   +

C - Patience   −   +

D - Formality   −   +

ANALYZE

Analyze results, gather consensus and align around what's truly critical to succeed.

✓ MATCH

Behavioral Patterns   Job Pattern

DEFINE

Define a PI Job Pattern and link to behavioral patterns of candidates and employees to conduct fit-gap analysis.

Scientifically valid and compliant.

When used together, the PI Job Assessment and PI Behavioral Assessment provide a scientifically valid and legally defensible methodology for you to accurately predict workplace behavior and make the best human capital management decisions.

Candidate Interview Guide

 Martin Hall

Graphic Designer

INTERVIEWER'S GUIDE TO USING THIS KIT

The Interview Guide is meant to help interviewers by suggesting questions generated by comparing a candidate's behavioral pattern with the job target for a specific position. These questions are designed to confirm a candidate's behavioral fit with a job target and/or explore areas of difference between the candidate's behavioral pattern and the job target.

The following questions have been generated by The Predictive Index based on Martin's behavioral drives and needs when compared to the behavioral needs of the job Martin has applied for. To learn more about The Predictive Index behavioral interviewing, visit the Interview Playbook at **playbook.predictiveindex.com**

BEHAVIORAL COMPARISON - CANDIDATE VS JOB
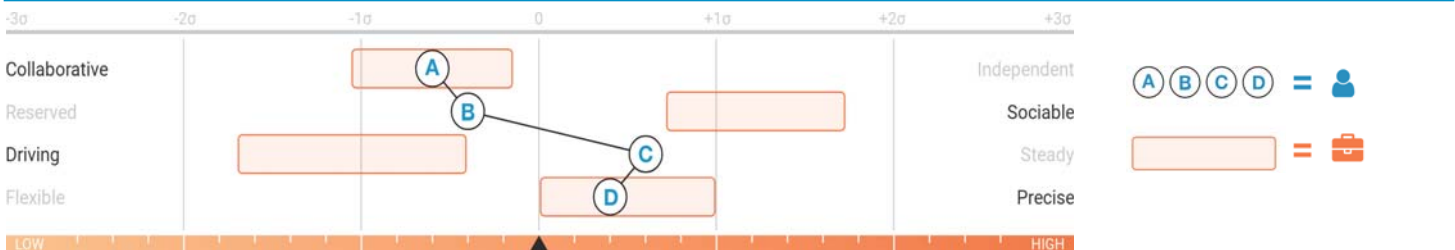
Martin is a Operator.

An Operator is a patient, conscientious, relaxed and cooperative team worker.

Strengths:
Steady, patient, relaxed, warm and approachable

Best with unchanging environment; high tolerance for systematic/repetitive work
Learns by repetition

Caution Areas:
May be seen as too cautious and not strategic enough

May appear overly task-focused

May struggle in ambiguous situations

BEHAVIORAL INTERVIEW QUESTIONS

⚠️ Area(s) of potential behavioral misalignment with job target. Use these questions to EXPLORE if the candidate can behaviorally adapt to the job.

Tell me about an experience when you were required to solve a problem by working closely with others.

Describe a situation when you needed to influence the decision of others.

Describe an experience when you were required to complete a project under a tight deadline.

Describe how you handle multiple objectives simultaneously.

✓ Area(s) of potential behavioral alignment with job target. Use these questions to CONFIRM these behaviors from the candidate.

Give an example where you made a positive contribution as part of a team.

Tell me about a time when you were required to meet the needs of another person.

Describe an experience when you worked within an existing set of rules and standards.

Share an example where you were required to do something as prescribed in order to accomplish a goal.