



The PI Behavioral Assessment

Understand the needs and behaviors of your candidates and employees to drive results.

For nearly 70 years, the PI Behavioral Assessment has delivered science-based insights about how people are naturally inclined to work, providing a common method for examining their alignment with jobs, managers, teams, and culture.

Collect the PI BA from candidates and employees, then produce reports to support selection and management activities.

The collage displays several key components of the PI Behavioral Assessment system:

- Jane Sample Reports:** Multiple reports for a candidate named Jane Sample, including 'Strongest Behaviors', 'Management Style', 'How to Interact with JANE SAMPLE', 'Management Strategies', and 'Personal Development Chart'. These reports feature charts, graphs, and detailed text explaining behavioral patterns and needs.
- Management Strategy Guide:** A guide titled 'Management Strategy Guide' for 'JANE SAMPLE', dated February 22, 2022. It outlines how to motivate and direct others based on their behavioral preferences.
- Candidate Interview Guide:** A guide for 'Jane Sample' (Office Manager) providing interview questions and behavioral comparison charts to assess candidates against job requirements.
- Self Awareness:** A report titled 'Self Awareness' that helps individuals understand their own behavioral drives and needs across various dimensions like independence, social orientation, and flexibility.
- Behavioral Comparison - Person and Job:** A chart comparing an individual's behavioral profile (represented by letters A, B, C, D) against the requirements of a specific job target.
- Personal Development Chart:** A chart for 'JANE SAMPLE' showing areas for personal growth and development based on her behavioral profile.

What Does The PI Behavioral Assessment Measure?

The PI BA measures and reports the inherent drives that create a specific set of needs and behaviors in the workplace. These objective insights about an individual are compared back to what is needed in a role—so you can create the strongest possible alignment between the person and the work. Recruiters and hiring managers learn how a person will fulfill their responsibilities and how to provide a relationship and a setting that leads to success. Custom interview questions allow interviewers to confirm similarities and investigate differences between the candidate and the requirements of the position.

Insights from the PI BA support ongoing employee coaching and development as managers learn how to best onboard a new hire, provide the work activities they need to encourage engagement, growth, and retention, coach them toward the requirements of their role, raise self-awareness, and address and overcome interpersonal conflict with colleagues.