

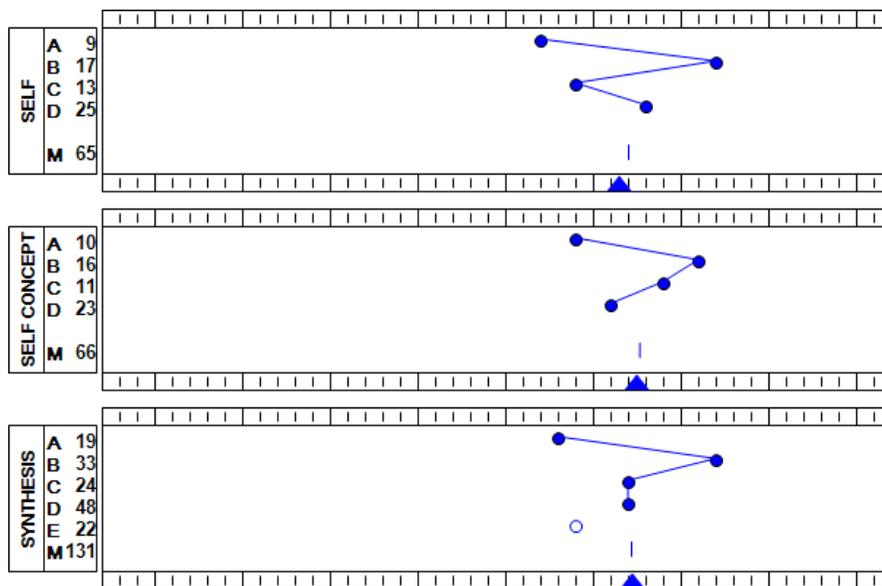


## Summary of Predictive Index® Results

### Sultan Ennab

Survey Date : 5/25/2012

Report Date : 5/29/2012



PI for: Sultan Ennab Date: 5/25/2012

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The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI® report provides you with a brief overview of the results of the Predictive Index® and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended the Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.

## STRONGEST BEHAVIORS

### Sultan will most strongly express the following behaviors:

- Socially-focused, he naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; he's often working collaboratively with others to help whenever he can.
- Accommodating; most comfortable working with others, he often puts team/company goals before his own personal goals. Promotes teamwork by actively sharing authority.
- Relatively quick in connecting to others; he's reasonably open and sharing of himself. Builds and leverages relationships to get work done.
- Fluent, enthusiastic, and comparatively frequent in communication; a motivator who pays attention to others' points of view.
- Collaborative; works with and through others. Focused on team cohesion, dynamics, and interpersonal relations.

## SUMMARY

Sultan is unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, he enjoys working with others and is lively, warm company.

A pleasant and extroverted person, Sultan is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. His congenial personality and friendly, interested attitude make him readily approachable. He gets along easily with a wide variety of people.

His drive is directed at working with and for others. He derives particular satisfaction from doing things for others, for the company, for his management, for the team and for the company's customers. Cooperative and willing, he can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Working at a faster-than-average pace, he is attentive to details and both quick and accurate in handling them. He is, however, too impatient to enjoy working with details as repetitive routine or as his primary responsibility.

Eager to be sure that things are done exactly right, Sultan will follow-up carefully and closely if his work requires that he delegate details to others. When it is necessary for him to be critical, he will try to do that in a constructive, supportive manner. His sense of urgency and his sense of duty combine to make him actively concerned about the timeliness, as well as the correctness, of any work for which he is held responsible.

In general, Sultan is a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

## MANAGEMENT STYLE

**As a manager of people or projects, Sultan will be:**

- Proactive in bringing the team together to complete work by 'the book,' within accepted standards and policies, and on-time
- An enthusiastic, outgoing team player – motivated to work with and through others to achieve the company's goals
- Cautious when delegating; he takes pride in his work and is anxious to do things right; when he does delegate, his follow-up will be quick, congenial, and constructive, ensuring that procedures have been followed, standards have been met, and his employee feels positive about the experience
- Collaborative in approach; he's eager to gather input from others and he values their viewpoints; he will, however, be unlikely to go against accepted policies or higher authority
- Keenly interested in the development of others; Sultan is an enthusiastic coach or trainer; a conscientious communicator of the company vision
- Respectful of authority and considerate of others; his focus is on the job at hand which he takes very seriously.

## MANAGEMENT STRATEGIES

**To maximize his effectiveness, productivity, and job satisfaction, consider providing Sultan with the following:**

- Clear, specific description of his job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything he needs to know about his job
- The support and help of management, subject-matter experts, or trusted advisors when he's working outside his area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of his work
- Opportunities for interaction with people.

Prepared by Helene Fitch on 5/29/2012

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