

## MARTIN HALL

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?**

Martin is a Operator.

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

### Strategies based on how Martin 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 Martin 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

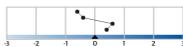
### Strategies based on how Martin deals with the risk and decision making:

- 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
- Shoulder some of the risk associated with difficult decisions

### Full Pattern

2018 January 17

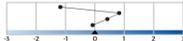
Self



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](http://www.predictiveindex.com) to learn more.

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You have now considered how well you customize your management style for Martin. 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 Martin?

*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 Martin.