SPEED NETWORKING

Your Name, Company, Position

Have you heard of the Predictive Index?

One Word Check-In?

Twitter - @thinkdwatts
What does success look like?

Why do some people just seem to get it?

What makes them different from others?

How do we develop the right talent?

Twitter - @thinkdwatts
THE RIGHT INGREDIENTS

- High Emotional Intelligence
- Cognitive Ability
- Motivation/Drive

predictive index®

“what motivates us?”
our reality about people is either

**Subjective:**
Intuitive/Observational
Experiential, Sensory
Ego-Based World

**Objective:**
Counter-Intuitive
Data/Measurement
Independent of Ego-Affirmation

Performance = Competence \times Motivation

What you expect
people to produce
and how they will
produce it

The capacity
to act

The stimulation
to act
COMPETENCE
\times
MOTIVATION
=
PERFORMANCE
What Changes and What Doesn’t?

In other words…

Twitter - @thinkdwatts
Developing the Talent

Each leadership transition requires an – often significant - change of Work Values, Time Application and Skills.

Twitter - @thinkdwatts
predictive index®
"what motivates you?"

history and science

• military
• birth to 19 – 22 years old
• reliable
• valid
• adverse impact studies
• EEOC compliance

**Factor A** measures the drive to exert one’s influence on people and events.

**Factor B** measures the drive to social interaction with other people.

**Factor C** measures the intensity of a person’s tension and pace.

**Factor D** measures the drive to conform to formal rules and structure.

**D** - **M** - **I** - **N** - **A** - **L** - **E**

- LOW Relative to Norm
- NORM
- AVERAGE
- Relative to Norm
- HIGH

**DOMINANCE**
- Unassuming, Unselfish
- Dominant, Assertive

**EXTROVERSION**
- Reserved, Introverted
- Extroverted, Sociable

**PATIENCE**
- Driving, Intense
- Patient, Relaxed

**FORMALITY**
- Informal, Independent
- Formal, Conforming
Factor A: Dominance

The drive to assert one's influence on people or events.

Factor B: Extroversion

The drive for social interaction with other people.

Factor C: Patience

The drive for consistency and stability.
what makes PI unique?

• where do you stand in comparison to others?
• how are you currently adapting?
• what does the position look like?
### Summary of Behaviors

<table>
<thead>
<tr>
<th><strong>DOMINANCE</strong></th>
<th><strong>EXTROVERSION</strong></th>
<th><strong>PATIENCE</strong></th>
<th><strong>FORMALITY</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Agreeable</td>
<td>• Inquisitive</td>
<td>• Introvert</td>
<td>• Cooperative</td>
</tr>
<tr>
<td>• Conscientious</td>
<td>• Risk averse</td>
<td>• Task oriented</td>
<td>• Accepting</td>
</tr>
<tr>
<td>• Exacting</td>
<td>• Independent</td>
<td>• Impatient</td>
<td>• Accommodates</td>
</tr>
<tr>
<td>• Reassuring</td>
<td>• Aggressive</td>
<td>• Sense of urgency</td>
<td>• Seeks harmony</td>
</tr>
<tr>
<td>• Risk taking</td>
<td>• Enterprising</td>
<td>• Impulsivity</td>
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</tbody>
</table>

### Summary of Needs

<table>
<thead>
<tr>
<th><strong>LOW</strong></th>
<th><strong>HIGH</strong></th>
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<tbody>
<tr>
<td>A</td>
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<td>B</td>
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<td>C</td>
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<td>D</td>
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</tbody>
</table>

### Twitter
- @thinkdwatts
The Story of Franklin Square

- Founded in '07 – 5 Employees
- 2009 – 20 Employees
- 2015 – 240 Employees and growing
Intentional Talent Design / Build

Jerry                                           Bill

Twitter: @thinkdwatts

Franklin Square on Forbes Lists
#13 America's Most Promising Companies (2013)

Twitter: @thinkdwatts
wrap-up

“what I took away today is…”

Want to learn more?

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PREDICTIVE INDEX
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