

THRIVE Icebreaker Bingo



Get to know other Beacon Leaders via THRIVE Icebreaker Bingo!

Gameplay:

- Obtain your BINGO Game Card.
- Walk around and interact with others in the room to find individuals who match the descriptions on your bingo card.
- When you find someone who matches a description on the card, have that person sign their signature in the corresponding square.
- Be the first to get five signatures in a row (across, diagonal, vertical) and yell BINGO! *“free space” is an automatic.*
- Claim your prize!



The Predictive Index- Branching out for success



Grow and **THRIVE** *at Beacon*

LEADERSHIP SUMMIT 2024





Introduction

Your Session Leaders



Cara Duke

Captain

Let me drive



Nicole Walker

Captain

Let me drive



Ed Vidota

Altruist

Give me structure



“Harness The Predictive Index to elevate collaboration and build a thriving team culture!”

Branching Out for Success – Expanding our capabilities, growing our impact!



The Predictive Index Refresher

What is The Predictive Index?



- **Definition**

A behavioral assessment tool that predicts workplace behavior.

- **Purpose**

Helps align organizational strategy with workforce execution.

- **Structure**

Consists of a series of adjective choices that measure four core drives.

- **Core Drives**

- *Dominance: The drive to exert influence on people or events.*
- *Extraversion: The drive for social interaction with other people.*
- *Patience: The drive to have consistency and stability.*
- *Formality: The drive to conform to rules and structure.*



The power of The Predictive Index (PI)



Better hiring decisions

Team building and collaboration

Leadership development

Employee engagement

Conflict resolution

Training and development

Change management

Strategic alignment

Self-concept and adaptation



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PI = Drives, needs, and behaviors



PI = Drives, needs, and behaviors



DRIVES

NEEDS

BEHAVIORS

The things that push people to act in certain ways, like **being in control** or wanting to **interact with others**.

PI = Drives, needs, and behaviors



DRIVES

NEEDS

BEHAVIORS

What people require to feel **comfortable** and **happy**, which could be a **stable environment** or a specific way of doing things.

PI = Drives, needs, and behaviors



DRIVES

NEEDS

BEHAVIORS

The **visible actions** that people do because of their drives and needs.

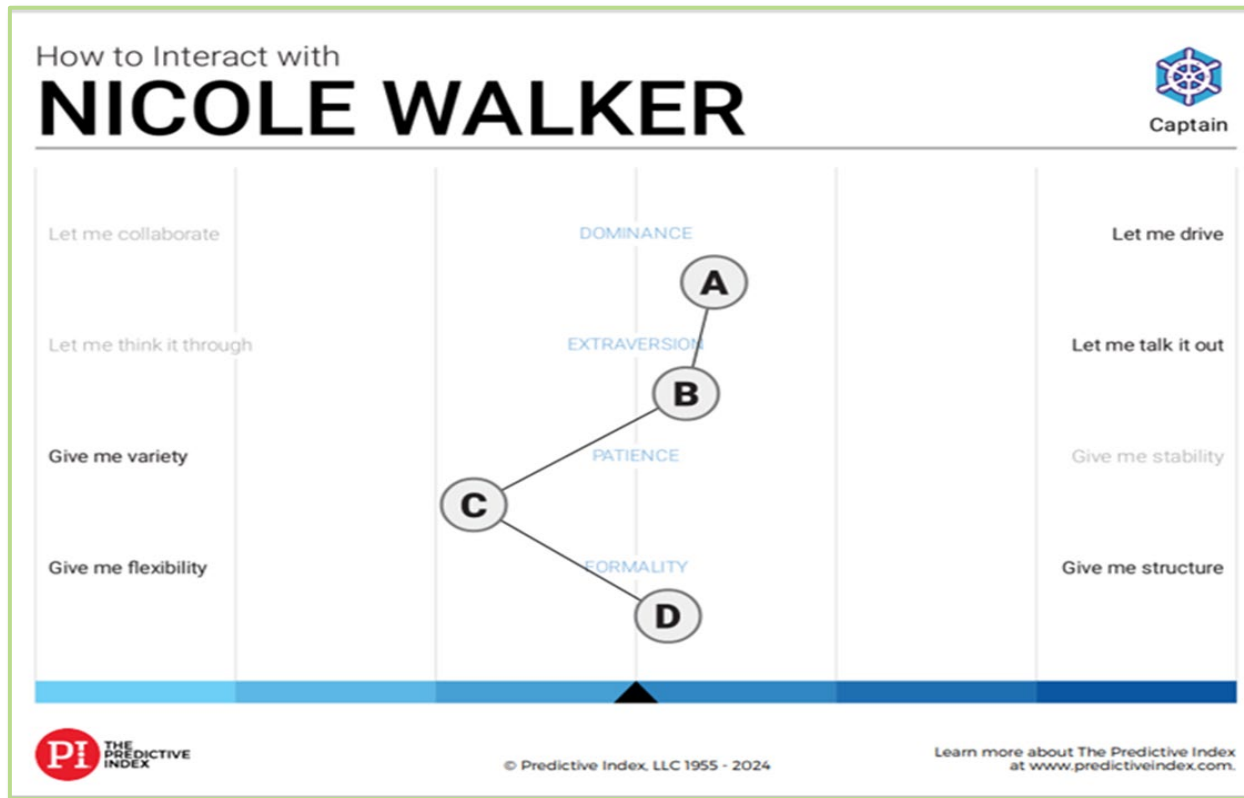


The four core behavioral drives

What are your drives?

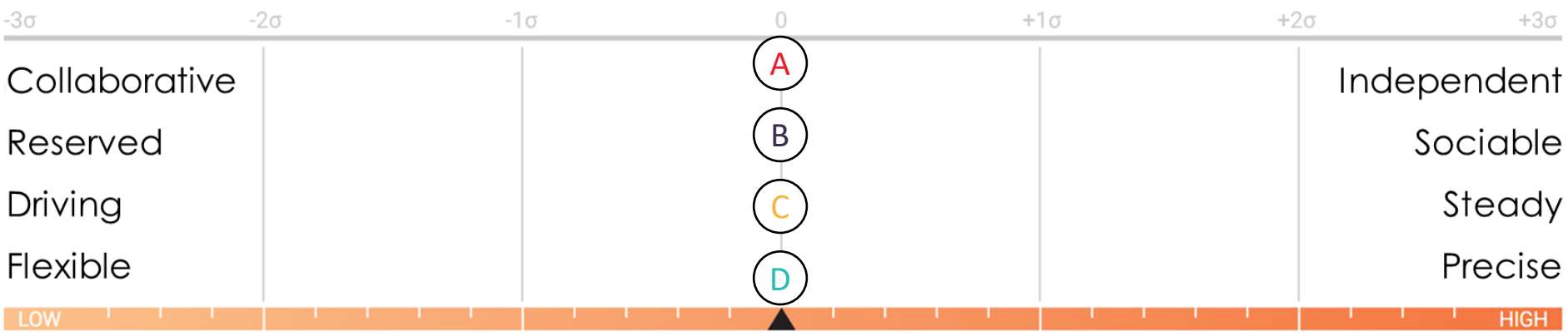


The Predictive Index (PI) model identifies **four core behavioral drives** that influence workplace behaviors and performance.



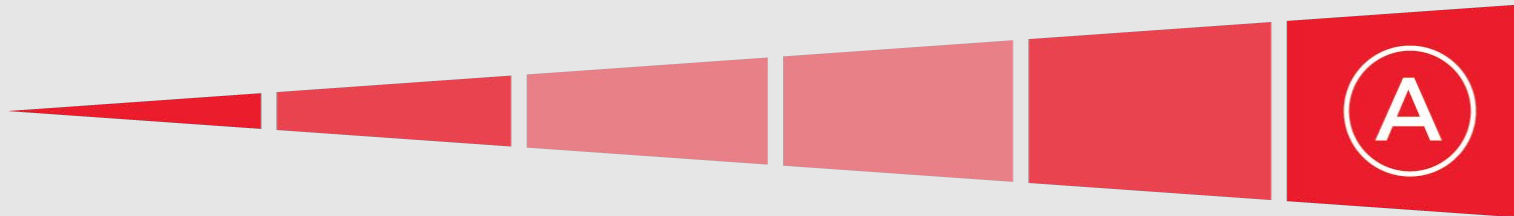
Understanding these drives is essential to enhance

The four core behavioral drives



DOMINANCE

THE DRIVE FOR INFLUENCE ON PEOPLE AND EVENTS



Low A Drive

- Collaborative
- Cooperative
- Harmony Seeking



High A Drive

- Independent
- Assertive
- Self-confident



EXTRAVERSION

THE DRIVE FOR SOCIAL INTERACTION WITH PEOPLE



Low B Drive

- Takes time to trust others
- Values privacy
- Needs opportunities to reflect



High B Drive

- Connects easily with others
- Craves social acceptance
- Needs opportunities to influence

PATIENCE

THE DRIVE FOR CONSISTENCY AND STABILITY



Low C Drive

- Needs variety
- Can juggle multiple priorities
- Comfortable with change

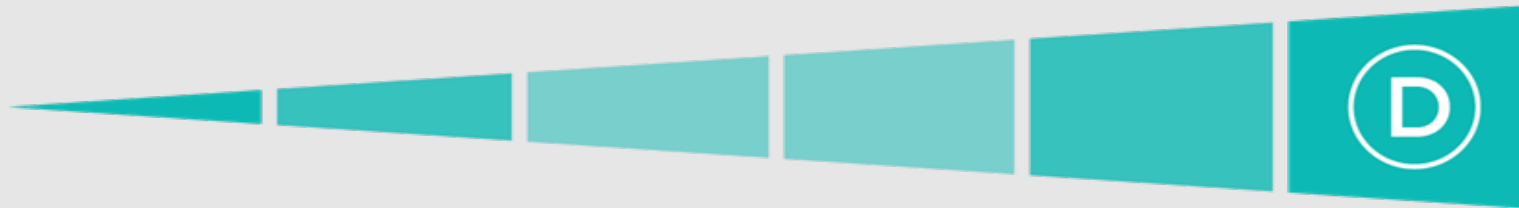


High C Drive

- Craves stable environment
- Patient, calm and peaceful
- Works at a steady pace

FORMALITY

THE DRIVE FOR RULES AND STRUCTURE



Low D Drive

- Likes to be spontaneous
- Flexible, informal, adaptable
- Freedom from rules and controls



High D Drive

- Clarity of expectations
- Needs freedom from risk of error
- Meticulous and thorough

The slightly different ...



The slightly different... Family Feud

How many behavioral drives are there?

4

16

3

10

The slightly different... Family Feud

How many behavioral drives are there?

4

16

3

10



The slightly different... Family Feud

What is Bianca's highest drive?

High A (Dominance)

High C (Patience)

High D (Formality)

High B (Extraversion)

The slightly different... Family Feud

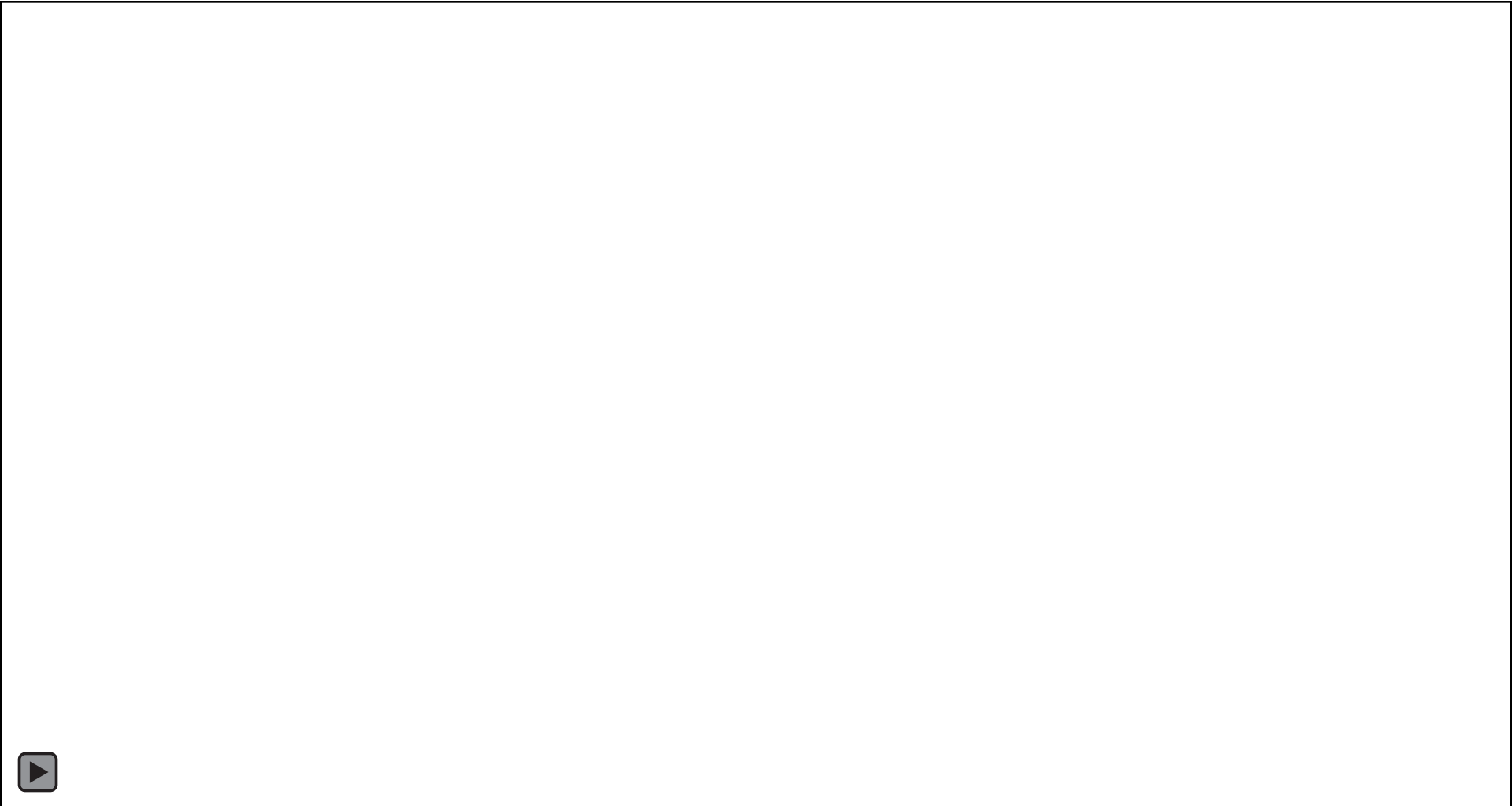
What is Bianca's highest drive?

High A (Dominance)

High C (Patience)

High D (Formality)

High B (Extraversion)



The slightly different... Family Feud

What is Raymond's highest drive?

High A (Dominance)

High C (Patience)

High D (Formality)

High B (Extraversion)

The slightly different... Family Feud

What is Raymond's highest drive?

High A (Dominance)

High C (Patience)

High D (Formality)

High B (Extraversion)

The slightly different... Family Feud

The things that push people to act in certain ways, like being in control or wanting to interact with others.

Behaviors

All of the above

Drives

Needs

The slightly different... Family Feud

The things that push people to act in certain ways, like being in control or wanting to interact with others.

Behaviors

All of the above

Drives

Needs



Reference Profiles

17 Predictive Index Reference Profiles



17 Predictive Index Reference Profiles



Analytical



Controller



Analyzer



Strategist



Specialist



Venturer



Persistent



Scholar



Individualist

Social



Altruist



Captain



Collaborator



Promoter



Persuader



Maverick

Stabilizing



Operator



Guardian



Artisan



Adapter



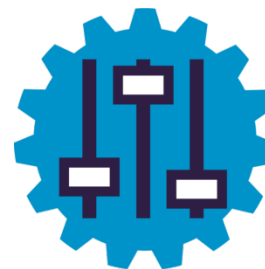
Strategist



Venturer



Analyzer



Controller



Specialist

The Reference Profiles in the Analytical group are:

- More dominant than extraverted
- Work at a faster pace
- More task-oriented as opposed to people-oriented



Collaborator



Altruist



Promoter



Persuader



Captain



Maverick

The Reference Profiles in the **Social** group are:

- Highly extraverted
- Tend to focus on relationships



Scholar



Individualist

The Reference Profiles in the **Persistent** group are:

- Very patient
- Task-oriented and deliberate
- Thrive when they have control over their work



Operator



Artisan



Guardian



Adapter

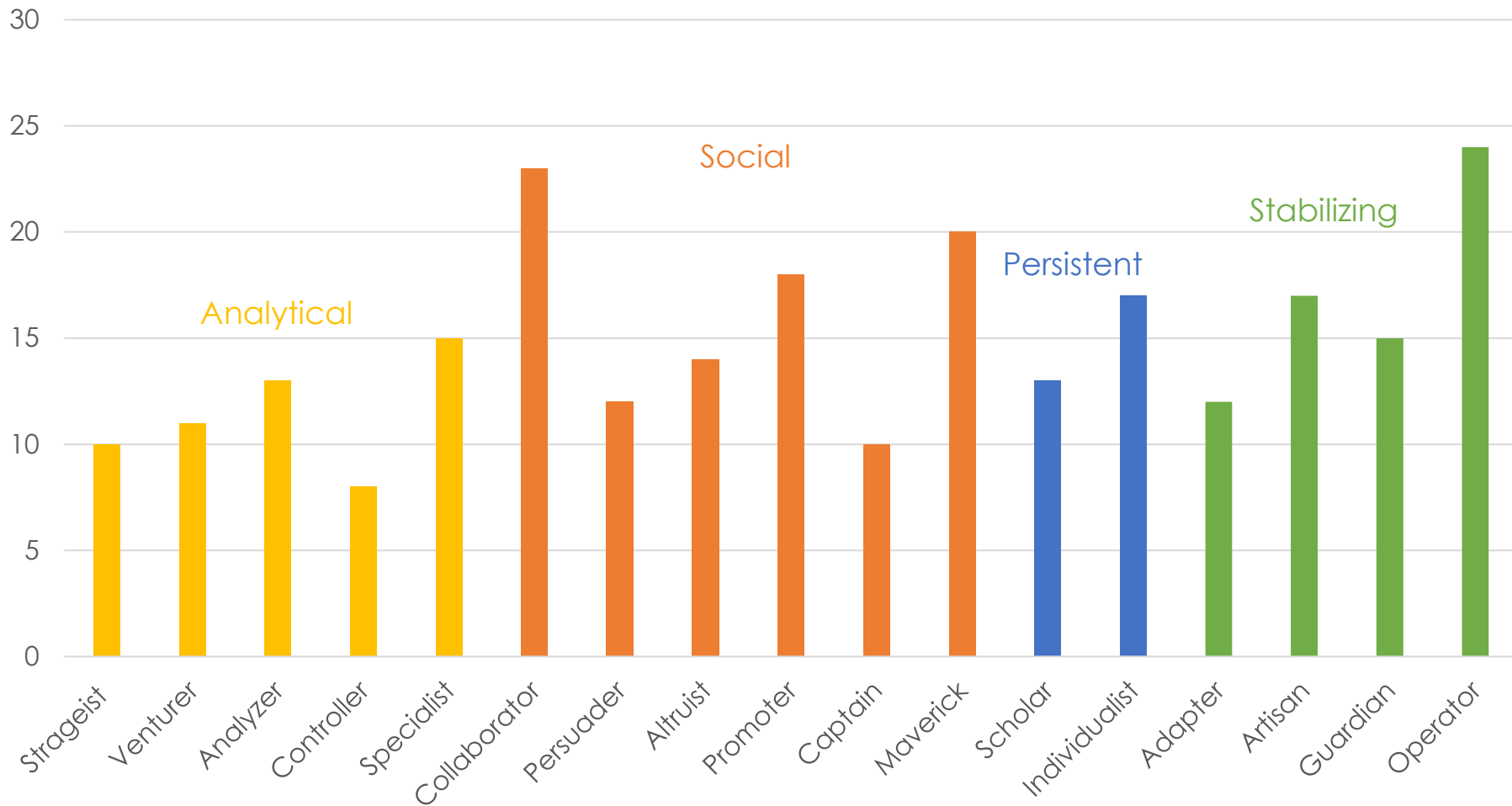
The Reference Profiles in the **Stabilizing** group are:

- Have a low amount of Dominance and Extraversion
- High Patience and Formality
- Steady, detailed, and work well with structure

Predictive Index Profiles here at the Summit



PI Profiles



Understanding PI

Using PI with Others



Now that we understand the basics of Predictive Index, let's explore how to apply this knowledge to branch out for success and improve teamwork and collaboration.



Using PI with others



The Power of PI and collaboration



Understanding PI behavioral drives allows teams to: communicate more effectively, align on goals, and work together more effectively.

#WeCollaborate





Ask yourself these questions:

- Do I understand the behavioral drives of the people I am working with?
 - *If I do not, where can I find this information?*
- How can I leverage their strengths?
- What communication style works best for them?

Leverage a person's highest drive to collaborate

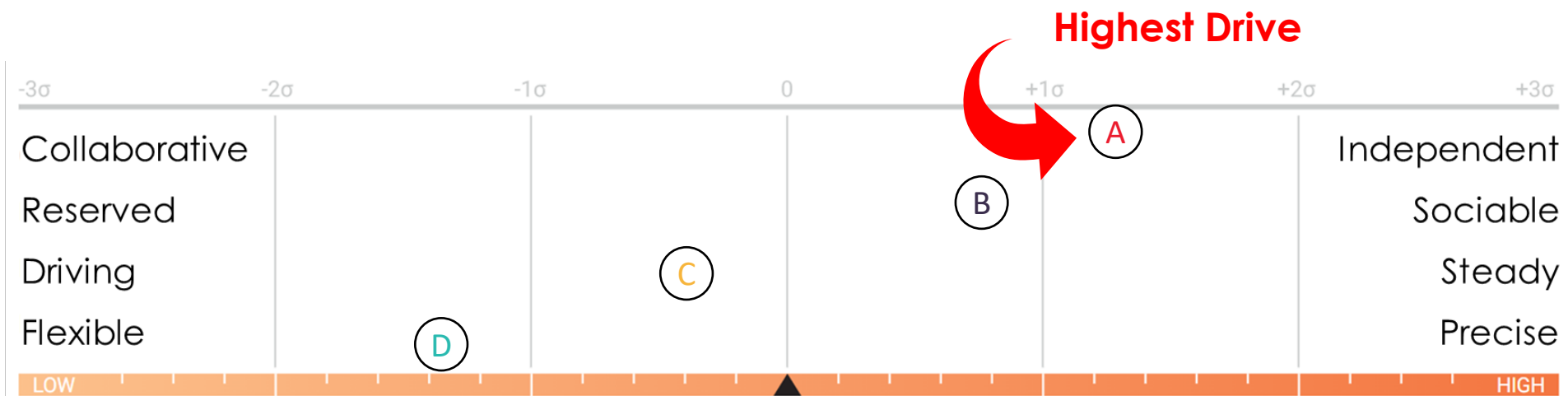


People are most driven by their highest drive,
so, we should start there ...

Identifying your highest drive



Highest Drive: The drive that appears furthest to the right.

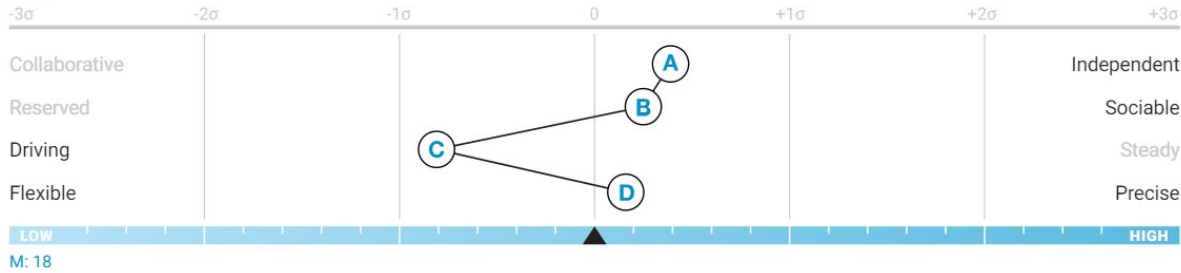


Identify the highest drive



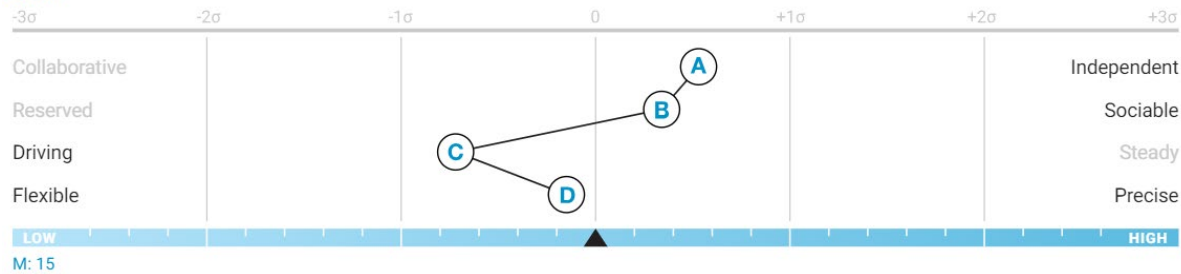
Nicole

Self



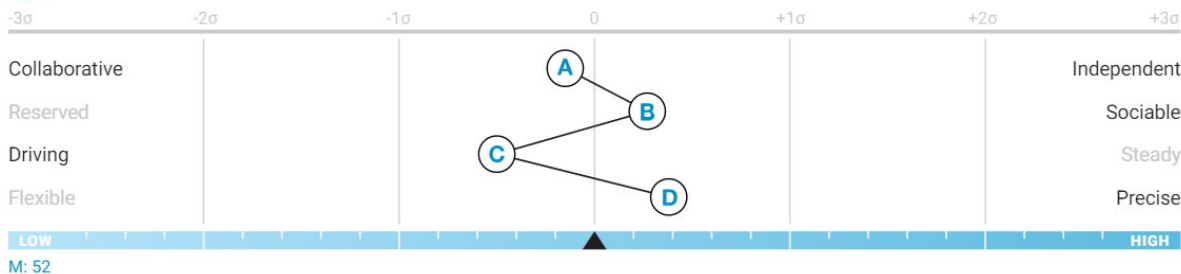
Cara

Self



Ed

Self



Highest drive grouping exercise

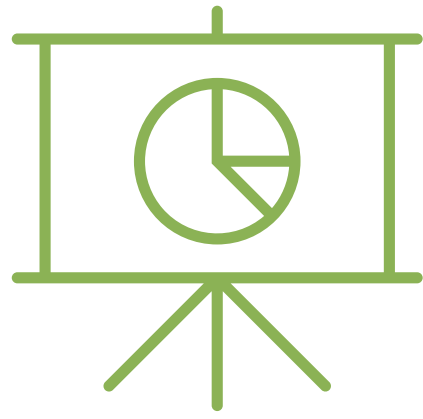




Leverage a person's highest drive to collaborate



- High A = Emphasize impact on **results**



 *QUICK TIP: ensure that their role in the work directly influences overall success*



Leverage a person's highest drive to collaborate



- High B = Emphasize impact on **relationships**



QUICK TIP: encourage open dialogue and frequent interactions to keep them engaged and motivated



Leverage a person's highest drive to collaborate



- High C = Emphasize impact on harmony and consistency



QUICK TIP: create a stable and predictable work environment



Leverage a person's highest drive to collaborate



- High D = Emphasize impact on achieving **high standards**



QUICK TIP: ensure collaboration efforts are well-organized, with clear protocols

Business problem scenario



Scenario:

Recent employee engagement survey results indicate employees feel they do not have enough opportunities for professional development.

Despite the leader's effective operational management, the lack of focus on team development is causing dissatisfaction and could potentially lead to high turnover.

Next Steps:

- The C-Suite created a cross-functional team to collaborate effectively to identify and implement solutions that address the employees' concerns about development opportunities.
- The team members have diverse PI profiles, each with different core behavioral drives.

Let's Meet "The Team"

Tim (High A - Dominance):



- assertive
- goal-oriented
- focused on results

Courtenay (High B - Extraversion):



- outgoing
- sociable
- thrives on interaction

Scott (High D - Formality):



- detail-oriented
- organized
- adheres to high standards

Business Problem Scenario- Group Activity (10 min)



Discuss as a group what role should be assigned to each team member to collaborate effectively as a team based on their highest drive? Be prepared to share your thought process....😊



Communications

- Someone to facilitate open and effective communication within the team and across the organization.
- Someone who can gather feedback from employees to understand their development needs.
- Someone who can ensure that all stakeholders are informed and engaged.



Project Manager

- Someone who can manage the details and logistics of the project and ensure all deadlines are met.
- Someone who can create detailed action plans and track progress against objectives.



Strategic Leader

- Someone to take charge and oversee the overall strategy for implementing professional development opportunities.
- Someone to make bold decisions and sets clear goals and objectives for the team.



What can you commit to doing
when you leave here to continue
your PI journey?
