

PI FOR SMALL BUSINESS. BIG BUSINESS RESULTS FOR SMALL BUSINESS SUCCESS.

Since 1955, thousands of medium- to large-size organizations around the world have used the Predictive Index® (PI) process to help them achieve their goals. Now with PI for Small Business, your smaller company can take advantage of those same powerful, "big business" management assets.

Your people are your business.

In a small business, building a good team is everything. Every employee has to pull their own weight, and pull in the same direction. Even one unsuccessful hire, or one person in the wrong job, can have a disastrous effect on productivity and your working environment—not to mention your bottom line.

How can we help?

Our expert PI consultants can help you address the unique management issues you're facing in your business. You'll be better able to:

- Have greater confidence in your hiring decisions and reduce costly turnover.
- Improve your personal effectiveness and understand the impact of your own leadership style on others.
- Avoid potential conflicts by knowing before you hire someone how you will work together.
- Delegate the right things to the right people.
- Strengthen your whole organization by understanding the unique capabilities of your people.

The Predictive Index process. Aligning individual performance with your specific business goals.

At first glance, it appears to be a simple adjective check list. For all its apparent simplicity, however, the Predictive Index is a sophisticated instrument that's been scientifically confirmed to have an extremely high degree of validity, and to be a practical, reliable method of predicting work-related behavior. It helps you make sound, people-smart decisions—with the best results for your business, and for the people themselves.

The PRO. How do you know who you're looking for?

Before you match a person to a job, you have to know what the job requires. That's where the PRO worksheet comes in. The PRO can give you a clear understanding of the behaviors and drives necessary for superior performance.

You can compare an individual's PI results with the needs of a particular job, highlighting both fits and gaps to make better-informed selection, coaching, and management decisions.



AFFORDABLE SERVICES TAILORED TO THE SPECIFIC NEEDS OF A SMALLER BUSINESS.

Initial Consultation and Start-Up

Our goal in the initial consultation is to understand your business and your decision-making environment, and define the challenge at hand. We'll have an in-depth conversation with you to learn about your company, your business opportunities, your customers, your people and your unique culture. We'll compare what we learn from you with what we've learned about similar businesses in similar industries in nearly 50 years of consulting, and may offer specific suggestions for improvement.

Our initial consultation also includes one PRO job analysis for a particular position, and one Predictive Index administered to a current employee or job candidate. (\$500)

Job Candidate Analysis (First)

After a candidate completes the PI checklist, we'll score it and compare the PI results with the job requirements. We'll highlight fits and gaps and discuss with you how that

person will perform in the job, also providing insight into how to approach the candidate during the interview process. If we've also done a PI on the candidate's supervisor, or someone with whom they will be working closely, we can also discuss similarities and differences in their respective working styles, and how well they are likely to work together. (\$150)

Job Candidate Analysis (Subsequent)

We'll also be happy to analyze subsequent candidates for the same position, at a lower rate. (\$100)

Individual Job Analysis (PRO)

Beyond the initial consultation, we can provide a behavioral map for other key positions in your company. Using the PRO, as well as our consulting experience, we'll do an in-depth job analysis—essential information for hiring people who will be able to do the job effectively, and who will also fit into your culture. (\$150)

For more information about PI for Small Business, or any of the other services we offer, please call or visit us on the Web, and we'll put you in touch with one of our experienced PI consultants.

People Smart. Results Driven.®

PI Worldwide is an international management consulting organization that helps companies be more successful by focusing on their most important asset—their people.

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PI Worldwide

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