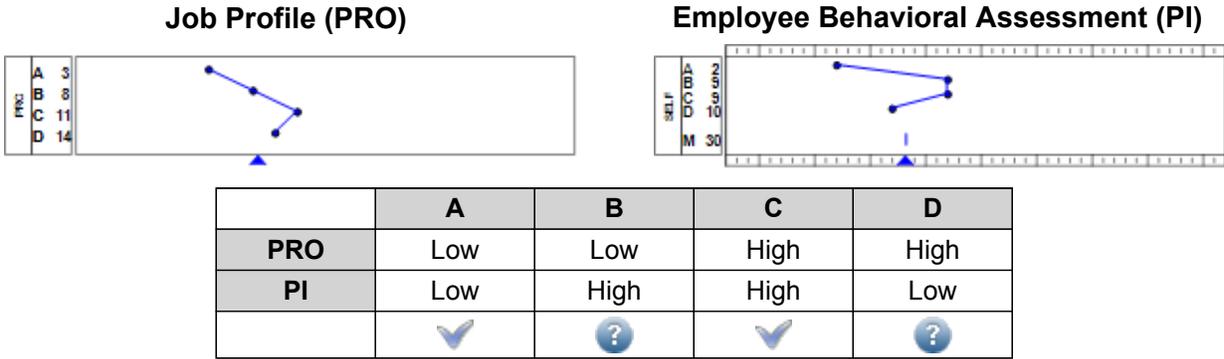


Sample Coaching Guide

To effectively onboard a new employee and enable him or her to be successful over the short- and long-term, managers can use data-driven insights to lead a structured discussion, establish goals and set forth action plans.

The charts below show a sample **behavioral job profile (PRO™)** and a sample result of an employee's **behavioral assessment (Predictive Index®)**. Using this information, a series of coaching questions are generated to help the manager coach the employee by identifying and discussing specific behaviors that will lead to success in the role.



Legend

✓ Leverage ? Enhance

(A) Dominance

- ✓ How could you build upon your natural ability to get along with others?
- ✓ What would it look like if you were to increase the service you're currently providing to an even higher level?
- ✓ Describe how you are able to build team performance with a variety of people on the team?

(B) Extroversion

- ? How could you limit or hold back your natural tendency to be talkative and social?
- ? What is the best way for you to be more focused on facts and less on the inputs of others?
- ? How do you satisfy your need for interaction with others when your work requires periods of individual work?

(C) Patience

- ✓ How can you leverage your natural ability to work in a relaxed and stable manner?
- ✓ How could even greater consistency and stability impact your performance?
- ✓ What is the benefit of working at a steady pace?

(D) Formality

- ? How could you demonstrate an ability to be more thorough and detail-oriented in your work?
- ? What would it look like to be more structured and disciplined in your role?
- ? How do you comply with important rules and structure even though this may not motivate you?

