

FREE QUICK GUIDE
USE SCIENCE TO
UPGRADE
YOUR MANAGEMENT STYLE
AND STOP USING A
ONE-SIZE-FITS-ALL
APPROACH





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GROUP

Dear Friend,

Do you feel like you have to be a mind reader to work out how to manage your team?

Are you having to rely on your natural emotional intelligence to effectively manage?

Do you struggle to connect with certain individual on your team?

Don't worry I have been there too.

I have managed teams and without science or human analytics, I found myself drained and exhausted.

Did you know that only a fraction of your staff bring their 'A Game' to work every day.

According to companies like Aon Hewitt and the Gallup Organization, this number is about one in five. The rest? At best they are bringing their "B" or "C" games to work—at worst, their main goal is to keep from getting fired. This is the employee engagement crisis in which we now find ourselves.

You have probably spent a sizable chunk of your annual budget and also time into solving your employee engagement issues, when in reality most engagement issues (as well as performance and behavioural problems) can be solved through conversations.



But, most managers don't talk to their staff frequently enough, don't know how to talk to them, or even what they should be talking about.

Managers, like yourself, are unaware as to how to "plug into" their employees' minds and figure out what they really want, and what they need to be fully engaged, motivated and - productive.

There are no psychic forces at work. Getting into the minds of your employees to collect the information needed to increase not only engagement, but productivity in your workforce can be as simple as conducting a 5 minute Behavioural Assessment.

Right now you're relying on your instincts, emotional intelligence to influence, inspire and motivate the team. But there is a better way.

The world of business has changed.

Data, Analytics and Information is now driving your strategic Marketing, Sales and Finances decisions. Forecasts, Results, Pipeline, Customer Relationships – it's all measurable.

What about your People?

You've probably running an annual engagement survey which is insightful. But chances are, you haven't been able to significantly move the dial year on year.

What if you could work out why people behave as they do?

People have been asking that question for a long time! Take a moment to think about it.

Wouldn't it be GREAT if you had some real insight into that question?





How would you use that information?

Imagine if you could walk into every meeting and make every personal connection you have at work supercharged? Truly connecting with that person and giving them what they need to be successful.

Now you have all your team members playing their A-game, how does that impact your teams' performance?

We help you use science to identify what people were going to be successful in their next promotion and who would likely fail or burn out.

We can help give you those insights - through the power of Predictive Index.

For us, we are all about knowledge transfer.

We are not going to hide how we use science and the tools – in fact, we are going to train you and your leaders in the science so you can be the best leaders for the future.

Just because you are motivated in certain ways doesn't mean the people you're managing are motivated and driven in the same way. The exact things that motivate you might de-motivate someone else. When it comes to managing, motivating, and communicating with employees, one size doesn't fit all.

Want to know how we do it.....Read on!

DRIVER



NEED



BEHAVIOUR

DRIVER =
CONNECTION



NEED =
TALK TO FRIENDS



BEHAVIOUR =
MEET FRIENDS FOR
COFFEE EVERY WEEK

All our behaviours and actions begin with Drivers.

Some drivers are born in us – for example, everyone has the drive to survive. Some other drivers are the result of heredity, experience and learning.

Drives create Needs and our Behaviour is a response to a Need.

For example, everyone has the drive to survive. That drive causes us to feel a need to eat food every day. The need to eat food (being hungry) results in the behavior of walking across the street to get a sandwich.

The drive creates a need and the need results in observable behavior.



So do you think everyone in the cafe is there because they're hungry?

What might be another need that would cause someone to walk across the street to the cafe?



I stop at the same cafe every morning to grab a coffee. Every week there is a table full of mums with their prams talking.

I don't think they are there because they are hungry, or need a caffeine fix, I think it's something else. What might it be?



Need for companionship, friendship, or maybe even the routine of getting out of the house each day. They have the same behavior but... a different need.



YOUR NEWEST SUPERPOWER

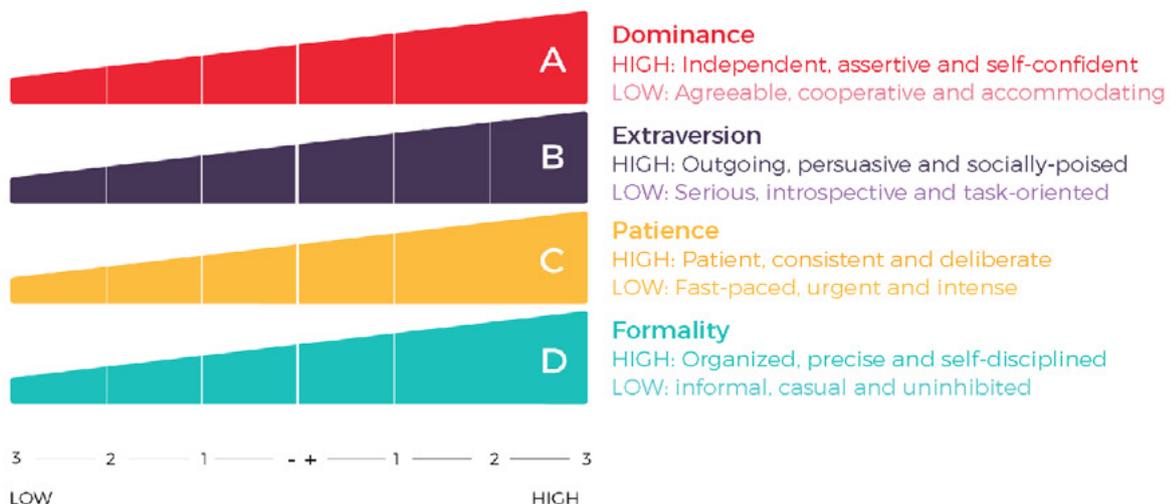
UNDERSTANDING WHAT DRIVES PEOPLE

The PI Behavioral Assessment™ is more than your standard-fare personality test. It identifies and categorizes workplace motivating drives to provide deep insights into the behaviors and motivations of your colleagues and employees.

This source of unbiased insight drastically improves empathy, communication, and collaboration on your teams.

PI's scientifically-validated behavioral assessment measures four factors (Dominance, Extraversion, Patience, and Formality) and maps a specific behavioral pattern for each employee or candidate.

The PI Behavioral Assessment™ is a scientifically validated, free-choice, stimulus/response assessment that was created through a normative sample of thousands of people. Predictive Index has been the leader in Behavioural Assessments for 60 years, been completed by 20 million people and undertaken 500 validity studies globally so you can trust in the science.



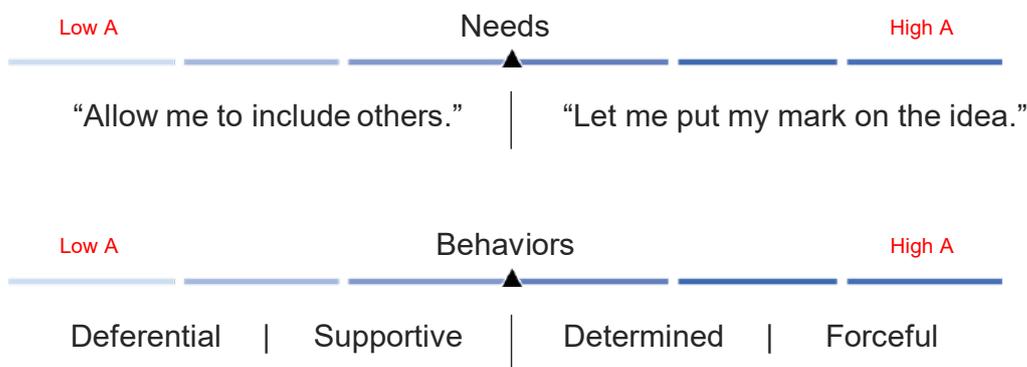
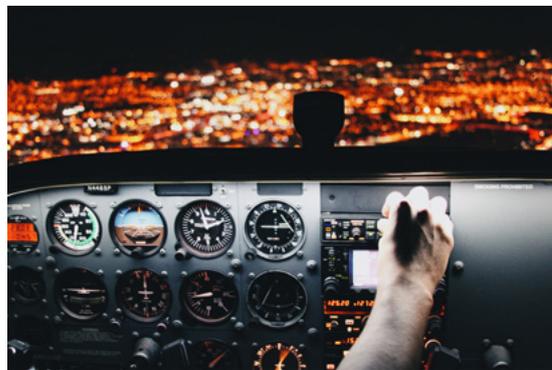
High

Dominance

Low

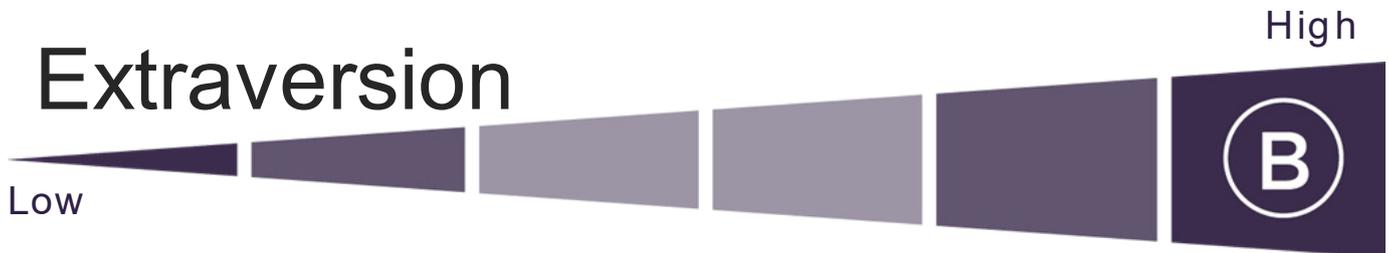


THE DRIVE TO EXERT INFLUENCE ON PEOPLE AND EVENTS

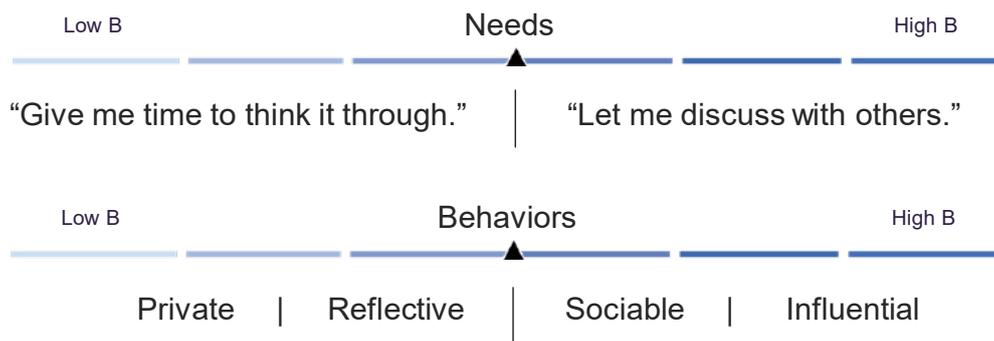


MANAGEMENT STRATEGIES

- Need harmony, collaboration and most of all a supportive team environment.
- Watch your tone of voice around these individuals.
- Find ways to soften your message, whilst still being clear. You will get a better outcome.
- Give them as much freedom to operate and act as possible.
- Set them goals and let them work out how to achieve them. They need to just understand the big picture and then set their own course for success.
- Find them opportunities to compete and win – whether it is against themselves or others – they love winning and smashing their goals.



THE DRIVE FOR SOCIAL INTERACTION WITH OTHER PEOPLE



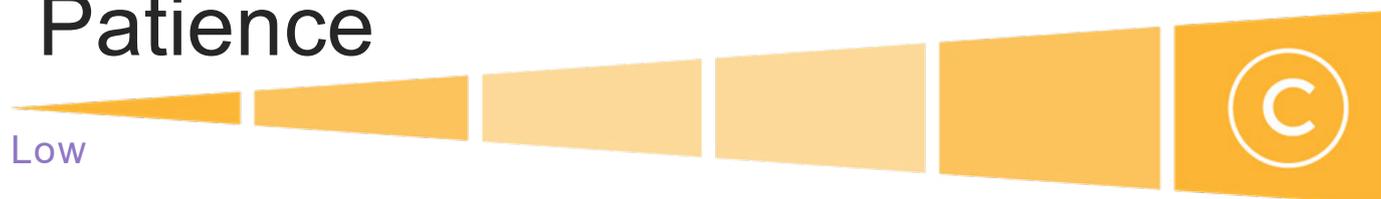
MANAGEMENT STRATEGIES

- Send them an email to drop an idea but don't ask for a solution or suggestion straight away. Give them space, time and quiet to think it through and come back to you with their ideas after they have clearly thought it through.
 - They need freedom from office politics, privacy and prefer private recognition.
 - Bring them into your office and say thank you for a job well done.
- Give them as much face time as possible as they like to talk through ideas and problems. So expect to spend more face time with these individuals talking through their workload, ideas and strategies.
 - They need opportunities to interact with other people to key to their role is social interaction – face to face, not just on the phone.
 - They also love visual signs of appreciation and accomplishment.

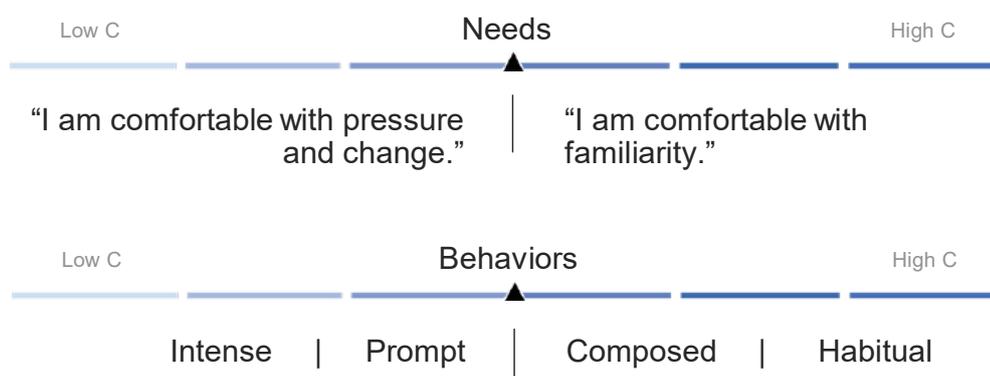
High

Patience

Low



THE DRIVE FOR CONSISTENCY & STABILITY



MANAGEMENT STRATEGIES

- They need heaps of variety, challenge, mobility (yep, don't tie them down to a desk) and freedom from routine.
- They thrive on change and variety so don't be afraid to throw them something new once in a while
- They need a supportive team environment and recognition for their loyalty.
- Reassure them with familiar surroundings and do not change things quickly. They are slower to adapt to change and need reassurance that the new way, is a better more proven way.
- Don't change their schedule last minute as they will find this stressful and overwhelming.
- PS. Don't change their desk – they hate hot desking.

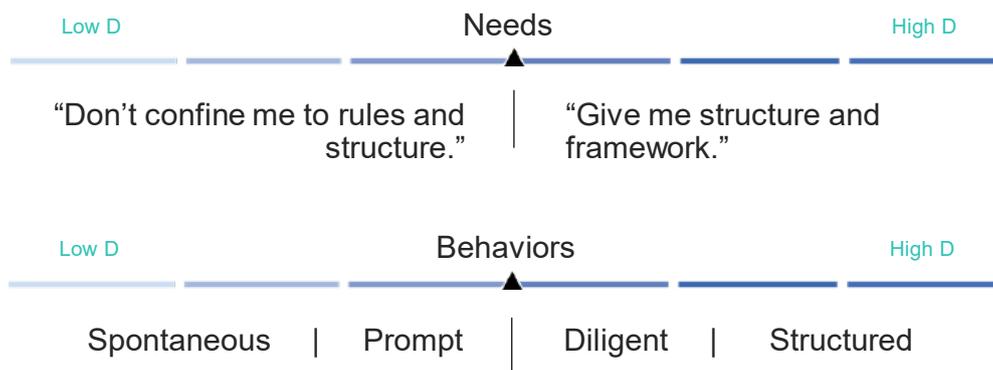
High

Formality

Low



THE DRIVE TO CONFORM TO RULES AND STRUCTURE



MANAGEMENT STRATEGIES

- Give them plenty of freedom from tight rules, structure and controls. Give them boundaries, but don't tighten the reins.
- They love to be flexible so let them manage their own diaries and day and give them space to change their schedule to suit them.
- They also need user friendly systems – otherwise you will find them ignoring or just breaking the system to work better for them.
- Give them the rules of the game before they start playing, and don't change the rules half way through.
- They need specific details around their job, role and tasks.
- Lots of time for training is always nice as they like to be a specialist in their role.
- They will have the attention to detail, you potentially lack, so let them review and handle the finer details in a project.

WANT TO DISCOVER EXACTLY HOW YOU CAN PREDICT AND ENHANCE THE PERFORMANCE OF YOUR PEOPLE - ACROSS YOUR WHOLE BUSINESS

Click the button below to watch our FREE 2 part video series:

How to *DEMYSTIFY HUMAN BEHAVIOUR*
to drive better business results.

In the Videos you will discover how to leverage the power of science to predict performance of individuals and your business. Stop using your gut instinct and start using science and data to make people decisions in your business and in recruitment. You will learn:

- Identify where is your business in the four stages of the lifecycle
- How to recruit a better 'fit' for your roles and predict success
- Match your People Strategy with your Business Strategy in 10 minutes
- Find ways to create higher engagement and lift performance

Want to learn how to do it all in your Video Series.

[LEARN NOW](#)

HEAR FROM CLIENTS USING PREDICTIVE INDEX IN AUSTRALIA



TQUILA CEO, JO MASTERS

Predictive Index has been the key to our success in growing our organisation fast whilst remaining a culture built on performance, accountability and passion. For us, we hire people who are suited for the jobs in our organisation and we use the information to help coach our managers to have better conversations.

PI has truly transformed our organisation, for the better.

OTHER CLIENTS USING PREDICTIVE INDEX IN AUSTRALIA

