PREDICTIVE INDEX

EAE Learning objectives for this lesson

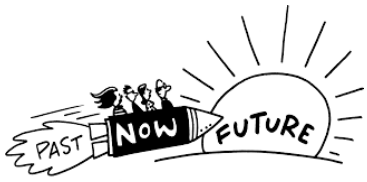
Review the future tenses in English and practice using them. Practice talking about work strengths and weaknesses in English and familiarise yourself with the vocabulary of the PI in English.

Activity One - *Predicting your future.*

1. How much do you think about the future?
2. Do you like to plan ahead?
3. How far ahead do you think you can plan?
4. Do your plans usually work out?
5. How can you improve your chances of making correct predictions?

Activity Two - *Predicting the future in English.*

WILL The future simple is used to make **predictions that are based on personal judgement**, opinion or intuition, and not on present evidence. Whether or not the event will happen is not certain. Such predictions are often introduced by I think / I don't think:



I don't think he'll come to the interview.
I predict that the service office will create a new process for recruitment soon.
If you ask him, he'll probably say that he wants to recruit more women.

The future simple is also used to make general predictions about **facts that are always true** or events that always happen:

IKEA will always recruit with diversity as a priority.
Talent management will always be important to us.

GOING TO Be going to is used to predict future **events that are very near** (and can be seen) or **seem sure** to happen. Such **predictions are based on present evidence**:

She's going tell you about the IKEA values now.
Look at the clouds; it's going to rain.
My manager is not going to be very pleased as we didn't find any good candidates.

Source : www.grammaring.com

So WILL is for predictions based on opinion and GOING TO is for predictions based on something we see or hear now.

Activity Three - The Predictive Index - Text.
Read the text and pay attention to your intonation and stress. (Source Wikepedia).

Predictive Index (PI) is a widely adopted skill and behaviour assessment test used by many organisations to aid in the understanding of how employees, or candidates, will likely deal with employment situations and managerial styles.The software and technology of the PI system is developed and owned by PI Worldwide. The goal of the predictive index is to match the correct people to the correct situations to avoid future conflict.

Companies use the test to make sure that new recruits will work in an environment that is conducive for their unique behavioural style. It helps managers to know how to motivate and coach their employees. It helps employers to place the right people in the right jobs.

Activity Four - *PREDICT their futures!* Read the predictive index assessments for three different profiles and predict their futures with IKEA based on the information. What kind of a job should they have and what kind of a career do you think they will have? What, if any, problems do you think they are going to have and what kind of people will they work well with in your opinion?

Laura's profile:



Laura is an intense, driving, results-oriented self-starter whose sense of urgency is tempered and disciplined by her concern for the accuracy and quality of her work. She holds herself and those she works with to exacting, ever-increasing, goals. She can react and adjust quickly to changing conditions and come up with practical ideas for dealing with them.

She's purposeful, driven to get things done quickly, accurately, and involving the necessary people. She responds positively and actively to challenge and pressure, and has confidence in her ability to handle problems and people. Laura is an outgoing, poised person, direct and a little more authoritative than persuasive in style, while being firm, direct, and self-assured when dealing with others. She speaks briskly, with confidence and conviction, particularly about matters in which she has experience.

Her work pace is distinctly faster-than-average. She is able to learn quickly, thoroughly, and in detail, and will recognise and adjust to change once well-informed of the need for it. While she is impatient with repetitive handling of routine details, Laura is a self-disciplined person who can do a good deal of that kind of work as long as it is only an intermittent aspect of her job.

In making decisions, she puts pressure on herself to gather the necessary information quickly, and take action without delay. This expedience is tempered by her need to ensure she's thinking first about the decision's relevance to her goal, and then the implications of such a decision on the business and the people within it.

Competitive and sure of herself, Laura sets high standards of work quality for herself and others and is concerned with the timely accomplishment of objectives. Stimulated by variety in her work and responsibilities, Laura is less interested in work which is routine, repetitive, or highly structured.

Brett's Profile



Brett is an intense, results-oriented, self-starter. His approach to anything he does or is responsible for will be carefully thought-out, based on thorough analysis and detailed knowledge of all facts.

Strongly technically-oriented, he has confidence in his professional knowledge and ability to get things done quickly and correctly. With experience, he will develop a high level of expertise in his work and will be very aware of mistakes made either by himself or anybody doing work under his supervision. Brett takes his work and responsibilities very seriously and expects others to do the same.

In social matters, Brett is reserved and private, with little interest in small talk. His interest and his energy will be focused primarily on his work, and in general he is more comfortable and open in the work environment than he is in purely social situations. In expressing himself in his work environment he is factual, direct, and authoritative.

Brett is a creative person, capable of developing new ideas, systems, plans or technology, or of analysing and improving old ones. He relies primarily on his own knowledge and thinking, with little reference to others, to get things done. He sets a high, exacting standard for himself, and generally finds that others do not meet that standard. To earn his trust, someone must consistently meet that standard and get results. While he may be perceived by other people as aloof, he will earn their respect for his knowledge of his work and the soundness of his decisions.

Activity Five - ***Your PI*** - **Which of these words describe the way your are expected to act by others and which describe the way you really act?** **(Source Broken Halleluja Blog).**

Helpful	Esteemed	Calm
Relaxed	Worrying	Popular
Exciting	Sentimental	Polite
Assertive	Adventurous	Dynamic
Patient	Easy Going	Good-Humored
Conscientious	Unassuming	Escapist
Sophisticated	Good mixer	Generous
Persistent	Agreeable	Unobtrusive
Earnest	Well-liked	Daring
Outstanding	Docile	Tolerant
Sympathetic	Demanding	Nice
Loyal	Charitable	Compelling
Self-Starter	Persuasive	Resolute
Conventional	Careful	Tranquil
Eloquent	Satisfied	Cultured
Cynical	Understanding	Dominant
Passive	Spirited	Respectful
Gentle	Congenial	Nonchalant
Brave	Obedient	Flexible
Appealing	Cheerful	Attractive
Thoughtful	Obstinate	Trusting
Self-Assured	Convincing	Eager
Steady	Responsive	Shy
Competitive	Neighborly	Fussy
Fashionable	Selfish	Versatile
Neat	Reserved	Amiable
Audacious	Serious	Diplomatic
Polished	Persevering	Self centered
Fearful		Consistent

Activity Six - PREDICT your own FUTURE with IKEA based on the results of your Predictive Index.

A. What WILL make you happy in your job?
B. What steps you GOING TO take in the coming weeks and months to develop your skills?
C. What WILL you have to work on?

