



PPI

# Profiles Performance Indicator™

## Quick Reference Guide

Profiles  International  
imagine great people®

PPI Scale	Characteristics of High Scorers	
Scale I	<ul style="list-style-type: none"> <li>• Decisive and direct, likes to control the work environment</li> <li>• Works best with minimal supervision and control</li> <li>• Takes a challenge easily</li> <li>• Comfortable with change</li> <li>• Takes action, not patient</li> <li>• Self-starter</li> <li>• Competitive</li> <li>• Results-oriented</li> </ul>	
Scale II	<ul style="list-style-type: none"> <li>• Generally optimistic and enthusiastic</li> <li>• A good promoter and motivator</li> <li>• Enjoys freedom of expression</li> <li>• Extroverted</li> <li>• People-oriented</li> <li>• Enjoys persuading others</li> <li>• Better with the big picture than the details</li> </ul>	
Scale III	<ul style="list-style-type: none"> <li>• A dependable and steady team worker</li> <li>• Prefers a stable and predictable work environment</li> <li>• Friendly and usually works to get along with coworkers</li> <li>• May need time to adjust to change</li> <li>• Cooperative</li> <li>• Avoids conflict</li> </ul>	
Scale IV	<ul style="list-style-type: none"> <li>• An analytical individual who is accurate and good with details</li> <li>• Enjoys working where critical thinking is needed</li> <li>• A conscientious person with a well-developed idea of 'right and wrong'</li> <li>• Maintains high standards</li> <li>• Tends to be organized</li> </ul>	
PPI Scale	Low Scorers	High Scorers
Scale V	<ul style="list-style-type: none"> <li>• Responds to external motivation</li> <li>• Usually an effective team member who follows direction well</li> <li>• Comfortable with a strong manager and leader</li> </ul>	<ul style="list-style-type: none"> <li>• Internally motivated to make own decisions and then take action</li> <li>• Forceful, will seek to be in charge and in control</li> <li>• Strong willed</li> </ul>

Behavioral Characteristics	Definition
Productivity	Describes behaviors that lead to completing tasks and projects.
Quality of Work	Describes behaviors illustrating the commitment to doing a job and producing desired results.
Initiative	Describes behaviors indicating the ability to strive for and achieve personal and organizational goals.
Teamwork	Describes behaviors conducive to working in group situations toward goal attainment.
Problem Solving	Describes behaviors and problem solving style used to resolve situations in conflict with goal attainment.
Adapting to Change	Describes one's typical behavior when faced with variations in the work and/or personal environment.
Response to Stress	Describes behaviors that may be expected when stress levels increase. (Only included in the Management Report).
Work Motivation	Describes the external and/or internal stimuli required to drive one to perform. (Only included in the Management Report).

Critical Team Factors	Definition	High Scorer Characteristics
Control	The tendency to take charge and be in control of a situation.	<ul style="list-style-type: none"> <li>• May be overpowering to others</li> <li>• May be blunt and sarcastic</li> <li>• Usually responds to challenges</li> <li>• Tends to make quick decisions</li> </ul>
Social Influence	The tendency to be outgoing, people-oriented, and extroverted.	<ul style="list-style-type: none"> <li>• Participates with others with ideas</li> <li>• Seeks social recognition</li> <li>• Enlists people with problem solutions</li> <li>• Works well with team members</li> </ul>
Patience	The tendency to be patient, tolerant, and understanding with others.	<ul style="list-style-type: none"> <li>• Able to work with traditional procedures</li> <li>• Tends to move forward</li> <li>• Empathetic with team members</li> <li>• Enjoys working with structural situations</li> </ul>
Precision	The concern for accuracy, details, and exactness.	<ul style="list-style-type: none"> <li>• Expects team to work with accuracy</li> <li>• Takes time to plan ahead and organize</li> <li>• Establishes processes and procedures</li> <li>• Conscientious team member</li> </ul>
Ambition	The tendency to be competitive; to have the desire to win	<ul style="list-style-type: none"> <li>• May experience frustration with others</li> <li>• Seeks prestige and authority</li> <li>• Tends to question status quo</li> <li>• Needs to develop good understanding with others</li> </ul>
Positive Expectancy	The tendency to have a positive attitude regarding people and outcomes.	<ul style="list-style-type: none"> <li>• Desires to be helpful</li> <li>• Establishes positive personal relationships</li> <li>• Generally optimistic</li> </ul>

Composure	The tendency to be easygoing, casual, and to take things as they come.	<ul style="list-style-type: none"> <li>• Tends to be cautious</li> <li>• A good listener</li> <li>• Comfortable with low-key approach</li> <li>• Flexible and open-minded</li> </ul>
Analytical	Enjoys identifying and analyzing problems.	<ul style="list-style-type: none"> <li>• High standards of quality</li> <li>• Very familiar with rules and regulations</li> <li>• Analytical thinking</li> <li>• Systematic and thorough in thinking process</li> </ul>
Results Orientation	The concern for timely results and the tendency to be quick at achieving them.	<ul style="list-style-type: none"> <li>• Emphasizes getting the job done</li> <li>• Enjoys accepting challenges</li> <li>• Focuses primarily on results</li> <li>• Less concerned with how it gets done</li> </ul>
Expressiveness	The tendency to show emotions; to share feelings.	<ul style="list-style-type: none"> <li>• Seeks freedom and expression</li> <li>• Subjective problem solving</li> <li>• Comfortable with the decision making process</li> </ul>
Team Player	A preference to be a part of the team and to work with others.	<ul style="list-style-type: none"> <li>• Willing to share information with others</li> <li>• Supports the exchange of ideas</li> <li>• Enjoys working in a team situation</li> </ul>
Quality Orientation	A concern for standards and high quality work.	<ul style="list-style-type: none"> <li>• Tends to be a perfectionist</li> <li>• May become overly critical under stress</li> <li>• High standards for self and team</li> <li>• Task-oriented</li> </ul>