



A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.

▶ Watch a quick **video** on being a Maverick

Self Awareness

Your motivating drives tell us that you tend to be:

Very

Independent
Assertive
Self-confident

May need lots of

Independence
Control of own activities
To be challenged

Very

Outgoing
People oriented
Persuasive

May need lots of

Opportunities to interact
Social acceptance
Opportunities to influence

Moderately

Intense
Restless
Driving

May need some

Variety
Opportunities to work at a faster than average pace
Mobility

Extremely

Informal
Tolerant of uncertainty
Flexible

May need lots of

Freedom from rigid structure
Freedom of expression
Opportunities to delegate details

At Work

Your colleagues may perceive you as someone who is naturally:

Comfortable with risk

Strongly venturesome in taking risks and focusing on the future; almost exclusively concerned with where they’re going rather than either how they’ll get there, or where they’ve been. Very adaptable; solves problems as they occur rather than through advance planning.

Makes decisions and takes action, even when there’s an absence of proof confirming their decision. Comfortable operating outside of traditions, Jeff pursues strongly innovative ideas, even in the face of failures or popular opposition.

Informal

Socially informal, extroverted, and outgoing; gets familiar quickly. Communicates in an uninhibited, lively, and adaptable manner, drawing others into the conversation.

Interested in people, building relationships, and teamwork rather than technical matters. Affable, optimistic, and easily trusting.

Your Journey Forward

To continue becoming more self-aware and drive your workplace behavior forward:



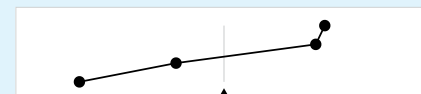
Request more insights and behavioral tools from your PI expert.

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Learn how to leverage these insights today.

Show me how



Assessment Date:
Behavioral ID: 462-8133-346



Person Report

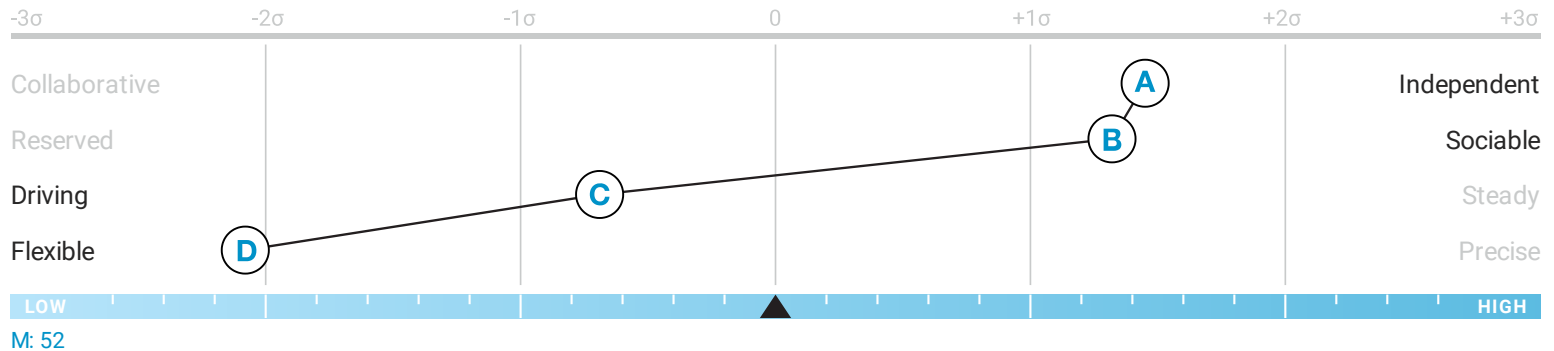
Insights into an individual and their behavioral pattern



Jeff Tiefenthaler
Maverick

A Maverick is an innovative, "outside the box" thinker, who is undaunted by failure.

Behavioral



Pattern Insights

D Formality

Flexible

Is extremely...

Informal
Tolerant of uncertainty
Flexible

Needs lots of...

Freedom from rigid structure
Freedom of expression
Opportunities to delegate details

A Dominance

Independent

Is very...

Independent
Assertive
Self-confident

Needs lots of...

Independence
Control of own activities
To be challenged

B Extraversion

Sociable

Is very...

Outgoing
People oriented
Persuasive

Needs lots of...

Opportunities to interact
Social acceptance
Opportunities to influence

C Patience

Driving

Is moderately...

Intense
Restless
Driving

Needs some...

Variety
Opportunities to work at a faster than average pace
Mobility

A over **D**

Comfortable with risk

Independent
Individualistic
Self-confident

B over **D**

Informal

Extraverted
Outgoing
Uninhibited expression of friendliness

A over **C**

Proactive

Takes initiative
Competitive
Driven to get things done

B over **C**

Quick to connect

Fluent
Fast-talking
Lively

C over **D**

Casual with rules

Informal
Uninhibited
Freewheeling

A = **B**

Task- or people-oriented

Situationally task- or people-oriented

JEFF TIEFENTHALER

This Personal Development Chart provides you with actionable insights based on your behavioral drives as measured by The Predictive Index. The Chart includes a description of your natural Strengths and respective Caution areas to consider. The Self-Coaching Tips provided can help you balance your most naturally occurring behavioral style in a variety of situations.

DOMINANCE (A) - The need to control

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY A	EXTREMELY		
STRENGTHS <ul style="list-style-type: none">· Understanding and collaborative· Accepting of others' decisions· Supportive management style· Interested in team welfare and development		CAUTIONS <ul style="list-style-type: none">· May shy away from tough conversations· May have difficulty making unpopular decisions· May be seen as too cautious or not strategic enough		STRENGTHS <ul style="list-style-type: none">· Drives change and challenges status quo· Seeks to lead and have an impact· Innovative, self-motivated· Able to think "big picture"		CAUTIONS <ul style="list-style-type: none">· May be seen as overly aggressive· May intimidate rather than motivate· May have difficulty delegating authority· May appear to be tough-minded and directive	
SELF-COACHING TIPS <ul style="list-style-type: none">· Shift your mindset from "I want to go along" to "I want to be fair"· Stand your ground when you know you're correct· Come to situations and meetings prepared to contribute				SELF-COACHING TIPS <ul style="list-style-type: none">· Actively seek input from multiple sources· Practice active listening and allow people to express their opinions or ideas· Think before you speak; think of how your message will be received			

EXTRAVERSION (B) - The need for social interaction

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
<div><div>STRENGTHS</div><div><ul style="list-style-type: none">· Creative, problem solver· Data driven, analytical· Thoughtful approach to communicating information· Reflective and introspective· Anticipates problems</div></div>		<div><div>CAUTIONS</div><div><ul style="list-style-type: none">· May be slow to trust and reluctant to share until comfortable· Communication may be pointed or minimalist· May appear overly task-focused or remote</div></div>		<div><div>B</div><div><div>STRENGTHS</div><div><ul style="list-style-type: none">· Motivating, stimulating communicator· People-oriented, sociable· Builds team cohesion and collaboration· Thoughtful delegator</div></div><div><div>CAUTIONS</div><div><ul style="list-style-type: none">· May be too optimistic or overly trusting· May prioritize being liked or being the focus of attention· May appear overly talkative and superficial</div></div></div>	
<div><div>SELF-COACHING TIPS</div><div><ul style="list-style-type: none">· Give presentations in your area of expertise· Initiate conversations or schedule time to speak with others· Create processes that encourage communication</div></div>				<div><div>SELF-COACHING TIPS</div><div><ul style="list-style-type: none">· Allow others the opportunity to contribute and influence outcomes· Consider how much detail or tangible information is needed when communicating· Ask about potential problems or risks</div></div>	



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Use responsibly. People are complex. This PI Insight is a helpful starting point, but there's more to this person and pattern than what's presented here. Contact a PI expert for additional insight.



PI Insights are great, but they're no substitute for the knowledge and hands-on experience gained by attending a PI workshop. Contact your PI Consultant or visit www.predictiveindex.com to learn more.

JEFF TIEFENTHALER

PATIENCE (C) - The need for stability

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
		C			
STRENGTHS <ul style="list-style-type: none">· Proactive and results-oriented· Able to deal with time pressure· Able to deal with variety and change· Multitasker, able to juggle priorities		CAUTIONS <ul style="list-style-type: none">· May appear to be terse; “cut to the chase”· May tend to be intolerant of delays especially when impacting results· May become frustrated in stagnant environments		STRENGTHS <ul style="list-style-type: none">· Calm and stable· Thoughtful listener· Builds solid group processes· Gives people time to process	
				CAUTIONS <ul style="list-style-type: none">· May appear uncomfortable with change· May appear to over-analyze situations or be too cautious· May have difficulty under time pressure· May be too comfortable with the familiar and slow to adopt new ideas	
SELF-COACHING TIPS <ul style="list-style-type: none">· Reflect on situational urgency - does everything need to be done right now?· Recognize that people have different paces and manage expectations· Honor priorities and see initiatives through to completion				SELF-COACHING TIPS <ul style="list-style-type: none">· Clarify timelines and focus on “when”· Manage time wisely - start early and leave time for the unexpected· Keep others informed when progress is made	

FORMALITY (D) - The need to conform

EXTREMELY		VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
D						
STRENGTHS		CAUTIONS		STRENGTHS		CAUTIONS
<ul style="list-style-type: none">· Flexible approach to most situations and people· Able to delegate details easily· Adept at changing organizational needs· Deals well with ambiguity		<ul style="list-style-type: none">· May provide limited follow up or attention to detail· May not adhere to structure or direction· May appear to others as too casual or uninhibited		<ul style="list-style-type: none">· Strong discipline and execution· Builds structure and respect for the plan· Focuses team on how to get things done right· Organized and thorough follow-up		<ul style="list-style-type: none">· May be uncomfortable in ambiguous situations· May struggle with situations that call for flexibility· May be seen as a perfectionist
SELF-COACHING TIPS				SELF-COACHING TIPS		
<ul style="list-style-type: none">· Seek data to support your decisions· Evaluate decisions from multiple perspectives or partner with someone who can provide a balanced view· Respect questions others have about “how” things will be done				<ul style="list-style-type: none">· Learn how to move forward when “enough” information is available· Ask yourself: Is it worth this much time?· Recognize and respect flexibility shown by others		



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