

- Terry Begnoche
- Paul Parent
- Robert Rowen
- Andreas Hug
- Eric Herman

Attendee1

erik@acherman.com

No Call 4th of July

11 of July

Next Week

HS Phonecall  
27 JUN 2006

PI Index

The Graph

- and dots They use A B C D
- How can we change the job Interpret
- If we like the "person" Statistical evidence
- Tell my clients don't look at the graph 1st
- Do the interview, understand the person a bit first
- created a career path
- gave him things to do in the spare times Example of Supermarket Cashier
- learn more things during the down times
- Depends on the client's position
- Higher level clients don't have a problem with it Change the job
- lower supervisor might be reluctant
- dominant & independent High A
- make them think its their idea
- make it their choice
- less adaptable Very wide spread
- more adaptable Tightly bunched
- There are 15 reference models

- Main difference is the quickness
- Free choice survey
- People tend to "cheat"
- Non-threatening
- EEOC validated
  - can use as a hiring tool
  - studies show we can't tell age, race
- A great tool
  - not a make or break
  - more of a developmental tool
  - understanding relationships
  - questionnaire for manager to describe the job
  - if we all have the same vision the graph should come out the same
  - if not, that opens the discussion
- The PRO form
  - identifies what they want for the JOB
  - Best to have multiple people describe it
  - Out of 10 1 you'll throw away
  - shapes will be identical
- This started in WW II
  - everyone wanted to be a pilot
  - difference between bomber pilot or fighter pilot
  - Fighter - deals with chaos
  - Bomber - process & mission focus
  - This is how it started out
- There happens to be 40 licensed trainers
- This becomes a language
  - People start talking about ABCD
  - What happens when I move B etc.
- Company Size
  - about 20 employees
  - we have a side piece for Small Business done on a "per" basis
  - rather than annual fee
  - Look at both the "PRO" and also the manager's "profile"
- Stable Environment
  - PI might tell you how well the manager will operate
  - Is he a change agent, or is she stabilizing
  - A maintainer might want a bunch of change agents under them
- Use for problem solving?
  - rather than job fit
  - Conflict between employee & manager
  - Manager doesn't provide enough information
  - It is a two way street
  - could look at two graphs (without names) and see potential conflicts
- Prediction with client/customer?
  - There are certain personalities
  - Higher D lower B for tech sales solvers
  - Higher B low D more people oriented
  - Door Openers
  - Need a team of people
- Not as popular in government
  - bureaucracies takes hold
  - not sure what they are going to get
- Subway Franchise
  - Use the PI for potential owners
  - Is this a 1 or 3 store owner
  - Is this a 20 store owner
  - The entrepreneur (20 store) harder to control the marketing
- Continuous Improvement Clients?
  - Clients with 80+ employees
  - putting together cells
  - effects other cells as well
  - they don't want a lot of "fighter pilots" in a group
  - try to balance the team