Open Question

Take a few moments:

• Think about something you learned in the last 6 months
  • What did you learn?
  • How did you learn it?
  • Why did you decide to learn it?
• Pair with someone close with you and share
• Be prepared to report back to the group with what you discussed
Today’s Topics

• Intro to PS fundamentals
• Solve business challenges with PS
• How to implement PS in your organization
• Examples of PS in The Predictive Index
• PS Resources & Tools
Learning is changing

• Training is becoming shorter
  • elearning
  • Microlearning
  • Video based learning
• Learning at the moment of need
• **Disclaimer:** Training isn’t going away!
To make the case even stronger

• LinkedIn surveyed 4,000 professionals globally for their 2018 Workplace Learning Report

- 68% of employees prefer to learn at work
- 58% of employees prefer to learn at their own pace
- 49% of employees prefer to learn at the point of need
What is performance support?

• Performance Support is providing intuitive, tailored and embedded aid to a person at his or her moment of need to ensure effective performance

- Ontuitive
Examples of performance support

- Reference Guides
- Job Aid’s
- eLearning
- Wiki
- Knowledge bases
- FAQ
- Contextual help
- Helpdesk
- Coach/mentor
- Checklists
- Webinars
### 5 moments of learning need

<table>
<thead>
<tr>
<th>New</th>
<th>Formal instruction (acquisition)</th>
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<tr>
<td>More</td>
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<td>Apply</td>
<td>Application (in the workplace)</td>
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<td>Solve</td>
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<td>Change</td>
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*Bob Mosher & Conrad Gottfredson, 2008*
Creating a PS strategy

Identify:

- Business objectives and goals
- Audience and their needs
- Stakeholders
- SMEs
- Content
- Access to Content
- Workflow
- Technology
- What success looks like
Open Questions

• How many of you have already implemented PS and have a strategy in place?
• What are some things you think are helpful to keep in mind when implementing PS?
The Predictive Index

• Software facilitates assessments, stack rank candidates, and provide management insights
When learning for the first time

• Formal learning (elearning, Instructor led)
• Introduces concepts/big ideas
When wanting to learn more

• Post-training
• Usually self directed
• Learners can build on what they already know
PI EDUCATION

Grow your PI knowledge and learn to apply it like a pro.

IMPLEMENT PI

APPLY PI

BECOME A PI EXPERT
When trying to apply/remember

- Embedded right in the workflow
- Clickable Videos
- Help Videos
Pending Assessments: Behavioral

All assessments that have been sent but not yet completed are listed on this page. Use the Refine options to search using additional criteria such as assessment type, date sent, or administered by. Quickly resend, edit, or delete pending assessments using the Group Action menu or quick action icon.

Pending Assessments

Watch this video to learn how to manage your Pending Assessments in the PI software.

For more information, visit The Predictive Index Knowledge Center.

Viewing: 1 of 1

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<td>Matt Poepsel</td>
<td>2/7/2018</td>
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When something goes wrong

Evolving Science

The science behind the PI Assessments is continuously evolving. Just as Google makes ongoing adjustments to its search algorithms in order to make improvements, the PI Science Team follows the same philosophy in re-evaluating the PI Behavioral Assessment. In practice, this means that the instrument’s algorithms and associated patterns in the PI Behavioral Assessment may change to refine the science. Evolving science may also result in new products and services to be offered, including enhanced versions of the instrument. Follow the PI Behavioral Assessment to stay current.

Answers to key questions regarding M:

Below are high level questions regarding Factor M. Please review the PI Science Team's First of View (F1O) “How do I Understand M Scores After Perfecting” for a more detailed explanation. M1U: When referring to M, we are referring specifically to Self-M or Self-Concept M which each have a potential score range of 0 to 88.

What is Factor M?

Factor M is measuring the extent of an individual's support orientation. It is designed to measure the extent to which individuals provide support to others. Factor M scores can range from 0 to 88, with higher scores indicating a greater degree of support orientation.

This document explains the role of M and the nature of the recent changes related to M scores.
When something changes

- Most difficult!
- Requires performers to "unlearn" or "relearn"
- New features, releases, updates
Welcome to The Predictive Index!

Thank you for opting into our Beta site.

Show Me

No thanks, I'm ready to get started
It won’t all be smooth sailing…

• Creating a strategy will get you on the right path BUT there will be unanticipated challenges
  • Stakeholder buy-in
  • Change management
  • Learning new tools & processes
  • Cultural Adaptation/Localization
Group Activity

Take a few moments:

- Where do you see opportunities to implement performance support within your organization?
- What are some challenges do you expect to face?