

# Profiles Performance Indicator

The Profiles Performance Indicator™ (PPI) is a DISC-type assessment that reveals an individual's job performance and aspects of their personality that could impact their fit with their manager, co-workers and team.

## Why Assess Employees with the PPI?

An organisation wouldn't spend \$50,000 on a piece of equipment without first knowing how it works. Still, every day we see businesses hire and deploy employees with little or no thought given to understanding how these employees work, or whether or not they are a good fit with the organisation or the team they are joining.

The PPI gives your managers an "Operation Manual" for their people by giving them an objective inside look at the behaviours and motives of individuals in order to get the very best from them and other members of their team.

The PPI is used primarily for motivating and coaching employees, as well as resolving post-hire conflict and performance issues. The PPI specifically measures an individual's motivational intensity and behaviors related to productivity, quality of work, initiative, teamwork, problem solving, and adapting to change, as well as response to stress, frustration and conflict. The output from this assessment serves as a "Operation Manual" for an employee, which helps managers better communicate with the employee. It also provides crucial information for improving team selection and performance. The Team Analysis Report is a powerful feature of the PPI designed to help managers form new teams, reduce conflict, improve communication, improve their ability to anticipate problems and enhance their leadership skills.

The PPI is completed online and will take a candidate approximately 15 minutes.

We are the people  
development people.

Further info and bookings  
call or visit—

[www.lma.edu.au](http://www.lma.edu.au)  
1800 333 270

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Measures	<p>A. Behaviourial indicators in the following critical job-related competencies and provides suggestions for improving performance in the following areas:</p> <ul style="list-style-type: none"> <li>• Productivity</li> <li>• Initiative</li> <li>• Problem Solving</li> <li>• Quality of work</li> <li>• Team work</li> <li>• Adapting to change</li> </ul> <p>B. Response to job related stress, frustration and conflict</p> <p>C. How to motivate the employee</p> <p>D. Motivational intensity</p> <p>E. Team Balance</p> <p>F. Strengths and weaknesses of the overall team</p> <p>G. Describes each team member's characteristics compared to the team leader's characteristics in 12 team factors</p> <ul style="list-style-type: none"> <li>• Control</li> <li>• Precision</li> <li>• Composure</li> <li>• Expresiveness</li> <li>• Social Influence</li> <li>• Ambition</li> <li>• Analytical</li> <li>• Teamwork</li> <li>• Patience</li> <li>• Results orientation</li> <li>• Positive expectancy</li> <li>• Quality of work</li> </ul>
Time to Take	Approximately 15 minutes
Reports	<ul style="list-style-type: none"> <li>• Management Report for supervisor or manager</li> <li>• Team Analysis</li> <li>• Personal Report for self-improvement</li> <li>• Team Action Summary</li> <li>• Graph Report</li> <li>• Team Balance Table</li> </ul>
Validation Studies	Yes
Administration	Via internet
Scoring	Via internet

## Did you Know?

- 23% of employees fail because they cannot manage their emotions
- 17% of employees fail because they lack the necessary motivation to excel.
- 15% of employees fail because they have the wrong temperament for a job.



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