



How do you predict behavior?

**DRIVES** ▷ **NEEDS** ▷ **BEHAVIORS**

LOW

### Drives create needs

PRIMARY

HIGH

Encouragement, reassurance, harmony.

#### DOMINANCE (A)

The **drive** to exert one's influence on people or events.

Independence, challenge, opportunities to compete.

Privacy, time to think, room for reflection.

#### EXTRAVERSION (B)

The **drive** for social interaction with others.

Interaction, social acceptance, connection with others.

Variety, change, freedom from repetition.

#### PATIENCE (C)

The **drive** for consistency and stability.

Long-term affiliation, steady pace, consistency.

Freedom from controls, flexibility, ability to delegate details

#### FORMALITY (D)

The **drive** to conform to rules and structure.

Specific job knowledge, freedom from risk or error, clear expectations.

SECONDARY

#### OBJECTIVITY (E)

The drive for objectivity in decision making.

#### Why do people behave as they do?



Workbook page 10

The Predictive Index | Drive Needs with Time

**Learning goal:** Establish the relationship between drives, needs and behaviors.

**Say something like:** This simple diagram (in your workbook on page 10) describes one of the important underlying concepts of PI.

Our actions begin with drives. Some drives are born in us – for example, everyone has the drive to survive. Some other drives are the result of heredity, experience and learning. Drives create needs, and our behavior is a response to a need.

[Describe a drive/need/behavior relationship that you have used in the past, or use the example below.]

For example, everyone has the drive to survive. That drive causes us to feel a need to eat food every day. The need to eat food (being hungry) results in the behavior of walking across the street to get a sandwich. The drive creates a need, and the need results in observable behavior.

[Note that in this section we have a lot of ask and response questions. You can still use these in the virtual setting. Some groups might be more responsive than others but this form of teaching can still work.]