

“What Behavioral Insight Can Really Do for You”

Presenter: Carletta Clyatt

After completing this session, the attendee will have a better understanding of the workplace behaviors of candidates, employees, and co-workers.

What Behavioral Insight Can Really Do for You!

I. Introduction

- a) The value of behavioral insight
 - i. Job candidates and new hires – selection and onboarding
 - ii. Effective leadership
- b) Understanding personal motivators/needs and their impact on those you manage

II. The Four Behavior Groups

- a) Level of Assertiveness
 - i. Mentoring a naturally ambitious personality.
 - ii. Empowering a naturally cautious personality.
- b) Sociability
 - i. Communicating with a master communicator.
 - ii. Appealing to an analytical thinker.
- c) Pace
 - i. Understanding the fast-paced multi-tasker.
 - ii. Staying on track with a methodical personality.
- d) Need for Structure
 - i. Leading an independent employee.
 - ii. Guiding a structured employee.

III. The Value of Coaching to the Unique Personalities of Your People.

IV. Conclusion

DRAW YOUR IMPRESSION OF YOUR OWN PROFILE BELOW!

Each pair of Omnia columns measures a preferred behavioral trait (level of assertiveness, communication/thinking style, pace and need for structure). As one column in the pair rises, the other falls. Fill in a maximum of 6 blocks in each pair. The column with the most blocks is your preferred behavioral tendency within that pair.

1

Plays to win
Assertive
Proactive

6	5	4	3	2	1

2

Cautious
Helpful
Risk-averse

6	5	4	3	2	1

3

Friendly
Outgoing
People-Oriented

6	5	4	3	2	1

4

Analytical
Factual
Practical
Realistic

6	5	4	3	2	1

5

Impatient
Fast-paced
Multi-tasker

6	5	4	3	2	1

6

Patient
Persistent
Methodical

6	5	4	3	2	1

7

Self-managing
Decisive
Confident

6	5	4	3	2	1

8

Compliant
Accurate
Perfectionist

6	5	4	3	2	1

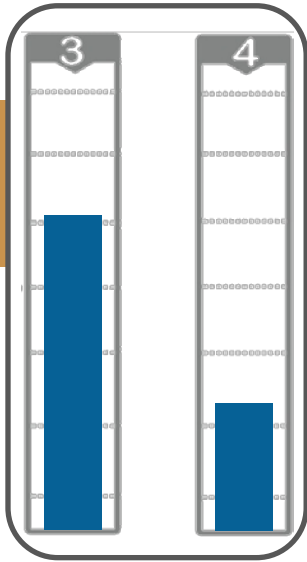
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Columns 3 & 4

People Oriented vs. Fact-Driven

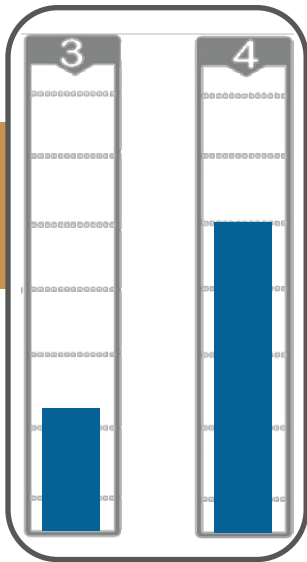


Friendly
Outgoing
People-oriented

Analytical
Factual
Practical
Realistic

High Column 3

Communicating with a 4



Friendly
Outgoing
People-oriented

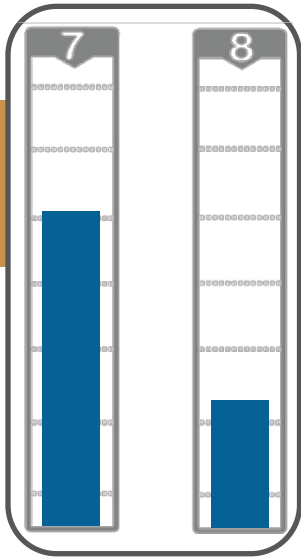
Analytical
Factual
Practical
Realistic

High Column 4

Communicating with a 3

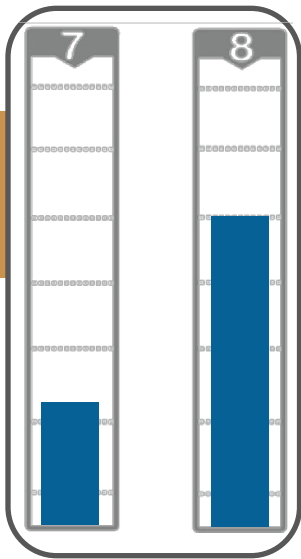
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Columns 7 & 8 Big Picture vs. Compliant



<p>Independent Self-managing Decisive Confident</p>	<p>Compliant Accurate Perfectionist Structured</p>
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High Column 7 Delegating to a Column 8



<p>Independent Self-managing Decisive Confident</p>	<p>Compliant Accurate Perfectionist Structured</p>
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High Column 8 Delegating to a Column 7

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Column 1

Individuals with a tall column 1 are ambitious and eager to pursue personal goals, such as advancement or making sales.

Suggested focus:

- _____
- _____
- _____
- _____

Column 2

Individuals with a tall column 2 are generally cautious, interested in providing service to others, collaborating with peers, and helping achieve group goals.

Suggested focus:

- _____
- _____
- _____
- _____

Column 3

Individuals with a tall column 3 generally excel at developing relationships, building rapport and networking.

Suggested focus:

- _____
- _____
- _____
- _____

Column 4

Individuals with a tall column 4 are factual and tend to enjoy complex, solo projects that offer intellectual stimulation. They could be reserved or have a succinct communication style.

Suggested focus:

- _____
- _____
- _____
- _____

Column 5

Individuals with a tall column 5 tend to be efficient, flexible and multi-tasking.

Suggested focus:

- _____
- _____
- _____
- _____

Column 6

Tall column 6 employees tend to think long-term and focus patiently on ongoing or routine assignments.

Suggested focus:

- _____
- _____
- _____
- _____

Column 7

Tall column 7 individuals are independent, big-picture focused, innovative and decisive.

Suggested focus:

- _____
- _____
- _____
- _____

Column 8

Column 8 employees should be conscientious, structured and committed to quality.

Suggested focus:

- _____
- _____
- _____
- _____



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Carletta Clyatt, SVP at The Omnia Group brings more than 17 years of business-to-business consulting experience to help companies effectively select, manage and engage their biggest asset – their people. She is dedicated to working with companies to hire right, decrease turnover, increase profitability, and manage more effectively.



For more information contact:

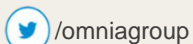
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