



Presents the

***Profiles Performance Indicator
Quick Reference Guide***

Kestly Development 734-483-6453

Profiles Performance Indicator Quick Reference Guide

PROFILES PERFORMANCE INDICATOR

Profiles Performance Indicator Scale	High Scorer Characteristics
Scale I	<ul style="list-style-type: none"> • Decisive and direct, likes to control the work environment • Works best with minimal supervision and control • Takes a challenge easily • Comfortable with change • Self-starter • Competitive • Results-oriented
Scale II	<ul style="list-style-type: none"> • Generally optimistic and enthusiastic • A good promoter and motivator • Enjoys freedom of movement • Extroverted • People-oriented • Good at persuading others • Outgoing
Scale III	<ul style="list-style-type: none"> • A dependable and steady team worker • A stable and predictable work environment • Friendly and usually works to get along with co-workers • May need time to adjust to change • Dependable
Scale IV	<ul style="list-style-type: none"> • An analytical individual who appreciates working with details • Enjoys working where critical thinking is needed • A conscientious person with a well-developed idea of 'right and wrong' • Maintains high standards • Tends to be organized

PPI Scale	Low Scorer Characteristics	High Scorer Characteristics
Scale V	<ul style="list-style-type: none"> • Responds to external motivation • Usually an effective team member who follows direction well • Comfortable with a strong manager and leader 	<ul style="list-style-type: none"> • Internally motivated to make own decisions and then take action • Forceful, will seek to be in charge and in control • Strong willed