



PI[®] Fridays with Bob

April 29th, 2011

The “A” Drive
Bob Wilson, Facilitator

A D V **i** S A





The “A” Drive

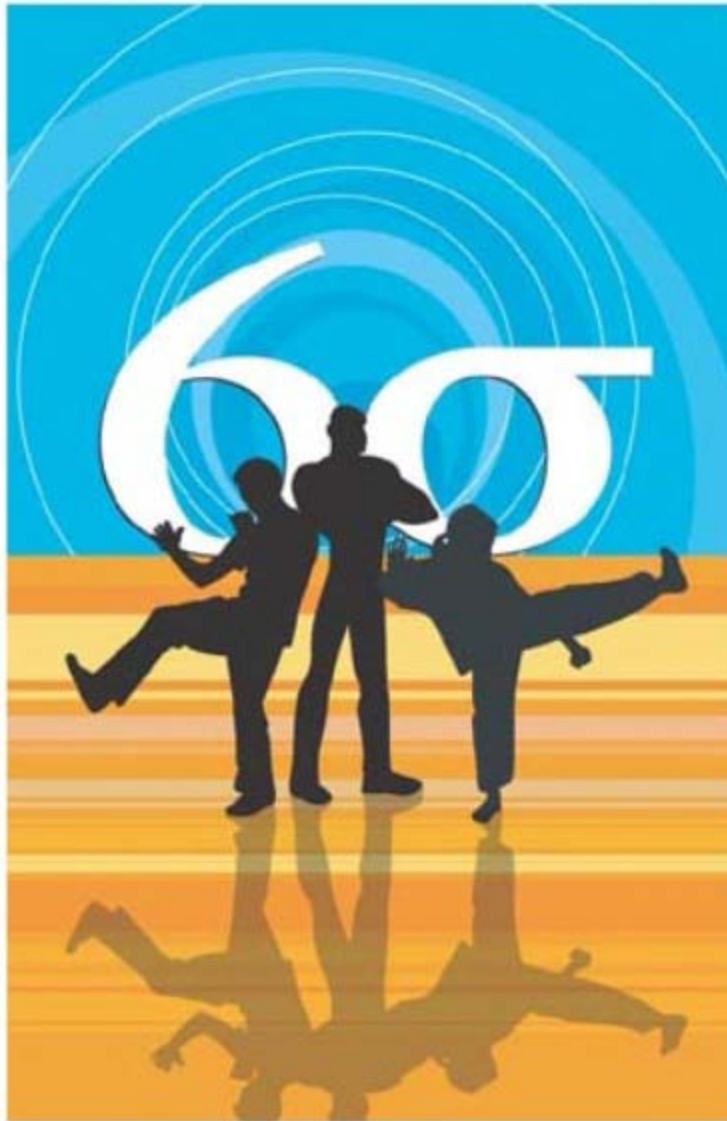
- The High “A” Paradox
- What drives High “A”s?
- Self-confidence Comes Internally
- High “A”s Need to Win, Hate to Lose
- High “A”s in Leadership Positions
- The Highest “A” Management Formula
- Questions & Answers



The “A” Drive

We are frequently both drawn towards high “A” personalities while also being repelled by them.

The Hindu god Shiva represents both renewal and destruction.

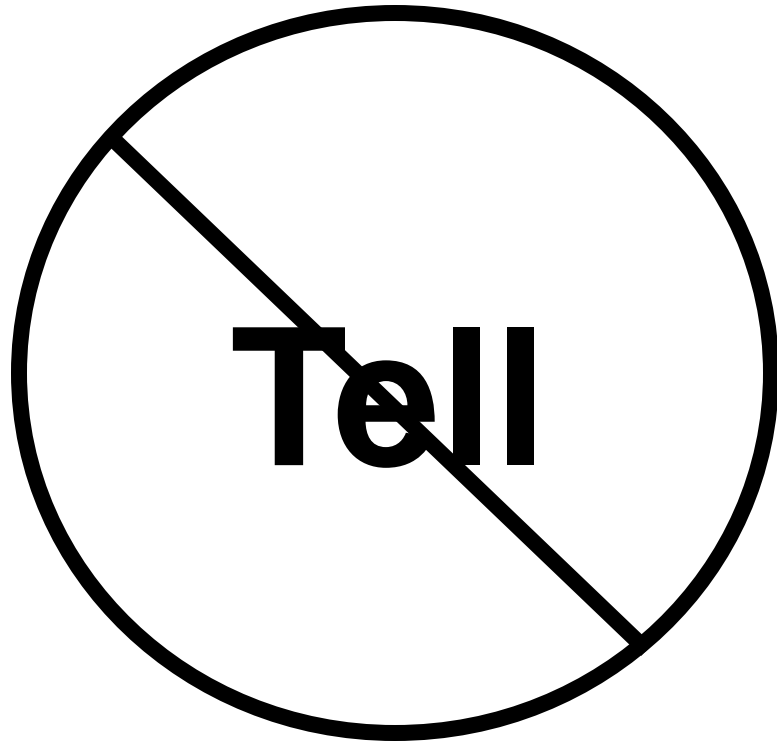


Six Sigma + PI[®]

Change Agents

“I want people who are going to create change. I recognize that some glass may be broken in the process. That’s OK. In fact, it’s necessary. We need change and we can afford to clean up the broken glass.”

*- A CEO describing what he looks for
in his Six Sigma black belts*

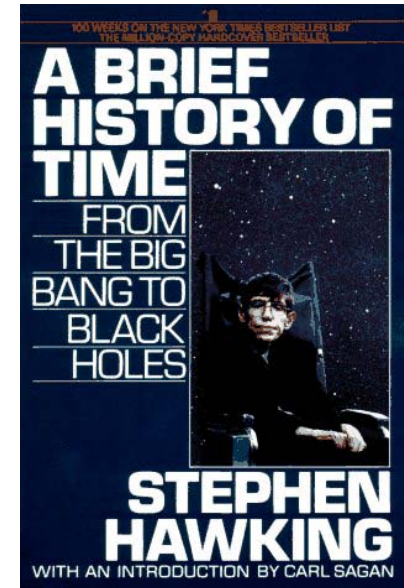
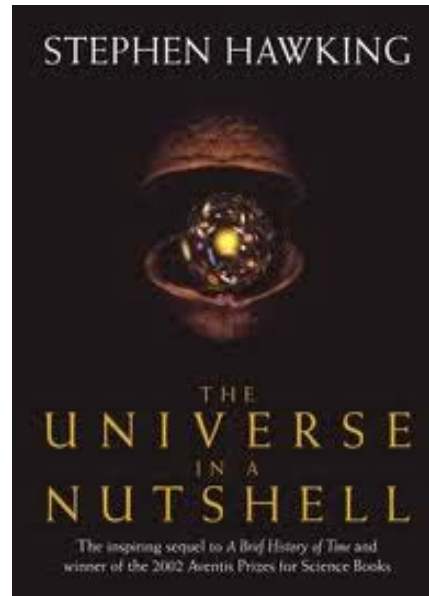


Instead:

Allow discovery

“...If your audience can discover PI rather than be told about it, they’ll be much better able to adapt its teachings.”

- Dick Dooley, one of Bob’s mentors





High “A”s take things apart:

- to understand
- to control
- to remake their way.



High “A”s take things apart:

- to understand, to control, to remake their way;

this yields:

- analytical skills
- problem-solving skills
- system-development skills
- skills having to do with “how things work.”



Self-confidence comes
internally

A decorative graphic consisting of three colored circles (black, blue, and red) arranged horizontally to the left of a vertical black line that extends upwards and downwards from the top of the text area.

High “A” behaviors driven by internal self-confidence.

- Risk Taking
- Self-starting
- Change Agents
- Naturally not motivating others
- Assertive
- Argumentative
- Listening Impaired



High "A"s need to win and hate to lose





Behaviors driven by the highest “A”s need to win

- **Competitiveness**





- ● ●

Behaviors driven by the highest “A”s need to win

- Competitiveness
- Strategic thinking
- “Big-picture” outlook
- **“End-results” orientation**



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- **Data- rather than emotion-oriented**





Behaviors driven by the highest “A”s need to win

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- **Conflict-oriented**



Behaviors driven by the highest “A”s need to win

- Competitiveness
- Strategic thinking
- “Big-picture” outlook
- “End-results” orientation
- Data- rather than emotion-oriented
- Conflict-oriented
- **Seek control/difficulty delegating authority/lack of ability to compromise**





A



A



B



B,D



B



A,D



D



A



A



A



D



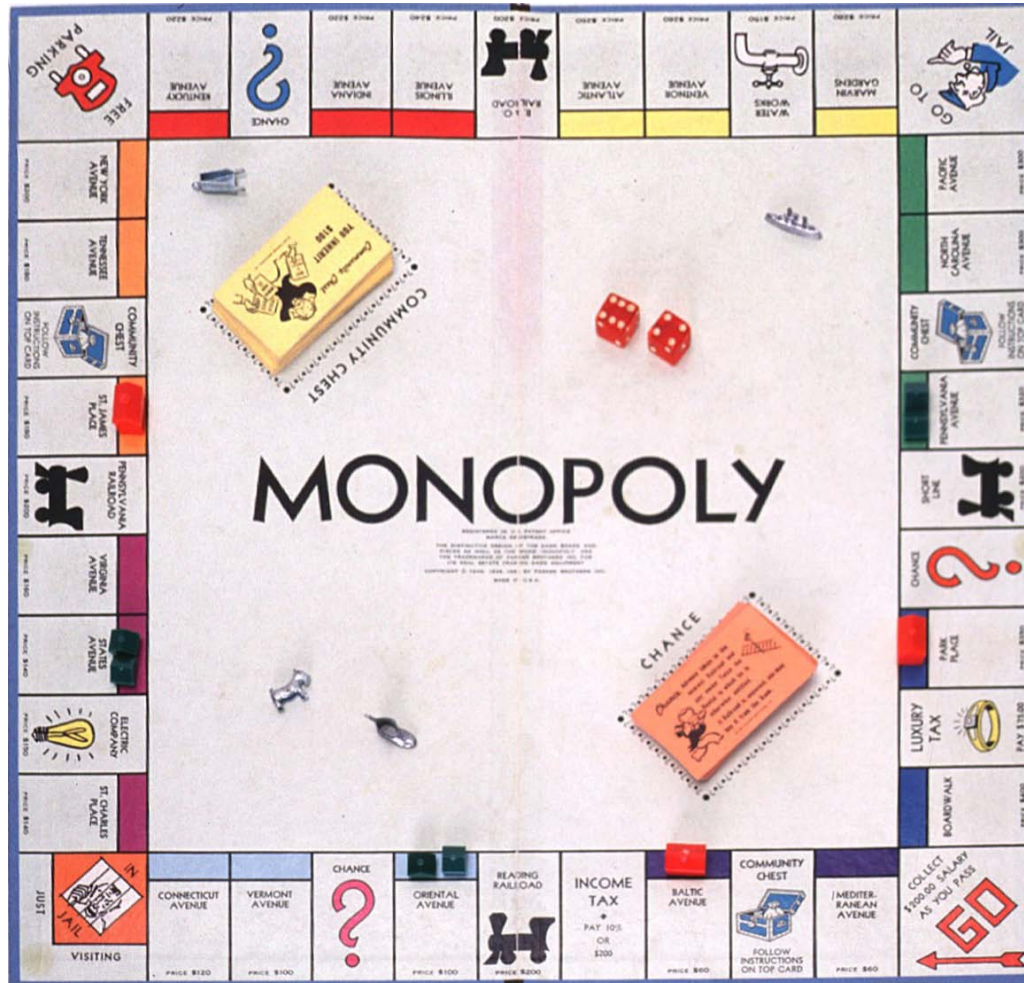
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The low A – Seeking harmony.



Managing High "A"s





High “A”s want:

- Freedom
- Independence
- Control
- \$\$
- Challenge
- Incentive



The Highest “A” Management Formula

If you deliver **X**, you’ll get **Y**; if you deliver **2X**, you’ll get **2Y**; if you deliver **3X**, you’ll get **3Y**; etc.

If you do **Z**, you lose **Y**; if you do **2Z**, you lose **2Y**; etc.

Key:

X = Things management wants – profits, inventory turn, sales, customer satisfaction scores, etc.

Y = Freedom, Independence, Control, \$, Challenge, Incentive

Z = Things management doesn’t want – personnel turnover, crying secretaries, missing expense reports, etc.



The “A” Drive

- What drives High “A”s?
- Self-confidence Comes Internally
- High “A”s Need to Win, Hate to Lose
- High “A”s in Leadership Positions
- The Highest “A” Management Formula
- Questions & Answers



Questions for Bob





Next Session

Friday, May 27th

9 a.m. ET

Topic: “Coaching”

*In the meantime, visit our blog at:
<http://blog.advisausa.com/blog/advisa>*

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Bob Wilson

President and Founder

bwilson@advisausa.com

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