



# PI<sup>®</sup> Fridays with Bob

August 26th, 2011

The “B” Drive  
*Bob Wilson, Facilitator*

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# Frequently Asked Questions

**Q:** Can I get a copy of the slides?

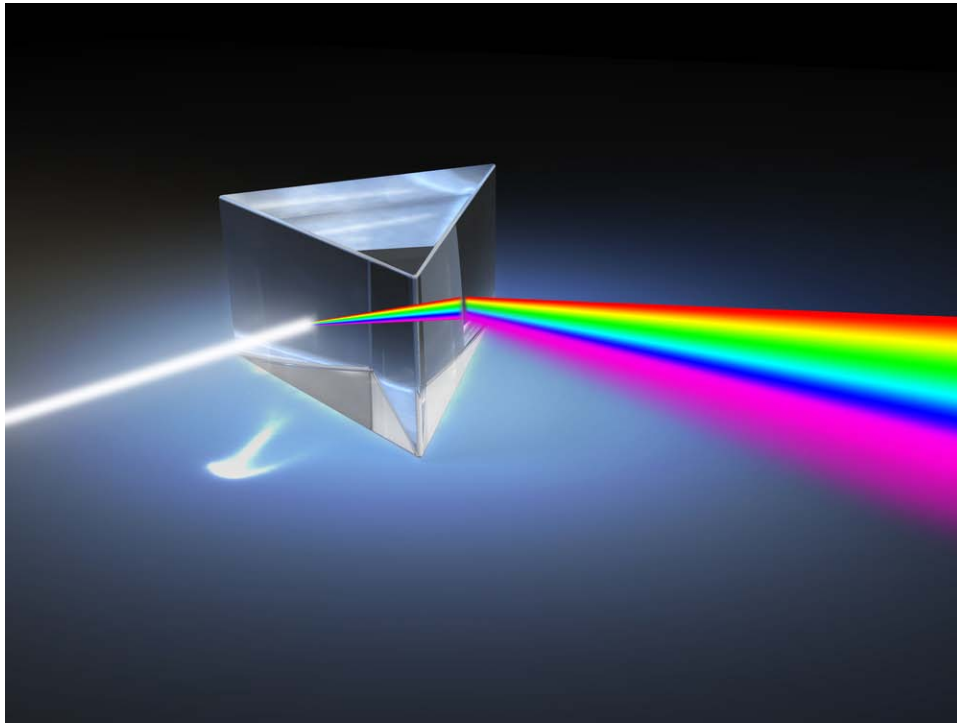
*Yes. Please download the slides at this link on our website:  
[www.advisausa.com/Webinars.aspx](http://www.advisausa.com/Webinars.aspx)*

**Q:** Will a recording of this webinar be made available?

*Not at this time.*



# The “B” Drive



By nature, the behaviors of highest “B”s are based on their emotions. Their responses are seen through the prism of their own feelings – their perception – and that is shaped by feelings unique to them.

As a result, predicting specific behavioral responses from highest “B”s, can be difficult for others.



# High B Self-Confidence Comes from Others Noticing their Specialness



This reality drives a series of highest B behaviors.



# High B Behaviors

- Motivation skills
- Empathy
- Communication
- Listening
- Flexibility with people
- Chameleon-like ability to change persona



# Perceptions Matter

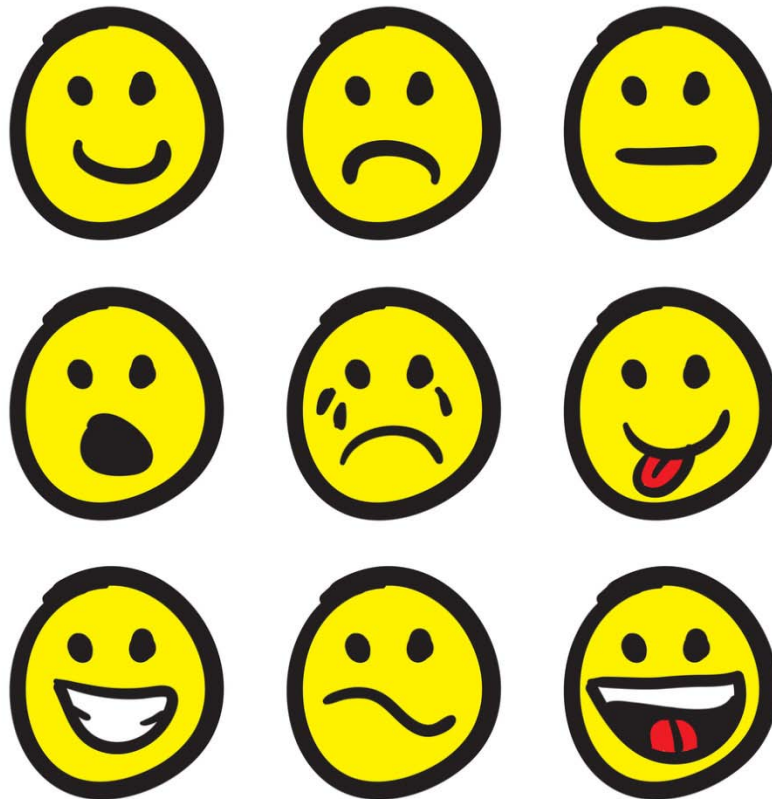


The image the highest “B” creates is one that is positive from their perspective and their perspective alone.





# The productivity of high “B”s is based on how they’re feeling



If a highest “B” gets down, they try to stay out of the public eye. They don’t want to be seen by others when they can’t put on a happy face.



# Motivating High “B”s

- People
- Personal
- (frequently) Public
- Praise
- Perception
- Play
- Phun



# Low B Behaviors and Key Differentiators with High “B”s



## High “B”s

- Get into everyone’s heads to connect and influence
- Constantly adjusting the spotlight
- Prefer face-to-face communication
- Do their best thinking when their lips are moving



## Low “B”s

- Prefer that people check their feelings at the workplace door
- Prefer praise be private not public
- Prefer email to communicate
- Prefer to think before they talk



# Blind Spots in High “B”s



High “B”s can overestimate their impact on others.



# Conclusions

- Highest “B”s bring talents to the table that are unique and necessary.
- They bring fun and enthusiasm into the workplace.
- They trust and motivate others.



# Next Session

**Friday, September 30th**

9 a.m. ET

*Topic: Communication*

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

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# PI FanFest – User Group Meetings

9 a.m. to 3 p.m. ET

**September 28th** - Indianapolis (Carmel)

**October 28th** - Frankenmuth, MI

Don't miss this opportunity to sharpen your leadership and management skills face-to-face with other PI users and ADVISA PI experts.

**Register online at [advisausa.com](http://advisausa.com)**



# Questions for Bob



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