

Profiles Performance Indicator Quick Reference Guide

PPI Scale	Characteristics of High Scorers	
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 • Takes action, not patient • 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 expression • Extroverted • People-oriented • Enjoys persuading others • Better with the big picture than the details 	
Scale III	<ul style="list-style-type: none"> • A dependable and steady team worker • Prefers a stable and predictable work environment • Friendly and usually works to get along with co-workers • May need time to adjust to change • Cooperative • Avoids conflict 	
Scale IV	<ul style="list-style-type: none"> • An analytical individual who is accurate and good 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 Scorers	High Scorers
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