

# PI Readback Preparation Worksheet

Person's Name: Sam Jones

**PI and Readback Context:** PI gives insight into how we respond to environment/people. At our company, we use PI in hiring, team development, and coaching. As a new employee, we want to introduce you to your results and how they connect to your role/our team.



High Factors	Need	Key Insights	Questions to Ask
C	Familiarity with people + process	Calm, stable, thoughtful listener, solid group processes	How is this Factor a strength for you at work?
Low Factors	Preferred Environment	Key Insights	Questions to Ask
D	Flexible, gray area	Deals well with ambiguity, adept at change	How have you seen this show up for you at work?
B	Time/space to reflect	Thoughtful in communication, introspective, problem solver	How does this show up in your interactions with others?
A	Team-oriented, harmony, collaboration	Understanding, collaborative, supportive, interested in team development	How do you approach collaboration?