Benefits of Predictive Index expand beyond recruitment

Since its unveiling in Sept. 2015, more than 318 Department of Human Services (DHS) staff members have taken the [Predictive Index](#) (PI), unlocking insight into their behavioral drives and motivating needs.

"While we initially explored the PI as a method to assist with recruitment and hiring, we've found that it has been beneficial in numerous ways," said Stacey Tunie, performance improvement analyst in the Office of Administrative and Information Management Services (AIMS). "Staff have found that the PI not only helps to ease transitions for new hires, but also offers a crucial entry point to conversations about behaviors and preferences that may not otherwise happen in the workplace."

Sarah Thurston, manager of child welfare analytics in the Office of Data Analysis, Research and Evaluation, has seen the success of the PI in her unit.

"In each interview, I believe the PI gave me an excellent view of where the candidate may vary in behaviors and preferences from what we expect and are used to in a position," said Sarah. "It has also opened the lines of discussion around particular areas of work style and management that I would not have typically asked."

Plans are in place to continue expanding the PI's use to include coaching, team building and succession planning, in addition to strengthening its role in the hiring process. Working with DHS managers and leadership staff, Stacey and nine PI analysts from various DHS offices continue to create PROs (Performance Requirement Options) – reports showing behaviors required of specific jobs – for each position at DHS.

Current managers who would like to request PI analysis for their staff, or DHS staff members who would like to complete their own PI, are invited to contact Earl Smithson, Jr. (Earl.Smithson@alleghenycounty.us) in Human Resources for more information.