



THE HBDI® PAIR PROFILE™

Elevate the Impact of Every Work Relationship

Help two people adapt their thinking to be more productive.

When two people can't work together effectively, the costs-from miscommunication and conflict to quality and retention problems-are significant. The root of productivity issues is often a difference in thinking preferences. Help two people:

- uncover and appreciate their similarities
- see the benefits of their differences
- learn techniques for working optimally together

The Herrmann Brain Dominance Instrument® (HBDI®) Pair Profile™ provides analysis and awareness about the similarities and differences in the way two people think, drawing on the data of their individual HBDI® Profiles.

Bridge the thinking gap.

The conversation the HBDI® drives between individuals and their leaders truly serves to impact the way the team works together on a go-forward basis. The profile is easy to understand, and discussions quickly turn to application, which is where the learning begins. " - Monique Honaman, CEO/Partner, ISHR Group

PRODUCTIVE PAIRS PAY OFF

See reverse for full report details.

Highly effective one-on-one relationships:

- peers
- managers and direct reports
- mentors and mentees
- strategic business alliance partners

Actual results from using the HBDI® Pair Profile™ :

- 99% effectiveness in mentor/mentee program (up from 50%)
- 71% of managers reporting improved ability to delegate
- Employees better able to meet manager expectations
- Shorter, less stressful, more productive meetings

The HBDI® Pair Profile™ Report

Comprehensive Analysis

- Includes composite comparisons and preference maps of HBDI® scores and adjective pairs
- Describes the level of synchronization for each quadrant
- Reveals which keywords-for example, "imagination," "emotional," "technical" and "planning"-have the most shared significance
- Explains which quadrant resources each individual is likely to use when under stress

Roadmap for Success

- Identifies combined breadth of thinking strengths and resources to draw on
- Recommends keywords each person should use with the other person, especially in critical situations
- Suggests the order of quadrants a pair should use to improve communication

