

Obi by The Predictive Index

6½ Quick-Start Prompts for HR Champions



How to use: Copy any prompt below into Obi. Replace bracketed text with a real name or context. The more specific you are, the more tailored the guidance.

In-the-Moment Support	Strategic Support
Prompt 1 [Name] has a difficult 1:1 coming up with [direct report name]. Based on [direct report]'s behavioral profile, build a talk track they can use in the moment — specific language, likely reactions, and how to keep the conversation from going sideways. <i>Great for: 1:1 prep, performance conversations, before it's urgent</i> Prompt 2 I need [Name] to deliver honest feedback to [direct report name], but they keep softening it. Based on the behavioral dynamic between them, give me a script that lands the real message — without the manager losing confidence or the employee losing trust. <i>Great for: feedback that keeps getting diluted, coaching the manager</i> Prompt 3 [Name] is heading into a conversation about underperformance with [direct report]. Help them deliver an honest assessment that creates accountability — not defensiveness — based on what we know about how [direct report] receives critical feedback. <i>Great for: PIP prep, avoiding the drama triangle</i>	Prompt 4 [Name]'s role is being eliminated. Walk me through how to structure this conversation given their behavioral profile — what to say, what to avoid, and how to keep it humane and defensible. <i>Great for: separations, restructures, role changes</i> Prompt 5 I need to tell [Name] they're not getting the promotion — or that their role is changing. Based on their profile, help me frame this so it motivates rather than deflates, and reduces the risk of a grievance or disengagement. <i>Great for: promotion decisions, team restructures, hard news</i> Prompt 6 A conversation between [Name] and [direct report] went poorly. Based on both profiles, help me understand what went wrong and give me a reset plan — what to say next, and how to prevent it happening again. <i>Great for: post-conflict repair, derailed 1:1s, relationship resets</i>

½ Prompt — Admin Power Move

ADMIN	Send reports directly from Obi — no downloads, no email forwarding. <i>"Please email the full behavioral reports for [Name], [Name], and [Name] directly to their inbox."</i> <i>"Create a personalized onboarding plan for our new hire [Full Name] and send it to [email address]."</i> <i>"Generate downloadable relationship guides between [manager name] and each of their direct reports."</i>
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Pro tip: Always name the person and describe the situation. **Weak prompt:** "How do I motivate Sam?" → **Strong prompt:** "Sam missed three deadlines and blamed it on others in his last 1:1. Based on their profile, help me prepare their manager for a clear accountability conversation."