

Obi by The Predictive Index

Manager Prompts

16 ready-to-use prompts for self-aware, behaviorally-grounded leadership



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

MANAGER EFFECTIVENESS — prompts focused on you as the manager

About Me	Relationships	Growth & Skills	Self-Concept
Prompt 1 Based on my PI behavioral pattern, what kind of culture do I naturally create, and what type of employee thrives — or struggles — under my management style? <i>Great for: self-awareness, leadership style</i>	Prompt 3 I am the manager and [Name] is my direct report. Where do I naturally do well with them, where might I struggle, and what can I do to close that gap? <i>Great for: 1:1 prep, relationship dynamics</i>	Prompt 5 Create 3 daily behavioral habits to strengthen my natural strengths and 3 to address my caution areas as a leader. <i>Great for: growth routines, daily practice</i>	Prompt 7 Based on my Self and Self-Concept patterns, where am I stretching beyond my natural style — and where might burnout occur if left unaddressed? <i>Great for: burnout prevention, sustainability</i>
Prompt 2 Based on my PI pattern, what problems am I naturally wired to solve — and which might I unintentionally avoid or underestimate? <i>Great for: blind spots, strategic self-awareness</i>	Prompt 4 When [Name] and I are both under stress, how do our traits amplify or clash — and what can we do to stay productive? <i>Great for: conflict prevention, stress planning</i>	Prompt 6 What are the cautions in how I naturally deliver feedback, and how can I adapt my approach so it lands constructively with [Name]? <i>Great for: feedback delivery, coaching conversations</i>	Prompt 8 Help me prepare a conversation with my manager about where I'm stretching in my current role and what support would help me perform at my best. <i>Great for: upward advocacy, manager alignment</i>

EMPLOYEE ENGAGEMENT & RETENTION — prompts focused on your direct reports

Understanding Them	Stress & Relationship	Development & Coaching	Self-Concept
Prompt 9 Using my behavioral pattern and [Name]'s, generate 3 discussion questions to help us better understand how we each prefer to work, communicate, and make decisions. <i>Great for: team alignment, opening 1:1s</i>	Prompt 11 When [Name] and I are both under pressure, how might our traits amplify each other in ways that damage trust or morale? Give me 3 things we can do to prevent this. <i>Great for: conflict prevention, trust building</i>	Prompt 13 Which development areas, if supported well, would most increase [Name]'s sense of progress and long-term commitment to this role? <i>Great for: retention planning, growth conversations</i>	Prompt 15 Based on [Name]'s Self-Concept pattern, how is this employee adapting their behavior to meet role demands — and what might that cost them in energy over time? <i>Great for: burnout awareness, sustainable performance</i>
Prompt 10 Based on [Name]'s behavioral profile, what is their most likely disengagement risk — and what early warning signs should I watch for? <i>Great for: retention strategy, proactive support</i>	Prompt 12 Based on differences in [Name]'s Self and Self-Concept pattern, what role demands may be stretching them beyond their comfort zone — and what can I do to help? <i>Great for: burnout signals, role fit, wellbeing</i>	Prompt 14 Based on [Name]'s alignment to the job target, what strengths are well matched to the role and where are the growth opportunities? Frame this as a coaching conversation. <i>Great for: performance reviews, role alignment</i>	Prompt 16 Help me have a conversation with [Name] about where they may be stretching in their role and what adjustments could help them thrive long-term. <i>Great for: retention, wellbeing, candid 1:1s</i>

Pro tip: Always name the person and describe the situation. Weak: “How do I motivate my team?” → Strong: “Based on [Name]'s PI profile and mine, give me 3 strategies to rebuild trust after a difficult conversation.”