

18 Prompts to Maximize Manager Effectiveness

A quick-reference sheet for using PI's Obi AI agent, built from how our clients actually use it.

Most managers want to be better leaders. What's often missing is the right words for the moment: the feedback that lands, the question that re-engages someone, the way to open a hard conversation. Obi puts 70 years of PI's behavioral science in your managers' hands before every conversation, personalized to how each person is actually wired. These 18 prompts are starting points, pulled from real use across our client base.

HOW TO USE THESE

1. Open Obi from your PI dashboard.
2. Swap the **[name]** and **[bracketed]** placeholders for real people, roles, and situations.
3. Add specifics — the situation, the tone, the format you want — the more detail you give, the sharper the output.

Tough Feedback

Say the hard thing clearly, in a way the person can actually hear.

"I need to give [name] feedback that their work has slipped and deadlines are being missed. Based on their PI profile, build a playbook: how to open, what to say, what to avoid, and how to respond if they get defensive."

"Draft feedback for [name] about [specific behavior]. Give me an email version and a spoken script, tuned to how they prefer to receive information."

"Rewrite this feedback to be more direct while staying respectful for [name]'s profile: [paste your draft]."

Coaching & Motivation

Understand what drives someone and bring out their best.

"What motivates [name] based on their behavioral profile, and how should I adjust my coaching to keep them engaged?"

"[Name] seems disengaged lately. Based on their drives, what might be draining their motivation, and how could I re-engage them?"

"Build a 90-day coaching plan for [name] that plays to their behavioral strengths and develops [skill or area]."

1:1s & Performance Reviews

Prep for conversations that connect and land.

"I have my first 1:1 with [name], a new report. Based on their PI profile, how should I run it so we connect and set the right tone?"

"Help me prepare a performance review for [name]. Frame their strengths and growth areas around how they're behaviorally wired."

"[Name] gives short answers in 1:1s. Based on their drives, how can I create the conditions for a more open conversation?"

Team Friction

Ease tension between two people or across a team.

"Build a playbook to ease the growing friction between [name] and [name], using both PI profiles, plus management strategies that might help."

"[Name] and [name] keep clashing on [topic]. Based on their profiles, what's the root of the tension, and how do I address it with each of them?"

"My team keeps stalling on decisions. Based on the mix of behavioral profiles, what's likely causing it and how do I unblock us?"

Team Design & Hiring

Use behavioral data to build balanced teams and think through fit.

"Based on the behavioral profiles of my team, where are our collective strengths and gaps, and what should I consider before adding a new role?"

"I'm hiring a [role]. Based on the job's demands, what behavioral traits should I prioritize, and what interview questions will reveal them?"

"Assess how [candidate] might fit the [role] and this team based on behavioral data. What are the risks, and how would I manage them?"

Admin & Time-Savers

Cut the manual work: lookups, pairings, exports.

"Pull the working relationship guides for everyone who reports to [name]."

"Give me a plain-language summary of the behavioral makeup of [team or department]."

"Compare the reference profiles of [name] and [name] and tell me where they'll naturally align or clash."

QUESTIONS? LET'S TALK.

Lever Talent is a PI Certified Partner and Master Training Center.

Want help rolling Obi out across your organization? We build the org context, train your managers, and put together implementation guides tailored to how your business actually works. [Book a meeting with a PI consultant today.](#)