Atman

Personality profile

Mr. John Doe
ACME
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General notes

Important notice: **The content of this report is confidential and should only be disclosed to authorized personnel.**

Each one of these headings groups several dimensions of an individual. These dimensions were selected and developed because they have a dominant value in the success of an individual in a given position. They are in fact a common denominator for the various existing jobs. They allow the measurement of behaviors, attitudes and interests that contribute to the level of success or failure of an individual in his/her job. The 11 dimensions are divided into the following 5 sections:

Thinking structure
This section, composed of three factors / personality dimensions of the evaluated individual, allows one to understand the candidate based on criteria such as his/her capability to anticipate events, as well as his/her visionary, creativity skills and adaptability to changes, etc...

Motivation
This section, composed of two factors / personality dimensions of the evaluated individual, allows one to understand what motivates, satisfies, attracts or stimulates a given candidate.

Leadership
This section, composed of two factors / personality dimensions of the evaluated individual, allows one to understand the strength of character of a given candidate and his/her degree of assertion, as well as the degree of confidence or scepticism that he/she shows in regards to his/her work or to life in general.

Sociability
This section allows one to understand to what extent the evaluated individual possesses the desire and the motivation to work in cooperation with others, as well as his/her natural ability to reach out to others, to establish new contacts, etc...

Resistance to stress
This section, composed of three factors / personality dimensions of the evaluated individual, allows one to understand the degree of resistance to stress or to pressure of a given candidate.

! For each one of the dimensions of your personality profile presented in this report, you will have a result between 1 and 9. The « 1 » and the « 9 » represent two natural reflexes, automatisms or character traits that are opposite. In other words, if you score 9 in one of the dimensions, you have not done better than if you had had a 1. Your personality, in regards to this dimension is simply diametrically opposite from another person who would have scored a 1.

Personality profile

Thinking structure

Motivation

Leadership

Sociability

Resistance to stress

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Thinking structure

Learning mode

You are quick-witted and can easily play with concepts. You like intellectual challenges; you demonstrate great curiosity, spontaneously link different observations and take pleasure analyzing available information in depth. You are the ideal person to prepare a complete and thorough file for an internal or external client, as well as for a business partner. Not overly concerned with day-to-day operations, you prefer to develop ideas and let others put them into practice and manage more down-to-earth matters.Being a timeless learner, you are always ready and willing to partake in training for the sole pleasure of learning, and without caring if this knowledge brings you concrete results. Be careful not to assume that your abstract and conceptual way of functioning is the norm.

Your strengths:

You have a great thirst for knowledge and understanding, and you can easily stimulate people who like to develop ideas.

Your speech as well as your perception of work is more abstract and conceptual than the average person, which allows you to analyze in-depth and better understand all the projects under your responsibility.

Work with abstract data such as: chemistry, theories, programming, R&D.Develop concepts, hypothesis and theories.

Put forward long-term strategies such as in sales, financial strategies, marketing strategies, etc.

Some advice for you to improve:

Look for projects where you will be able to work with abstract concepts rather than those that are more practical and short-term.

Set yourself practical and operational-focused priorities to avoid becoming fixated on strategy.

Learn to use a more concrete and operations-focused language because your co-worker has a practical way of functioning. When you speak give examples that are related to your abstract ideas to make yourself understood in a more efficient way.

Make sure to always be in contact with reality and day-to-day details. Consider giving ideas and solutions that are functional and can be applied in the field.

Limit the time you spend on gathering and analysing information related to your work to make sure you take concrete action in a reasonable time frame.

Look for an environment and challenges that give you enough intellectual stimulation.

Keep in mind the results you want to achieve, especially when the work needs to be done within a short time frame.

Make sure to produce files which are simple, brief and concrete.Be patient with your coworkers' slower learning pace.

Thinking structure

Character strength

You have a tendency to choose work methods that have proven to be effective. You tend to execute tasks in the way that you have learned them and resist modifying your method. You appreciate being well supervised and receiving clear instructions by your superiors. You make decisions based on facts and what you know has proven effective in the past. You need clarity and feel uneasy and insecure in changing environments. To reassure yourself, you need a certain amount of structure, a pre-established framework or accurate instructions to accomplish what you have to do. You are loyal to your employer and comply with established rules. You have a conventional moral sense and feel uncomfortable with ambiguity and with not following rules. Your co-workers see you as a person who is direct and has integrity. It is important to you that projects are well carried out.

Your strengths:

You are responsible and accurate in everything you do.

You naturally adopt a stable way of working that doesn't change over time. You readily accept to follow procedures and use pre-established methods.

Some advice for you to improve:

Even if you do not see things in the same way, be open to other's ideas.

Avoid thinking that your way of functioning is the only way to work. Be open to change.

Be bold and show initiative when the situation allows for it.

Develop your creativity in your work and try to generate new ideas.

Question traditional methods by searching for new ways of completing your projects. Being an individual with principle, it is important to avoid judging how others go by doing things and to accept those who have less conventional values.

Be more flexible when you have to change your behaviour or work methods.

Be strategic (adapt your speech and your way of doing things to the situation and to the people you meet.

Learn to trust your judgment when you don't have experience in a given field or when dealing with situations you have never encountered before.

Be patient with projects that seem unclear or ill-defined.

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Learn to deal with ambiguity.

Develop your potential abilities by learning to manoeuvre in ambiguous situations.

Focus specifically on different political issues and key people in your organization (who have the power to influence). Look for structured and supervised environments.

Thinking structure

Behaviour

You are seeking a balance between two different needs: maintaining a rather structured environment and having the possibility to improvise. You behave similarly when you are starting new projects because you are not the type to try to anticipate unforeseen events and identify solutions well in advance. You tend to plan globally while leaving room for spontaneity and last-minute decisions. You are open to the possibility of modifying your plans along the way, in order to best reach your objectives. You are not a perfectionist nor are you someone who does things halfway. You can show some degree of perseverance when working on tedious tasks, even if this requires a lot of energy from you.

Your strengths:

To be satisfied you need a similar degree of structure and possibility to improvise.

You have some organisational skills (yet not at an optimal level) while remaining flexible enough and open to seizing opportunities in the moment.

You are able to recognize which tasks should be given priority by considering their relative importance in order to invest the right amount of time and energy where it is needed.

Generally, you do your work without cutting corners and wasting too much time on details.

Some advice for you to improve:

Set a precise schedule for yourself.

Occasionally pay more attention to details.

Plan in detail when you are managing important or complex projects.Avoid extremely disorganised work environments because you need some structure to feel comfortable.

Avoid limiting yourself to tasks that require a lot of organisation and attention to detail because you risk feeling discouraged in the long run.

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Motivation

Competitiveness

	1	2	3	4	5	6	7	8	9	
Team oriented								■		Results oriented

You know how to be in charge, while setting ambitious goals for yourself. You enjoy taking up challenges and are constantly evaluating your performance. You aim at achieving measurable short-term results. You demonstrate a lot of will-power in your work and tend to get what you want. You show perseverance, even when faced with obstacles. Efficient, demanding and capable of giving a « second effort », you will probably be very dedicated to reaching your goals. You are a high-performing employee, who exceeds set objectives and is proud of your achievements. You constantly put pressure on yourself and your colleagues in order to produce more. There is a good chance you will have the ability to evaluate situations, feel comfortable with the idea of making profits and be business-minded. You have a competitive spirit and contests energise you. Taking into consideration the opinions and needs of others does not come naturally to you. You tend to walk alone, thinking about your own interests.

Your strengths:

You enjoy taking up challenges, are very pro-active and capable of putting a lot of effort into getting what you want.

Obtaining results is what motivates you; you want to rise above standards and are concerned about improving performance.

You tend to move forward and perform in order to deliver a product, no matter what happens. Being of a very ambitious nature, you can understand others aspirations and accept to work intensely for a certain period of time to make sure you will reach your objectives.

Some advice for you to improve:

Avoid creating an unhealthy and overly competitive work atmosphere.

Because you are very demanding and have a great desire to rise above the norm, be careful not to lack trust in others and remember how important it is to belong to a team.

Learn to work as a team and give priority to team rather than personal interests or objectives.

Consider how important it is to foster and maintain team spirit.

Take advantage of the possibilities to delegate certain tasks, even if you are sometimes under the impression that things don't evolve quickly enough and that you could do a better job on your own.

Constantly keep in mind how important it is to share information and give recognition to your colleagues for their contribution.

Adapt to the pace and style of your colleagues when you need to work as a team.

Avoid being too aggressive and pursuing your objectives at all costs. Be reasonably demanding towards your colleagues.

Be aware of the fact that you can put pressure on your colleagues because of your great ambition and your desire to rise above the norm.

Self-motivate by setting concrete objectives.

Manage your tendency to be impatient and want to reach very short-term goals.

Set medium and long-term goals for yourself, even if they are less stimulating for you. Consult others before making important decisions. Be aware of the fact that your tendency to constantly want to rise above the standards causes your work load to increase and puts a lot of pressure on your colleagues who are less demanding towards themselves.

Try to keep a good balance between your personal and professional responsibilities.

Define your priorities in life and make sure to act according to them by taking care of the people who matter and the things that are important to you.

Motivation

Motivation

It is very important for you to develop your potential as well as your career. You aim high and are very ambitious. You want to accomplish great things and you need to be recognized for your efforts and achievements. You ask a lot of yourself and of life in general. You don't hesitate to take risks, which can lead as much to success as to failure. You are ready to sacrifice your quality of life for the sake of a higher income or a more interesting professional status. You accept the fact that you may experience « highs » and « lows », and that you might take a step backwards in order to succeed in the future. You enjoy being stimulated and are constantly searching for ways to develop your career and take up new challenges. You prefer to work in an innovative type of environment where there are possibilities to be promoted. You have the ability to get things moving and quickly seize an opportunity, even if it requires you to change organisations. You like being the best at what you do and having the money and status associated with your responsibilities. You are motivated by performance-based bonuses.

Your strengths:

You are enthusiastic when facing challenges.

You need to take on stimulating challenges, therefore understand and respect others when they take risks or commits to ambitious projects.

You can take risks without experiencing too much anxiety and remain positive when faced with financial insecurity or professional instability.

Your ambition and desire for new challenges drives you to go after your dreams and develop your maximum potential.

You naturally drive the organisation to give you challenges that are suited for you.

Some advice for you to improve:

Make sure to have solid foundations before embarking on risky projects.

This will reassure other people and avoid problems.

Find interesting projects/challenges to stay motivated, while working for the same organization.

Be patient when things don't move as fast as you would like them to. It is sometimes necessary to wait for the most interesting challenges to occur.

Remain loyal to your employer even though you might be tempted to leave when offered better financial rewards. Accept the fact that there cannot always be constant stimulation in your work

and that quiet periods will occur. Aim for a little more stability in order to benefit from the advantages of keeping a job for a longer period of time. For example, taking care of your responsibilities in a more efficient way or gaining a deeper understanding of your work, due to many years of experience in a same position.

Make sure that the tasks deemed more important to the organization are being done even though you do not consider them to be a challenge.

Make sure to devote enough time to your personal life.

Leadership

Assurance

You can assert yourself and express your needs and opinions to others, but there are moments when you choose not to, in order to avoid confrontations. You express yourself in a conversation and take part in decision-making when the team is involved. However, when a situation becomes tense or conflicting, you will make concessions and/or move on to something else to maintain a pleasant work atmosphere. You find it difficult to clearly express yourself when you disagree with something, especially with those who have a domineering temperament. When collaborating, you are open to other people`s points of view while keeping a leadership role.

Your strengths:

You have a good balance in terms of your capacity to influence other people.

You are diplomatic enough and are generally able to express your needs and opinions, while keeping a good relationship with others.

You avoid many useless conflicts.

When needed, you can compromise while taking charge or demonstrating leadership.

You agree to follow someone's leadership when necessary and are capable of obeying orders when you need to.

Some advice for you to improve:

Avoid environments where there is a lot of confrontation because you will be less likely to express your needs and opinions, or you risk feeling exhausted by arguing constantly in order to get your point across.

Clearly express your disagreements, even when someone intimidates you with his or her domineering or imposing presence.

Leadership

Level of trust

	1	2	3	4	5	6	7	8	9	
Trust									■	Scepticism

When doing your tasks, you go beyond what's obvious and ask your colleagues and clients questions before being convinced. Given that you are sceptical, you understand and reinforce other ways of looking at things. You are always willing to watch out for what could go wrong so that you are not surprised by upcoming events. You will rarely be deceived or become a victim of fraud. You have a strong critical sense, which may be interpreted as being pessimistic. This can cause you to hesitate a lot before getting involved in a project that requires some degree of risk or uncertainty. Be careful not to let professional opportunities slip away because of your overly developed scepticism.

Your strengths:

You are sceptical and on guard. You rarely fall for scams or are taken by surprise.

You do not let yourself be fooled by appearances and are very efficient at discovering the hidden side of things.

Some advice for you to improve:

Given that you expect the worst, try adopting a positive attitude towards the different projects or ideas that come your way. Stay open to others' opinions and value them a lot more by identifying their positive elements.

Give constructive feedback regularly.

Delegate more, even when you don't yet trust a person fully.

Avoid controlling the actions and behaviours of the people you have been collaborating with for a short period of time.

Learn to trust faster and give your collaborators a chance to prove themselves.

Undertake more projects, even if there are elements that don't seem to be functioning perfectly. This will allow you to live more gratifying and stimulating experiences.

Take action and avoid wasting time by being too critical.

Give regular positive feedback to your colleagues.

Avoid wasting time criticizing and start acting in order to make changes.

Sociability

Sociability

In general you tend to take part in conversations while listening to the other person's ideas. You feel comfortable in social situations. You appreciate meeting people, but prefer to know the people you collaborate with to feel completely at ease. When you meet a new group of people, you are moderately at ease to make the first contact. Your eagerness to meet others and to participate in conversations varies according to the circumstances and to your state of mind.

Your strengths:

You like collaborating with a large number of people. You can make the first contact with new prospects and/or collaborators as well as function effectively alone.

You have good listening skills.

Some advice for you to improve:

After a long day of work or an activity where you were surrounded by a lot of people, you might need to spend some time alone. If this is the case, make sure to find a moment to be alone in order to release pressure.

Avoid work situations where you are constantly interacting with others. In addition, stay away from projects where you need to work alone for long periods of time.

Resistance to stress

Nervous tension

There are very few things that worry you for long periods of time. It is very easy for you to manage stress and to separate your professional from your personal life. You are relaxed, emotionally stable and good at de-dramatizing situations. Even if you are experiencing personal and professional problems, you can detach easily from them, appreciate the present moment and still perform at work. You prefer activities that are calm, desk-bound and require a lot of concentration. Given that you don't feel a sense of urgency, you have to be watchful of the possibility that you might minimize your concerns and leave things for later. This may result in you facing more serious consequences in the future because you have waited too long.

Your strengths:

You have a good resistance to stress and pressure. You manage to stay calm during times of crisis. Problems hardly affect you, leading to a better collaboration.

You feel comfortable doing activities that require a lot of concentration.

Some advice for you to improve:

Be watchful of signs indicating that a situation is urgent and in need of quick solutions.

Try to prevent rather than manage crises.

Make sure not to let problems become difficult to handle.

Be careful not to constantly postpone discussions you need to have or decisions you have to make.

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Resistance to stress

Emotive maturity

You have a good capacity to tolerate frustration. You are relatively patient and tolerant during conflicts and seldom react impulsively. However, when you discuss delicate subjects or when things aren't going so well in your personal or professional life, you tend to get more irritated and can lose your temper. When you collaborate, you control your emotions well enough, but it is still possible to detect when you are frustrated.

Your strengths:

You have a good tolerance to frustration and can therefore focus and understand what others are experiencing.

You control your emotions and are generally capable of thinking before reacting.

You can be patient and understanding while not waiting too long before setting your limits and/or making sure that unacceptable situations are dealt with.

Some advice for you to improve:

Try to identify the topics and situations that you are more sensitive about or that make you lose your temper, as well as the moments when you are more likely to get easily upset.

Avoid discussing projects or mandates with your colleagues that are a source of friction or frustration.

Make sure to pay close attention to your emotions in order to control them when you are tackling sensitive subjects.

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Resistance to stress

Energy

You are very aware of people's state of minds and are easily affected by the work atmosphere, whether it's positive or negative. You are concerned with the problems your colleagues are experiencing and you demonstrate empathy towards them. You are very sensitive, which allows you to experience strong emotions, whether positive or negative. You respect your colleagues` vulnerabilities and understand their state of minds. However, your great sensitivity can cause you to experience episodes of lower energy as well as a lack of courage or insight to complete your projects. Your sensitivity also causes you to get discouraged, feel distressed or hurt by challenges or people's comments.

Your strengths:

You are highly sensitive therefore you manage to understand people`s needs to be taken care of. You also find it necessary to express one's frustrations gently and with diplomacy in front of others.

You are able to easily detect the emotions and the state of mind of your colleagues.

Your sensitivity enables you to foresee certain situations that could be problematic.

Some advice for you to improve:

Find ways to take negative feedback constructively and avoid interpreting your colleagues' comments as personal attacks.

Don't let other people's judgments have a hold on you.

Check if your perception of what others are thinking is correct.

You will then realize that many of your fears or notions about what people think about you are not what you thought. Let other people know what subjects are sensitive for you as well as situations or comments that bother or hurt you.

When you feel overwhelmed by your problems, make sure to pay attention to the difficulties that people on your team are experiencing. Following disagreements or conflicts with a colleague, set aside any grudges you might hold against him/her in order to avoid feeling negative emotions longterm.

Encourage and support other sensitive collaborators in order to demonstrate perseverance when facing adversity.

Keep in mind the positive aspects of each situation in order to avoid insignificant problems or

events taking a hold of you or demotivating you. Don't let a negative element in one area of your life, (such as: love, work, friendship, leisure, etc.,) cloud your entire state of mind.

Find ways of maintaining an acceptable level of energy by taking a positive attitude, avoiding very stressful situations, doing regular physical activities and keeping a healthy diet.

If you have the tendency to see yourself as a victim, concentrate more on the elements that you can control and take action.

Learn to sometimes mask your comments or criticism towards others in order to avoid them feeling offended or hurt.

When possible, avoid difficult or unhealthy work environments, because they will have a negative impact on you.