

PERF ORIENT

RISORSE PERFORMANCE

Orientation
Data entered
Answering time

L M
Feb 10, 2012
9 minutes



Personal and confidential

GENERAL ADVICE

The purpose of the behavioral report of L M is for it to be shared with this person and to help you make pertinent investigations during the feedback interview.

This report is not all-comprehensive, nor does it describe an "absolute truth", this is why you should:

- give it to L M so as to improve and validate its relevance by exploring facts,
- comparing it with other observations from PERF DIALOG.

We recommend this multimodal behavioral approach in order to obtain an objective assessment.

GENERAL TENDENCIES

It seems inconceivable that you'd take on a job where you'd work by yourself. In fact, you'd probably refuse to because you feel a profound need to be in a group which favors friendly, relaxed conversations where everyone is attentive to the welfare of all. You're thus a good teammate and encourage people to get along in a group.

You rarely get enthused about anything without good reason which spares you many disappointments. However, if you couldn't devote yourself to reasonable, well-evaluated projects, you'd certainly miss them. In your opinion, calm and peace of mind aren't synonymous with monotony, but rather with proof of efficiency.

You don't like to live in an atmosphere where troubles and worries abound and you'd much rather achieve quick success with the fewest possible number of obstacles in your path. When you start a job, things that drag on seem worthless and fastidious to you and bore you.

NOTE: You think spontaneity has a great value to the extent that you refuse to be paralyzed by constraints or predictions. This probably makes people like you and you orient your tasks to those areas where improvisation is highlighted.

SUPPORTING FACTORS

Type of activity: No specific choice

- Expresses himself with warmth
- Creates a pleasant atmosphere
- Prefers a sense of moderation
- Is levelheaded
- Remains open to opportunity
- Seeks to avoid problems
- Is quick-minded
- Takes no notice of preconceived ideas
- Stays cool and collected
- Puts the seriousness of situations into perspective

WARNING FACTORS

Type of activity: No specific choice

- Tends to have difficulty being alone
- Tends to have difficulty accepting disagreement
- Could lack enthusiasm
- Tends to ignore pep talks
- Tends to give great importance to his peace of mind
- Tends to have difficulty picking up the pace
- Tends to shun constraints and planning ahead
- Tends to go off in all directions at once
- May sometimes be too self-assured

EVALUATION OF ACTIVITIES

If you possess the necessary technical skills, your behavior and motivations seem to:

✔ be notable assets to succeed in these activities:

- **Dialogue**
- **Debate**
- **Supervision**
- **Creation**

✔ give you aptitudes, in this activity:

- **Design**

✔ require specific conditions, in these activities:

- **Administration**
- **Management**
- **Production**

BEHAVIOR PROGNOSIS: Dialogue

Activity in which the abilities to communicate, listen, discuss and the interest in issues related to human behavior are essential to succeed professionally.

You seem to be particularly attracted by tasks requiring people-oriented skills and an outgoing temperament. You therefore do all you can to establish numerous varied contacts which you also maintain over time since you have no interest in superficial dialogues.

You may sometimes be more interested in the relationships your work can provide you with than in some of the tasks it requires.

You certainly enjoy expressing yourself and give your opinion whenever you think you can smooth out a situation made tense by people obstinately sticking to their viewpoints. In such situations, you use your influence and often display proficient skill made efficient by your ability to stray without losing your main train of thought.

GENERAL IMPRESSION: Your ability to focus on what's essential in what others say and reformulate it adequately opens up a lot of possibilities for successful contact with people.

SUPPORTING FACTORS

Type of activity: Dialogue

- Likes to multiply contacts
- Seeks team success
- Makes time for conversation
- Expresses opinions spontaneously
- Speaks cautiously
- Possesses social skills

WARNING FACTORS

Type of activity: Dialogue

- Has poor understanding of reserved people
- May get drawn into gossip

BEHAVIOR PROGNOSIS: Debate

Activity which requires developing an argument, answering objections in order to convince others and convince them to adopt the same opinions.

You like to obtain results easily and think claims of effort can be exaggerated especially if pursued just for the sake of it - in which case you laugh at it. You never rush to take on poorly evaluated projects and your goals shouldn't end up making you feel overwhelmed.

You have a very strong sense of belonging to a team and people can rest assured that you won't "go it alone".

Since you seem self-confident, your ability to deal with tensions, remain emotionally stable and express yourself make you very convincing. You're undoubtedly attracted by environments where you can say what you want to do and present ideas in order to convince people.

GENERAL IMPRESSION: You're likely to be attracted by activities based on negotiation. You're likely to succeed because you can argue with confidence and determination while keeping a cool head.

SUPPORTING FACTORS

Type of activity: Debate

- Likes quick results
- Looks out for opportunities
- Has a natural ability to work in a team
- Is calm, cool and collected
- Is able to convince
- Knows how to develop arguments

WARNING FACTORS

Type of activity: Debate

- Doesn't like to be harassed
- Gets bored with drawn-out cases
- Needs to be with people

BEHAVIOR PROGNOSIS: Supervision

Activity which requires managing, mobilizing, leading associates thanks to a hierarchical role.

Your ability to focus on the common good keeps you from taking on initiatives which are detrimental to others. When you take on a leadership role, you do so by encouraging others to take part. Your managerial style is based on meetings, in particular to report on the progress of joint projects. You don't see the communication skills of a leader as being restricted to operations.

You probably value those able to develop effort-saving devices which make work easier.

You show stability, but also caution and judgment in your choices which is particularly reassuring for people around you. This probably allows you to take certain initiatives so that your personal preferences are recognized and realized. You don't like to fuss, but have no intention of spending time in dull environments and you do all you can to avoid them. You expect people around you to display dynamism and quick-mindedness.

GENERAL IMPRESSION: You can undoubtedly offer a lot of stimulation to others. Even if you don't systematically look for such opportunities, it's likely that they have high appeal for you.

SUPPORTING FACTORS

Type of activity: Supervision

- Preserves common interests
- Likes frequent contacts
- Likes to facilitate work
- Makes calculated choices
- Develops innovating projects
- Knows how to stimulate people

WARNING FACTORS

Type of activity: Supervision

- Doesn't like to resort to sanctions
- Needs a friendly atmosphere
- Doesn't really value effort

BEHAVIOR PROGNOSIS: Creation

Activity in which the desire to be original is based on imagination and inspiration abilities to introduce innovations in the fields of communication or products, to change your environment.

You're probably attracted by activities where you may receive some personal attention or at least the possibility for you to express yourself spontaneously. You also aspire to live in an environment which isn't limited to your work. You like your workload to correspond to your skills and you like to have flexibility in this area.

You often find your ideas during meetings or dialogues with others because isolation doesn't work for you.

Your dynamism is probably most obvious in connection with ideas and innovation where you're able to get motivated easily. When you do this, you like to be able to present your results to others and listen to advice which may improve your chances of success while also stimulating your creativity.

GENERAL IMPRESSION: Despite your reasonable personality, you're able to play a driving role by coming up with original solutions and sharing ideas no one else has thought of. You're listened to all the more since you don't try to force your views on others.

SUPPORTING FACTORS

Type of activity: Creation

- Values spontaneity
- Always wants to remain available
- Is stimulated by contacts
- Mobilizes his ideas easily
- Likes to express them a lot
- Is interested in other people's reactions

WARNING FACTORS

Type of activity: Creation

- Doesn't like delays
- Doesn't follow through with his outbursts of enthusiasm
- Needs to be with people

BEHAVIOR PROGNOSIS: Design

Activity which requires a conceptual mind to develop strategies, projects concerning products or services.

You're quite able to commit yourself to projects you like, but they have to remain within reasonable limits, in particular with respect to the means required. You don't like to be pressured by deadlines. You consider your work as a part of your life which needs to be balanced with other areas of interest.

You undoubtedly prefer to work in a friendly relaxed environment which promotes cooperation. You see contacts with people as an essential way to bring your talents to the forefront.

You're attracted by the prospect of discovering new situations and handling original ideas and you'd feel like you were treading water if you had to devote yourself to trivial tasks. You have, however, neither the will nor the ability to plan a research file or a course of action. Consequently, you're likely to be too easily attracted by innovation and dabble in everything.

WARNING: Your natural spontaneity could make you improvise or do guesswork. However, if brilliant ideas are valued in this kind of work, they're not enough on their own to see a project through.

SUPPORTING FACTORS

Type of activity: Design

- Tries to maintain balance
- Doesn't like to be overworked
- Facilitates cooperation

WARNING FACTORS

Type of activity: Design

- Needs quick success
- Lacks perseverance
- Needs to be valued
- Often lacks precision
- Doesn't organize research work
- Doesn't like to organize his time

BEHAVIOR PROGNOSIS: Administration

Activity characterized by the respect of procedures, methods, a rigorous organization with schedules or deadlines.

Because of your very friendly nature, you have no interest in being employed in long-term types of jobs which would fail to give you short-term tasks involving several different chances of establishing relationships. Being stuck behind a desk and dealing only with paperwork without getting involved with people would bore you quickly.

You don't mind being the center of attention now and then, but you wouldn't fight for it.

You're always indifferent to planning as long as you're not subjected to it personally, but you make a stand against it if you have to put up with it over time. It's therefore likely that you soon find the regularity which is nearly always inherent to administrative work very unpleasant or even unacceptable. You're too attracted by innovation to force yourself to observe methodical procedures.

WARNING: Despite your versatility, you'd possibly behave in an offhanded way incompatible with the requirements of these responsibilities.

SUPPORTING FACTORS

Type of activity: Administration

- Likes simple situations
- Offers new solutions

WARNING FACTORS

Type of activity: Administration

- Lacks concentration
- Can seem exuberant
- Finds regularity trivial
- Refutes regularity
- Likes changing pace
- Blossoms in unusual situations

BEHAVIOR PROGNOSIS: Management

Activity characterized by data processing and a rigorous organization taking social or economic realities into account to forecast or simulate results.

Your desire to become part of an open and friendly group of people makes you look for an environment where you can express yourself freely and be understood. You prefer short-term tasks and lose motivation when you have to focus alone on tasks requiring personal involvement. You need to meet new people all the time.

You commit yourself with calm and without rushing and subsequently are unlikely to be swayed by anything.

Accounting tasks probably leave you indifferent when you're not directly involved, but you may refuse to take them on - calmly but firmly - if attempts are made to coerce you into taking them on. Rigorous planned methods bore you quickly and you look for, on the contrary, chances to assert yourself by exploiting improvisational skills.

WARNING: You don't like to feel stuck and probably consider managerial tasks to be a series of set procedures and rigid impersonal rules in which you see little opportunity for self-expression.

SUPPORTING FACTORS

Type of activity: Management

- Likes team spirit
- Shows calm determination

WARNING FACTORS

Type of activity: Management

- Gives in to the temptation of chatting
- Doesn't like deadlines
- May be very categorical
- Is very self-confident
- Seeks the unexpected
- Rejects all attempts at planning

BEHAVIOR PROGNOSIS: Production

Activity based on production, industrial or administrative procedures, characterized by the interdependence of operators, scheduling, planning and adaptation to concrete realities.

It's imperative that your work provides you with numerous meaningful relationships because you like to express yourself and be in a friendly supportive setting. For this reason, you're attracted by work environments where life is made easier for everyone thanks to teamwork.

You're not suited to uninteresting tasks. You're not rash, but you like to leave some room in your work for the unexpected.

Because you're very self-confident and relaxed, you probably want to work in an environment which accommodates your spontaneous nature and which allows you to spell out your preferences. You want to keep your freedom in order to be able to change course if you should choose to do so. It's unrealistic to think that work requiring a sense of precision and the implementation of rigorous procedures can hold your interest for long.

WARNING: It would be advisable to ensure that production work corresponds to your aspirations as well as abilities. You should take advice from various people before making a decision.

SUPPORTING FACTORS

Type of activity: Production

- Creates a friendly atmosphere
- Often has vision

WARNING FACTORS

Type of activity: Production

- Lacks staying-power
- Relies on people around him
- Needs change
- Wants to show his audacity
- Can change unexpectedly
- Lacks precision

ANNEX - DESCRIPTION OF ACTIVITIES

WARNING:

An activity doesn't correspond to a profession, but to a series of organized and finalized actions aiming to produce a result.

Administration

Activity characterized by the respect of procedures, methods, a rigorous organization with schedules or deadlines.

This activity is often essential in:

- General management
- Sales and purchase processing
- Transport, logistics
- Scheduling
- Stock management...

Design

Activity which requires a conceptual mind to develop strategies, projects concerning products or services.

This activity is often essential in:

- Studies, calculations, trials, methods
- Marketing, engineering
- Research and development
- Quality control
- Computer development...

Management

Activity characterized by data processing and a rigorous organization taking social or economic realities into account to forecast or simulate results.

This activity is often essential in:

- Financial or cost accounting
- Financial management
- Cash management
- Sample testing
- Accounting and financial auditing

Debate

Activity which requires developing an argument, answering objections in order to convince others and convince them to adopt the same opinions.

This activity is often essential in:

- Trade, social, financial, legal negotiation
- Soliciting
- Selling, interviewing
- After-sales service...

Supervision

Activity which requires managing, mobilizing, leading associates thanks to a hierarchical role.

This activity is often essential in:

- Responsibility for an operational unit
- Any position involving the supervision of associates...

Dialogue

Activity in which the abilities to communicate, listen, discuss and the interest in issues related to human behavior are essential to succeed professionally.

This activity is often essential in:

- Industrial relations
- Training, organization of meetings
- Consulting
- Public relations
- Social activities...

Creation

Activity in which the desire to be original is based on imagination and inspiration abilities to introduce innovations in the fields of communication or products, to change your environment.

This activity is often essential in:

- Advertising design or copywrite
- Design
- Design
- Photography...

Production

Activity based on production, industrial or administrative procedures, characterized by the interdependence of operators, scheduling, planning and adaptation to concrete realities.

This activity is often essential in:

- Shop production
- Production
- Technical supervision, maintenance
- Computer processes...