

Profiler **TONUS**

Advanced solutions for fine HR management

PSYCHODYNAMICAL ADEQUATION

Elisabeth Martin
Consultant (International Corp.)

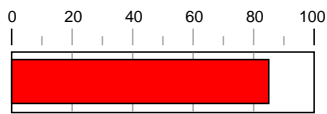
09-05-2005

ADEQUATION

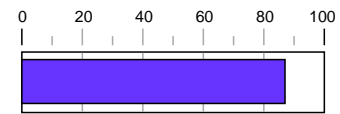
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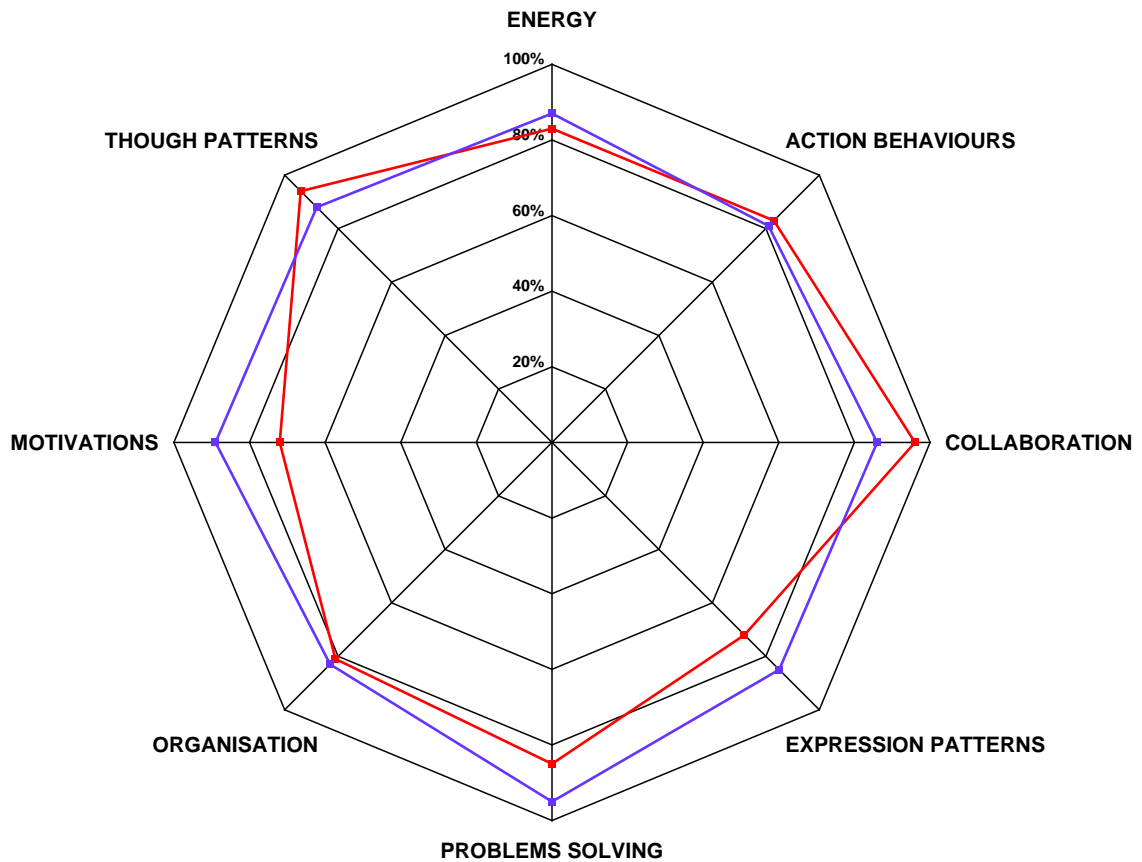
Adaptation : 85%



Commitment : 87%



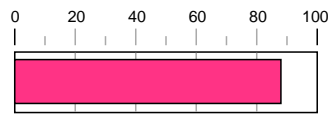
Adaptations and commitments by headings



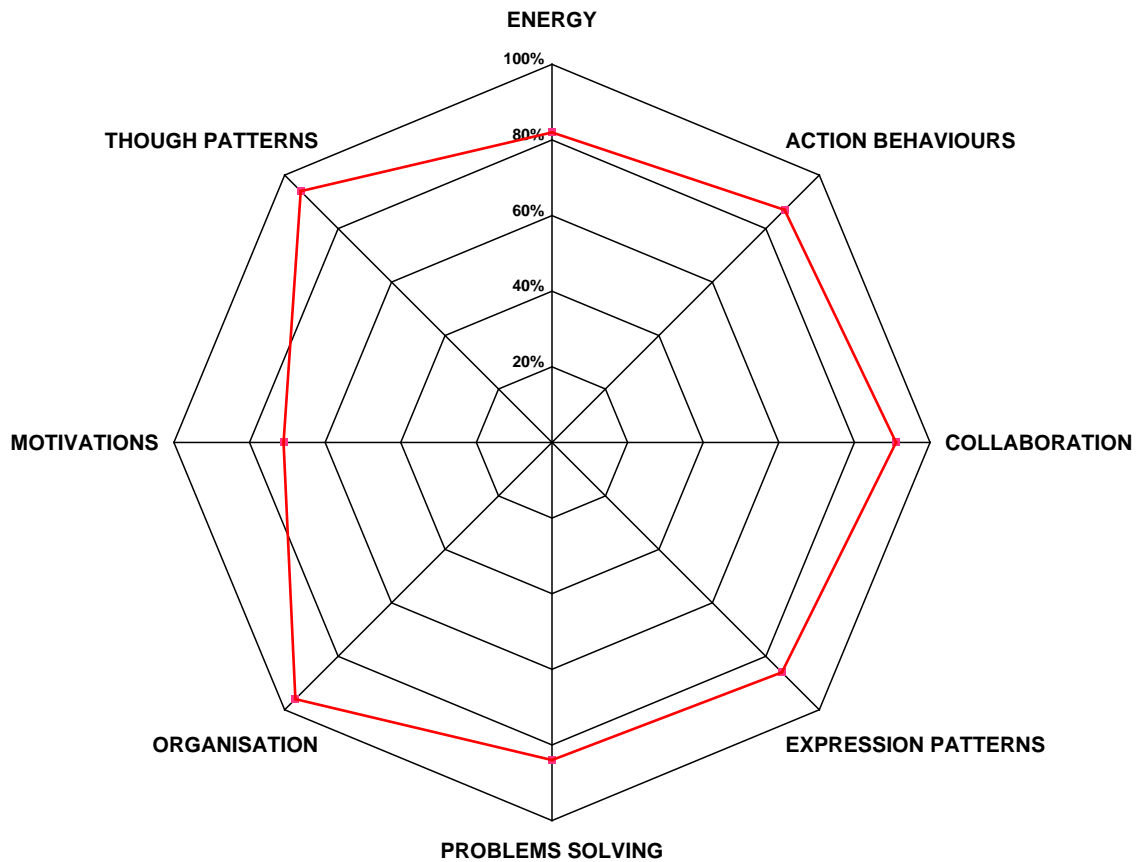
SIMILARITY









Elisabeth Martin

Level of similarity : 88%



Levels of similarity by headings



SYNTHESIS			
Accord			27
Effort			1
Progression			4
Opposition			0

ENERGY			
POSITION			
Reactions	>>	<i>Impulsive</i>	Progression
Attention	>>	<i>Selective</i>	Accord
Risk	>>	<i>Challenge</i>	Accord
Anticipation	>>	<i>Prospective</i>	Accord

ACTION BEHAVIOURS			
POSITION			Status
Efficiency	>>	<i>Strategic</i>	Accord
Steps	>>	<i>Reflexive</i>	Accord
Horizons	>>	<i>Short-term</i>	Accord
Status	>>	<i>Flexible</i>	Progression

COLLABORATION			
POSITION			Status
Exchanges	>>	<i>Spontaneous</i>	Accord
Team	>>	<i>Committed</i>	Accord
Authority	>>	<i>Consensus</i>	Accord
Trust	>>	<i>Believe</i>	Accord

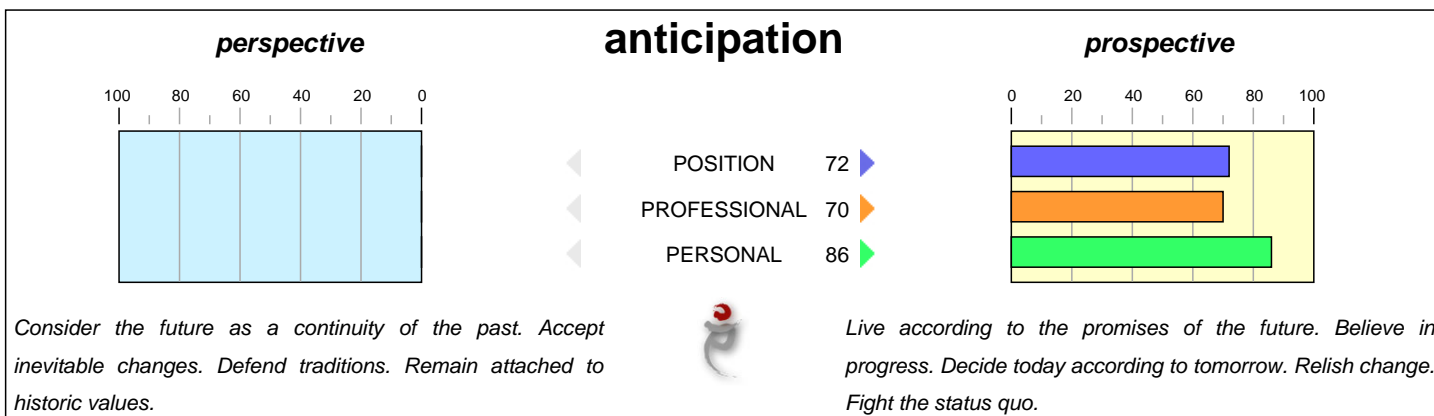
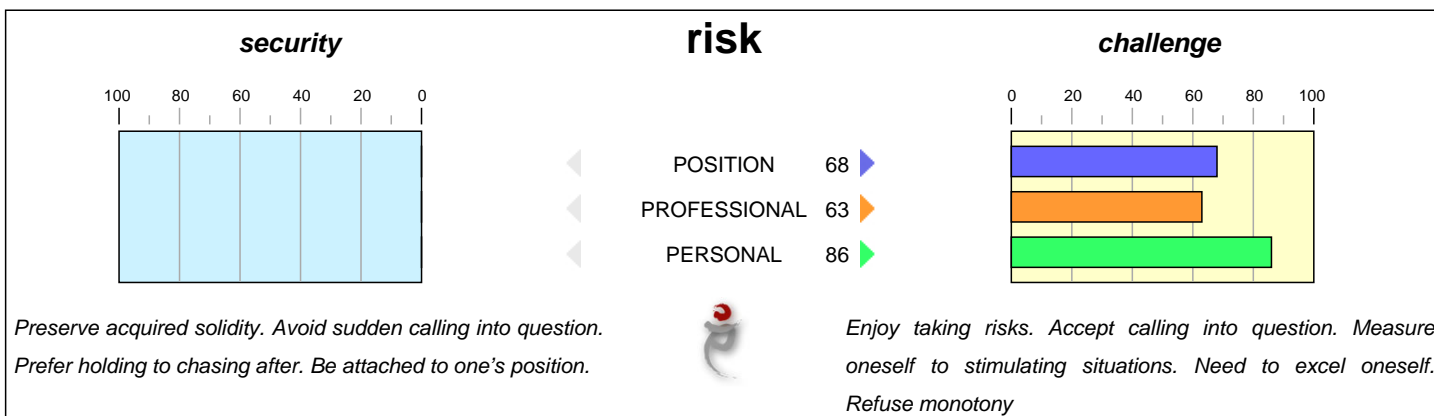
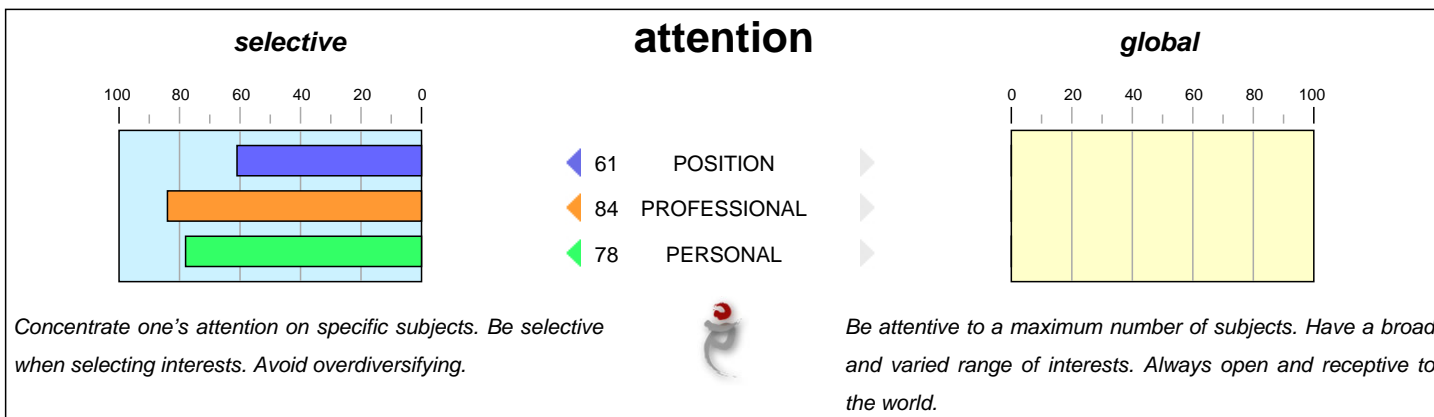
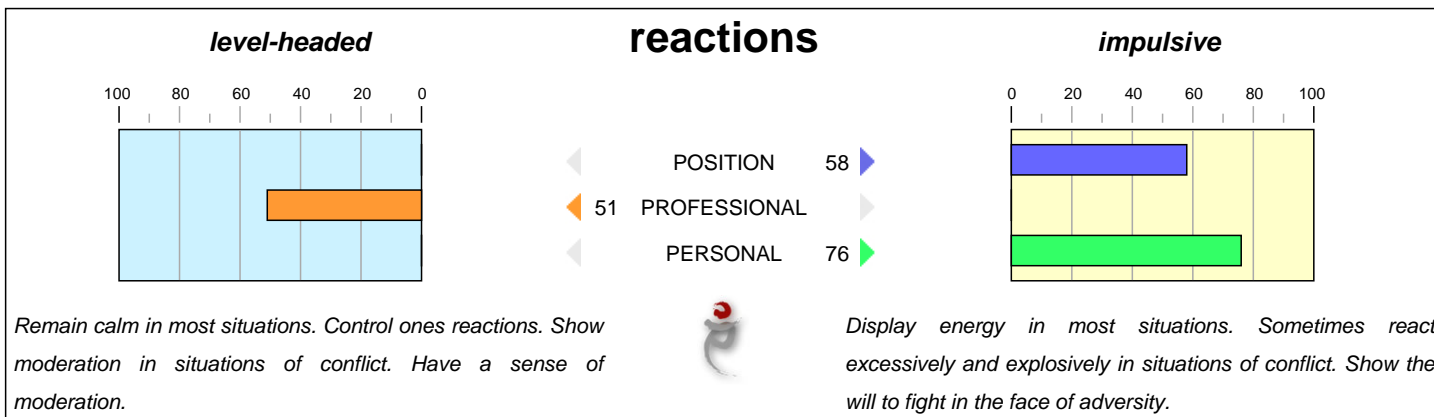
EXPRESSION PATTERNS			
POSITION			Status
Statements	>>	<i>Bold</i>	Accord
Will	>>	<i>Determined</i>	Progression
Ideas	>>	<i>Intuitive</i>	
Convictions	>>	<i>Established</i>	Accord

PROBLEMS SOLVING			
POSITION			Status
Approach	>>	<i>Instinctive</i>	Accord
Visibility	>>	<i>Synthetic</i>	Accord
Perception	>>	<i>Personal</i>	Accord
Understanding	>>	<i>Rational</i>	Accord

ORGANISATION			
POSITION			Status
Device	>>	<i>Procedures</i>	Accord
Control	>>	<i>Meticulous</i>	Accord
Information	>>	<i>Shared</i>	Accord
Preparation	>>	<i>Outline</i>	Accord

MOTIVATIONS			
POSITION			Status
Sensation	>>	<i>To be</i>	Progression
Mobility	>>	<i>Conditional</i>	Accord
Ambition	>>	<i>Power/action</i>	Accord
Company	>>	<i>Conquering</i>	Accord

THOUGH PATTERNS			
POSITION			Status
Decisions	>>	<i>Rapid</i>	Effort
Creativity	>>	<i>Innovate</i>	Accord
Abstraction	>>	<i>Conceptual</i>	Accord
References	>>	<i>Flexibles</i>	Accord
Curiosity	>>	<i>Discover</i>	Accord



strategic

100 80 60 40 20 0

efficiency

◀ 21 POSITION ▶
 ◀ 61 PROFESSIONAL ▶
 ◀ 67 PERSONAL ▶

practical

0 20 40 60 80 100

Set actions over time. Look for stable solutions over time. Set priorities. Control the pressure of events.

Solve the current problems. Look for solutions with immediate results. Use the pressure of events to direct the action and progress.

thought-out

100 80 60 40 20 0

steps

◀ POSITION 59 ▶
 ◀ PROFESSIONAL 51 ▶
 ◀ PERSONAL 53 ▶

reflexive

0 20 40 60 80 100

Follow methodical steps. Try to foresee any possible outcome. Define precise plans and detailed programmes. Refuse improvisation.

Follow flexible steps. Define options available according to events. Know how to improvise to adapt to the circumstances. Refuse rigidity.

medium-term

100 80 60 40 20 0

horizons

◀ POSITION 60 ▶
 ◀ PROFESSIONAL 76 ▶
 ◀ PERSONAL 71 ▶

short-term

0 20 40 60 80 100

Set oneself objectives spread over time. Sow to reap. Be willing to put in a lot of effort without expecting immediate results. Take time to succeed.

Set oneself short-term objectives. Need rapid satisfaction to persevere. Look for immediate results. Seek rapid success.

defined

100 80 60 40 20 0

status

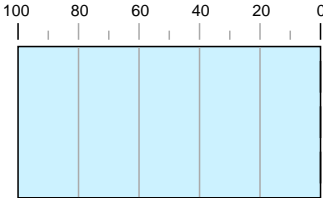

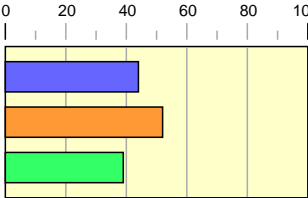
◀ POSITION 34 ▶
 ◀ 42 PROFESSIONAL ▶
 ◀ PERSONAL 67 ▶

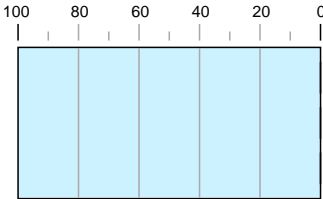

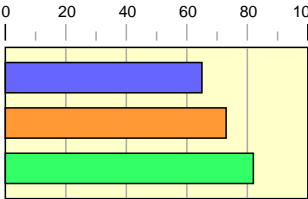
flexible

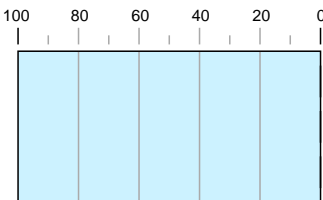

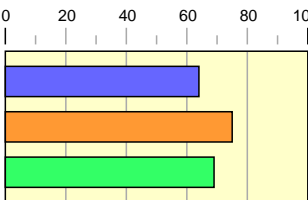
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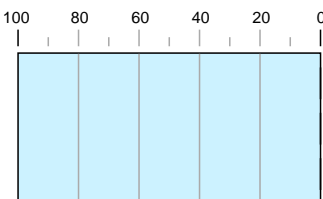

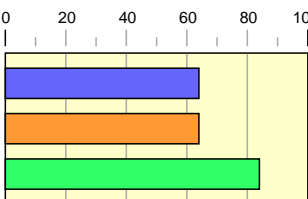
Need clear definition of function and attributions. Set ones actions within these strict limits. Ensure integrity of one's territory.

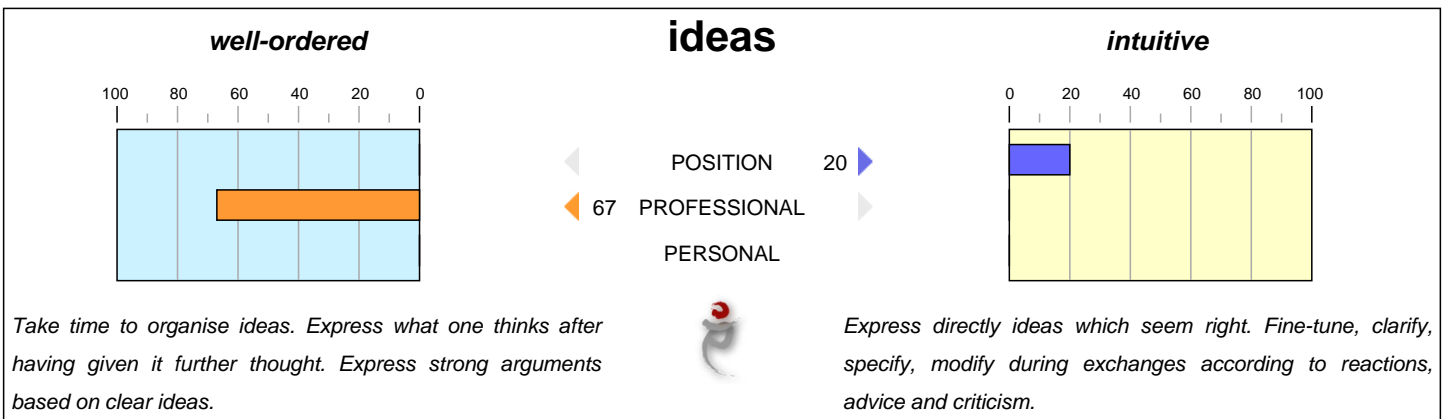
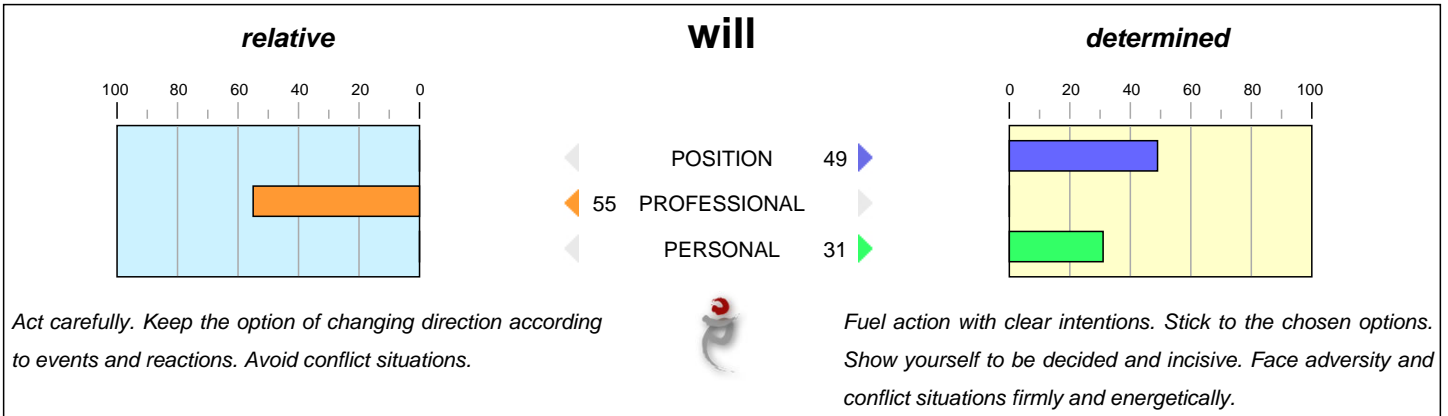
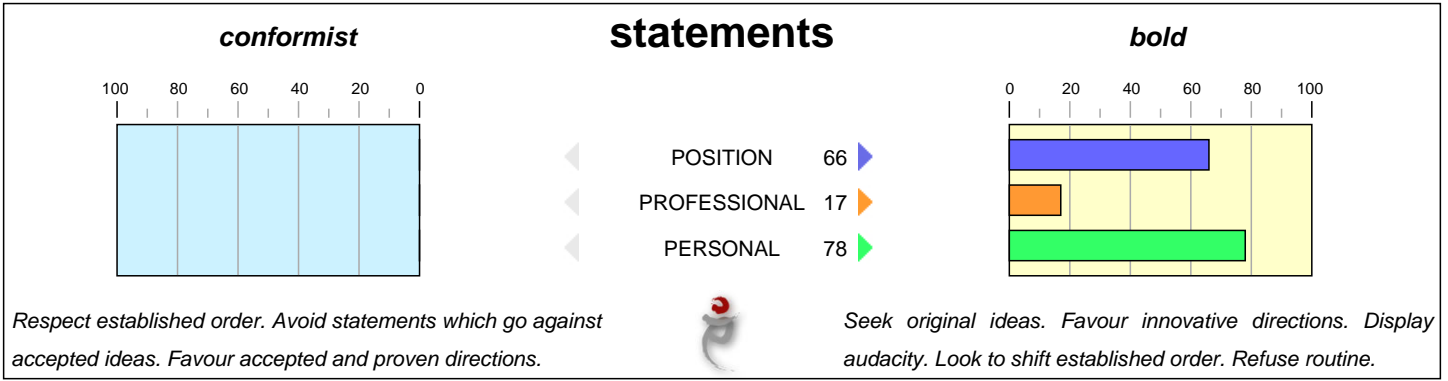
Act according to clear objectives. Have enough autonomy and independence to reach objectives Set one's actions in a framework of evolution.

<p style="text-align: center;">reserved</p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p style="font-size: x-small;"><i>Remain distant during exchanges. Prefer coldness to warmth. Establish privileged relations over time with chosen persons.</i></p>	<p style="font-size: 2em; font-weight: bold;">exchanges</p> <table border="0" style="margin: 0 auto;"> <tr><td style="width: 20px;">◀</td><td>POSITION</td><td style="text-align: right;">44</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PROFESSIONAL</td><td style="text-align: right;">52</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PERSONAL</td><td style="text-align: right;">39</td><td style="width: 20px;">▶</td></tr> </table> 	◀	POSITION	44	▶	◀	PROFESSIONAL	52	▶	◀	PERSONAL	39	▶	<p style="text-align: center;">spontaneous</p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p style="font-size: x-small;"><i>Establish immediate direct relations. Create a warm atmosphere. Express opinions and emotions easily. Establish ties with the highest number of contacts.</i></p>
◀	POSITION	44	▶											
◀	PROFESSIONAL	52	▶											
◀	PERSONAL	39	▶											

<p style="text-align: center;">distant</p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p style="font-size: x-small;"><i>Set teamwork in a framework of operating rules and working methods. Keep ties with team members within a work context.</i></p>	<p style="font-size: 2em; font-weight: bold;">team</p> <table border="0" style="margin: 0 auto;"> <tr><td style="width: 20px;">◀</td><td>POSITION</td><td style="text-align: right;">65</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PROFESSIONAL</td><td style="text-align: right;">73</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PERSONAL</td><td style="text-align: right;">82</td><td style="width: 20px;">▶</td></tr> </table> 	◀	POSITION	65	▶	◀	PROFESSIONAL	73	▶	◀	PERSONAL	82	▶	<p style="text-align: center;">committed</p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p style="font-size: x-small;"><i>Consider teamwork as an essential value. Invest maximum energy for the team's success. Establish personal ties with those who contribute to that success.</i></p>
◀	POSITION	65	▶											
◀	PROFESSIONAL	73	▶											
◀	PERSONAL	82	▶											

<p style="text-align: center;">hierarchical</p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p style="font-size: x-small;"><i>Consider that responsibility implies a right to decide and an obligation to be disciplined. Impose one's choices by making minimum concessions.</i></p>	<p style="font-size: 2em; font-weight: bold;">authority</p> <table border="0" style="margin: 0 auto;"> <tr><td style="width: 20px;">◀</td><td>POSITION</td><td style="text-align: right;">64</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PROFESSIONAL</td><td style="text-align: right;">75</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PERSONAL</td><td style="text-align: right;">69</td><td style="width: 20px;">▶</td></tr> </table> 	◀	POSITION	64	▶	◀	PROFESSIONAL	75	▶	◀	PERSONAL	69	▶	<p style="text-align: center;">consensus</p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p style="font-size: x-small;"><i>Consider that a decision must be understood and accepted by those responsible for implementing it. Explain one's choices and take remarks into account.</i></p>
◀	POSITION	64	▶											
◀	PROFESSIONAL	75	▶											
◀	PERSONAL	69	▶											

<p style="text-align: center;">doubt</p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p style="font-size: x-small;"><i>Put your trust in people carefully and under conditions. Often appear sceptical and critical. Avoid surprises by maintaining doubt.</i></p>	<p style="font-size: 2em; font-weight: bold;">trust</p> <table border="0" style="margin: 0 auto;"> <tr><td style="width: 20px;">◀</td><td>POSITION</td><td style="text-align: right;">64</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PROFESSIONAL</td><td style="text-align: right;">64</td><td style="width: 20px;">▶</td></tr> <tr><td style="width: 20px;">◀</td><td>PERSONAL</td><td style="text-align: right;">84</td><td style="width: 20px;">▶</td></tr> </table> 	◀	POSITION	64	▶	◀	PROFESSIONAL	64	▶	◀	PERSONAL	84	▶	<p style="text-align: center;">believe</p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p style="font-size: x-small;"><i>Place your trust in people with minimum precautions and under minimum conditions. Appear constructive and positive. Risk believing.</i></p>
◀	POSITION	64	▶											
◀	PROFESSIONAL	64	▶											
◀	PERSONAL	84	▶											



organised

100 80 60 40 20 0

approach

POSITION	53
PROFESSIONAL	37
PERSONAL	69

instinctive

POSITION	53
PROFESSIONAL	37
PERSONAL	69

Appreciate situations according to a structured observation pattern. Work from already prepared files. Limit direct contact with the field to a minimum.
Appreciate situations with direct contact. Sense problems through their actual occurrence. Favour information from the field rather than from files.

analytical

100 80 60 40 20 0

visibility

POSITION	68
PROFESSIONAL	76
PERSONAL	75

synthetic

POSITION	68
PROFESSIONAL	76
PERSONAL	75

Consider situations from a system of stable significant observations. Decompose reality into simple aspects so as to better understand it.
Always keep a global view of situations. Rapidly discern the essential. Go deeper only if necessary.

objective

100 80 60 40 20 0

perception

POSITION	57
PROFESSIONAL	74
PERSONAL	53

personal

POSITION	57
PROFESSIONAL	74
PERSONAL	53

Always seek maximum objectivity. Be lucid and keep an accurate view. See reality as it really is.
Appreciate reality according to one's impressions and feelings. Trust one's personal convictions most of the time. Have a selective view on things.

rational

100 80 60 40 20 0

understanding

36	POSITION
74	PROFESSIONAL
31	PERSONAL

empirical

0 20 40 60 80 100

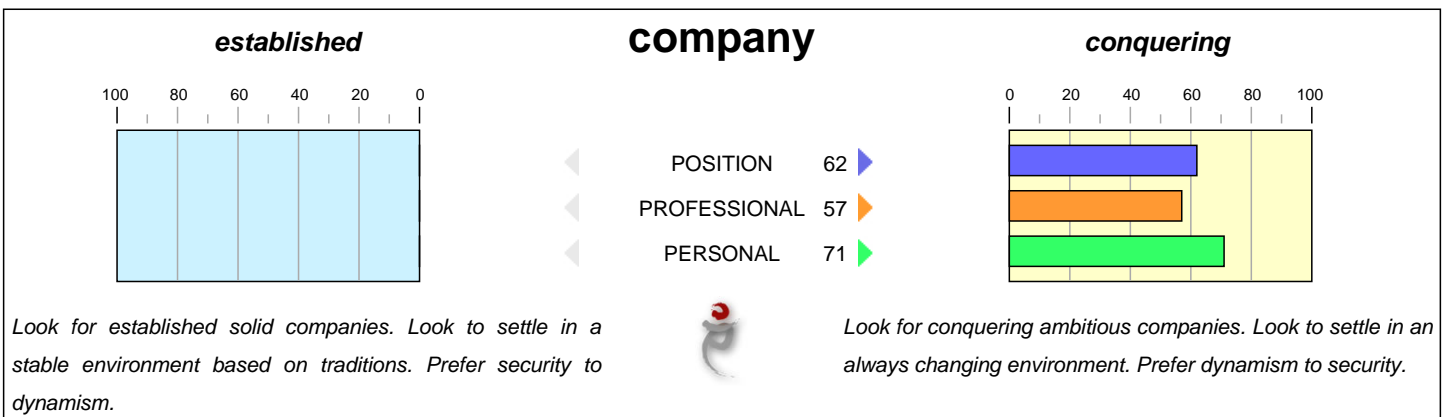
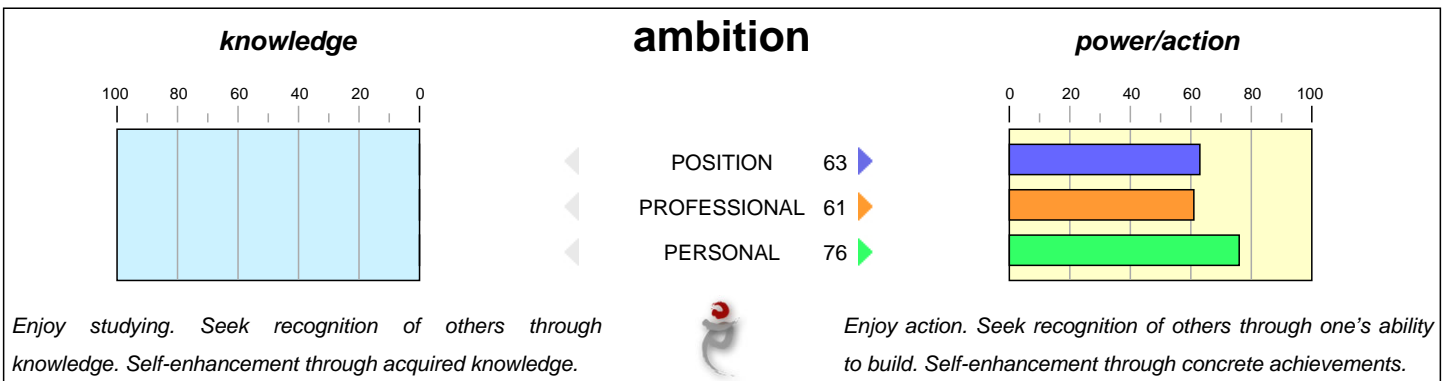
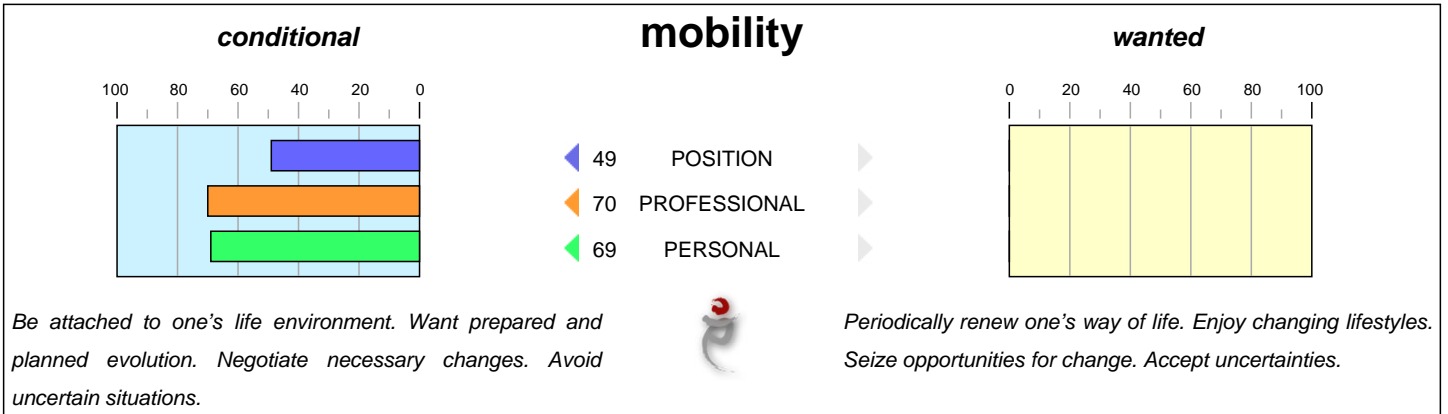
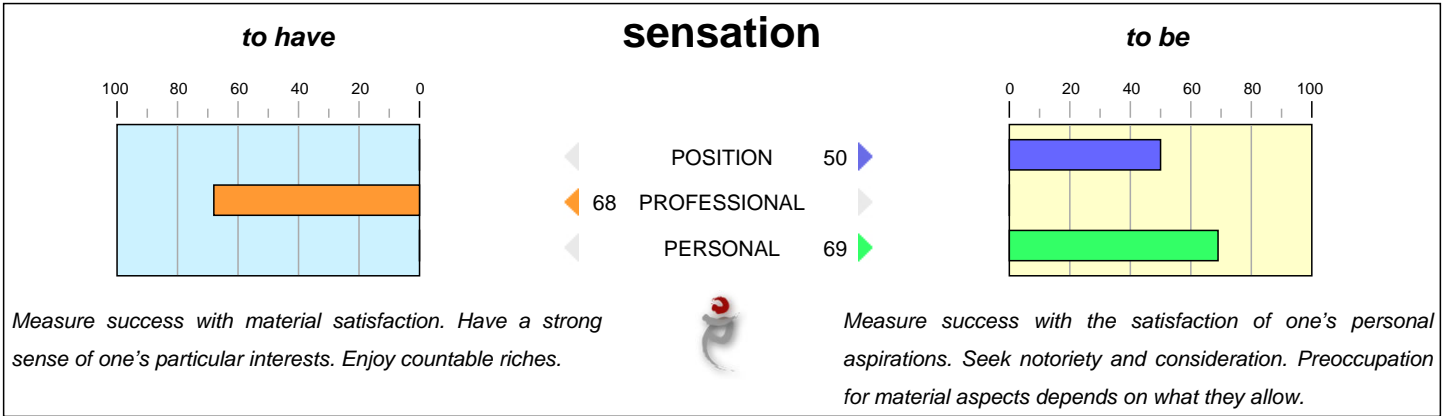
Enjoy rigour and clarity. Be interested in areas which offer tangible explanations. Be wary of phenomena which escape reasoned comprehension.
Enjoy concrete experiences. Interested in areas accessible by personal acknowledgement. Wary of theoretical explanations.

<p style="text-align: center;">procedures</p> <p>100 80 60 40 20 0</p> <p>49 POSITION 81 PROFESSIONAL 76 PERSONAL</p> <p><i>Implementing the means to meet objectives is in the scope of a set of clear rules, specific attributions, detailed operational processes.</i></p>	<p style="font-size: 2em;">device</p>	<p style="text-align: center;">principles</p> <p>0 20 40 60 80 100</p> <p><i>Implement the means to meet objectives in keeping with simple and coherent principles. Keep flexibility to facilitate adaptation.</i></p>
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<p style="text-align: center;">meticulous</p> <p>100 80 60 40 20 0</p> <p>67 POSITION 85 PROFESSIONAL 83 PERSONAL</p> <p><i>Carry out strict control. Be demanding and intransigent. Enjoy detailed examinations. Show flawless vigilance. Impose coherence.</i></p>	<p style="font-size: 2em;">control</p>	<p style="text-align: center;">global</p> <p>0 20 40 60 80 100</p> <p><i>Show flexibility in rigour. Be strict on essential aspects. Develop a spirit of coherence. Favour personal responsibility.</i></p>
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<p style="text-align: center;">concentrated</p> <p>100 80 60 40 20 0</p> <p><i>Seek maximum amount of information at one's disposal. Handle the sharing of information selectively. Use the information to comfort one's personal position.</i></p>	<p style="font-size: 2em;">information</p>	<p style="text-align: center;">shared</p> <p>0 20 40 60 80 100</p> <p>61 POSITION 48 PROFESSIONAL 71 PERSONAL</p> <p><i>Seek to facilitate flow of information. Ensure free access for all to the information necessary for the understanding of their actions.</i></p>
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<p style="text-align: center;">methodical</p> <p>100 80 60 40 20 0</p> <p><i>Pay careful attention when examining problems. Further the thinking by looking at particular representation processes. Work according to successive clearly defined steps.</i></p>	<p style="font-size: 2em;">preparation</p>	<p style="text-align: center;">outline</p> <p>0 20 40 60 80 100</p> <p>56 POSITION 65 PROFESSIONAL 81 PERSONAL</p> <p><i>Examine problems according to simple, practical and adapted outlines. Further the thinking by looking at certain clear axes. Direct one's work according to the objectives.</i></p>
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nurtured

Take time to consider possible options. Evaluate the consequences of the different options. Calculate risks. Make decision on the basis of a thought-out rationale.

decisions

POSITION	33
PROFESSIONAL	36
PERSONAL	61

rapid

Consider that quick decisions are a major asset towards taking the initiative. Consider that taking time often means hesitating or being caught out by events.

manage

Enjoy management. Channel one's energy to ensure continuity of what already exists. Look for controlled development. Avoid adventures.

creativity

POSITION	68
PROFESSIONAL	62
PERSONAL	82

innovate

Enjoy what is new. Channel one's energy to transform what already exists. Seek development through innovation. Enjoy adventure.

conceptual

Have a taste for theories. Handle general concepts easily. Prefer the abstraction of general structures to concrete specificities.

abstraction

POSITION	70
PROFESSIONAL	85
PERSONAL	86

concrete

Favour practical experiences. Develop ones thinking by confronting it with real situations. Always bear the concrete aspect in mind.

strongs

Stick to the essential. Attach oneself to lasting things. Seek authenticity. Avoid shifts and trends.

references

POSITION	70
PROFESSIONAL	78
PERSONAL	83

flexibles

Be opportunist. Change with trends. Go with the flow. Sometimes superficial.

