

Profiler TONUS

Advanced solutions for fine HR management

TEAM PROFIL

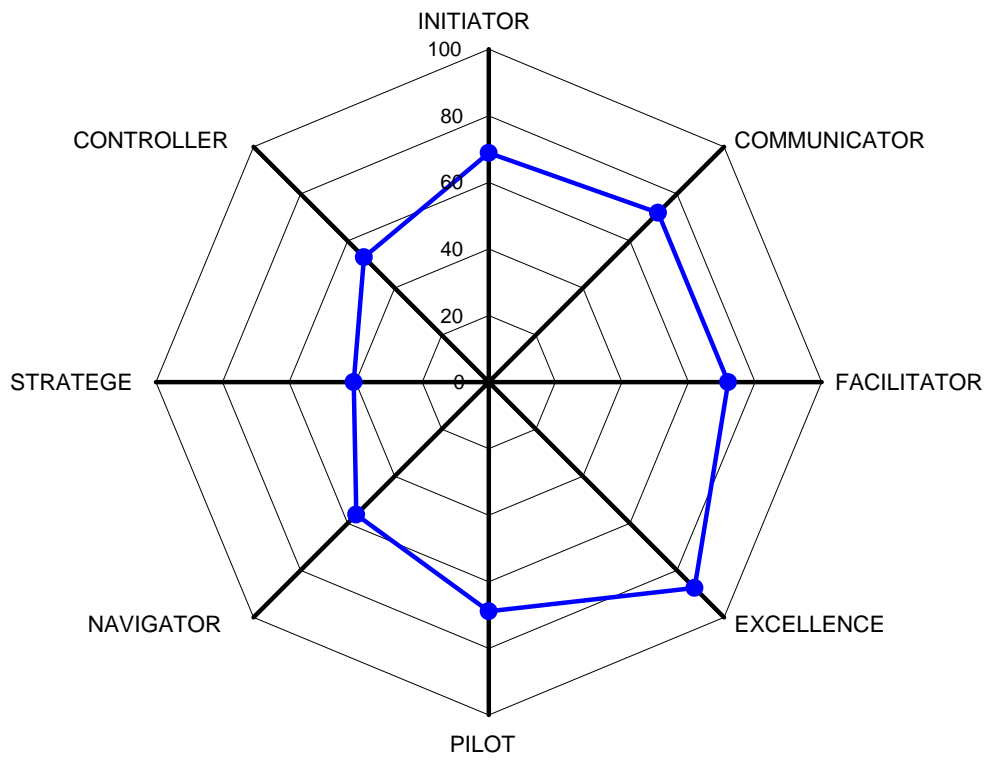
IRIS CONSULTING

27-12-2006

REFERENCE TEAM	APPLICANT	NEW TEAM
Elisabeth MARTIN		
Jérôme BONARD		
Philippe GORDON		
Mireille GRANDIN		
David LORMEL		
Olivier GERAD		
Véronique BELGARDE		
Oscar VERDURIN		

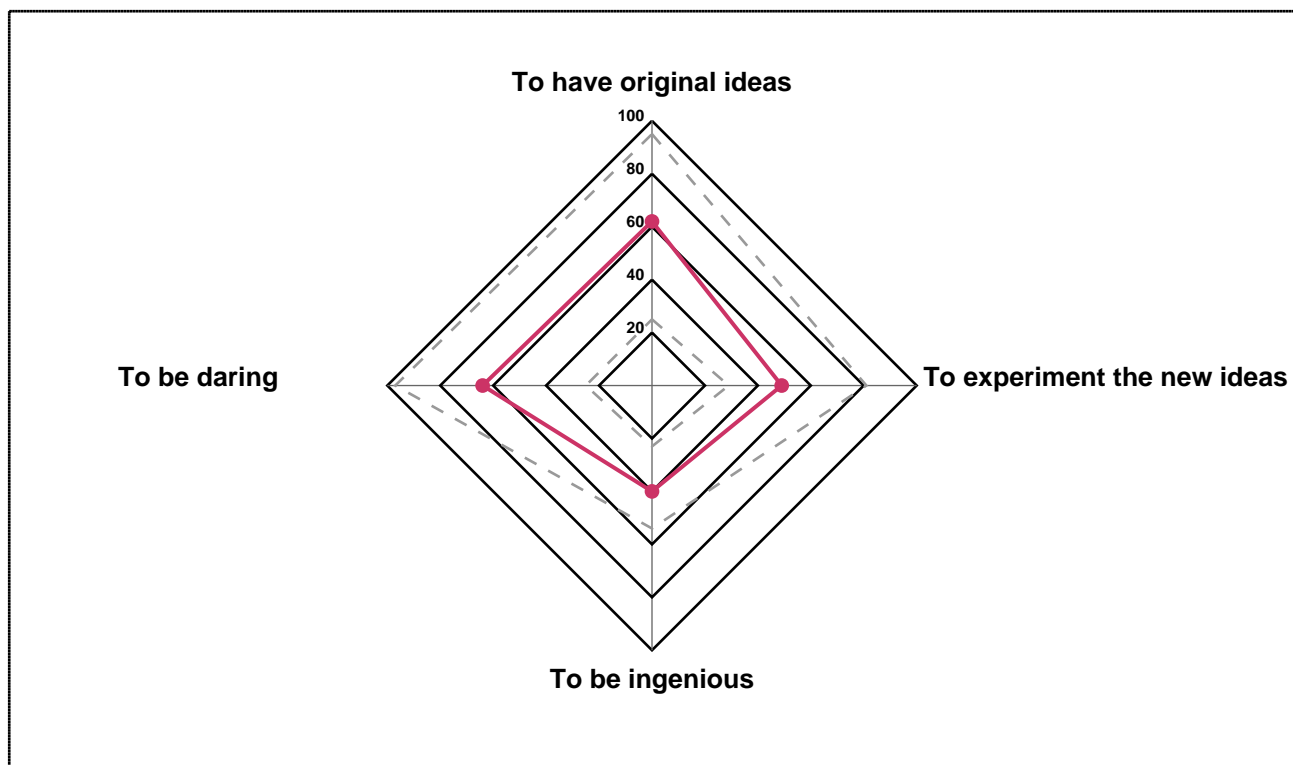


LEVELS OF ENERGY OF IRIS CONSULTING TEAM



INITIATOR

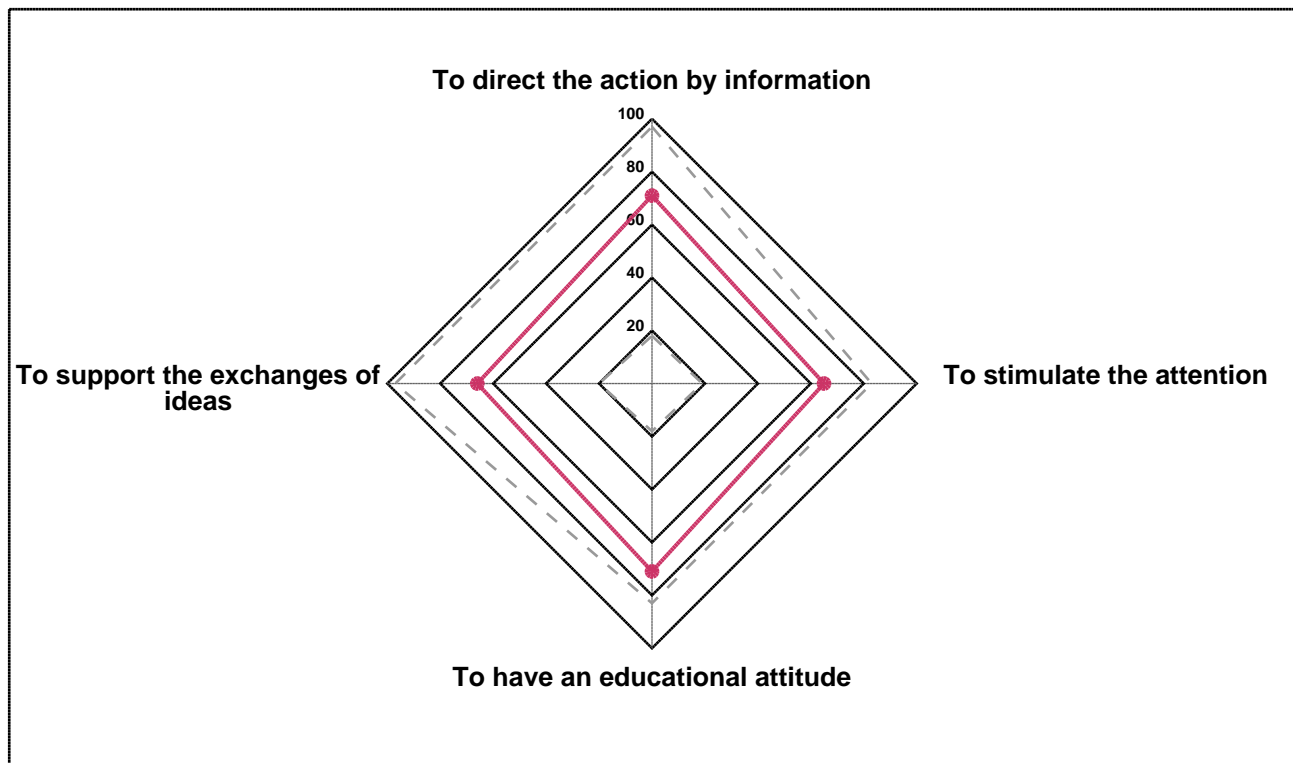
To have original ideas	To experiment the new ideas
To call into question the established ideas. To share freely the fruits of its imagination. To privilege the innovating approaches. To bring a different lighting.	To have the taste of progress. To test the innovations readily. To contribute to the development of the ideas carrying change.
Reference Team ▶ 62	Reference Team ▶ 49
Min - Max ▶ 25-95	Min - Max ▶ 29-81
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 64	Reference Team ▶ 40
Min - Max ▶ 25-97	Min - Max ▶ 23-54
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To be daring	To be ingenious
To take up the challenges with enthusiasm. To dare to pass to the action. To be animated by a solid determination. To face skepticisms and adversities.	To improvise the action guided by simple principles of organization. To know to adapt quickly. To choose the orientations according to the events.

COMMUNICATOR

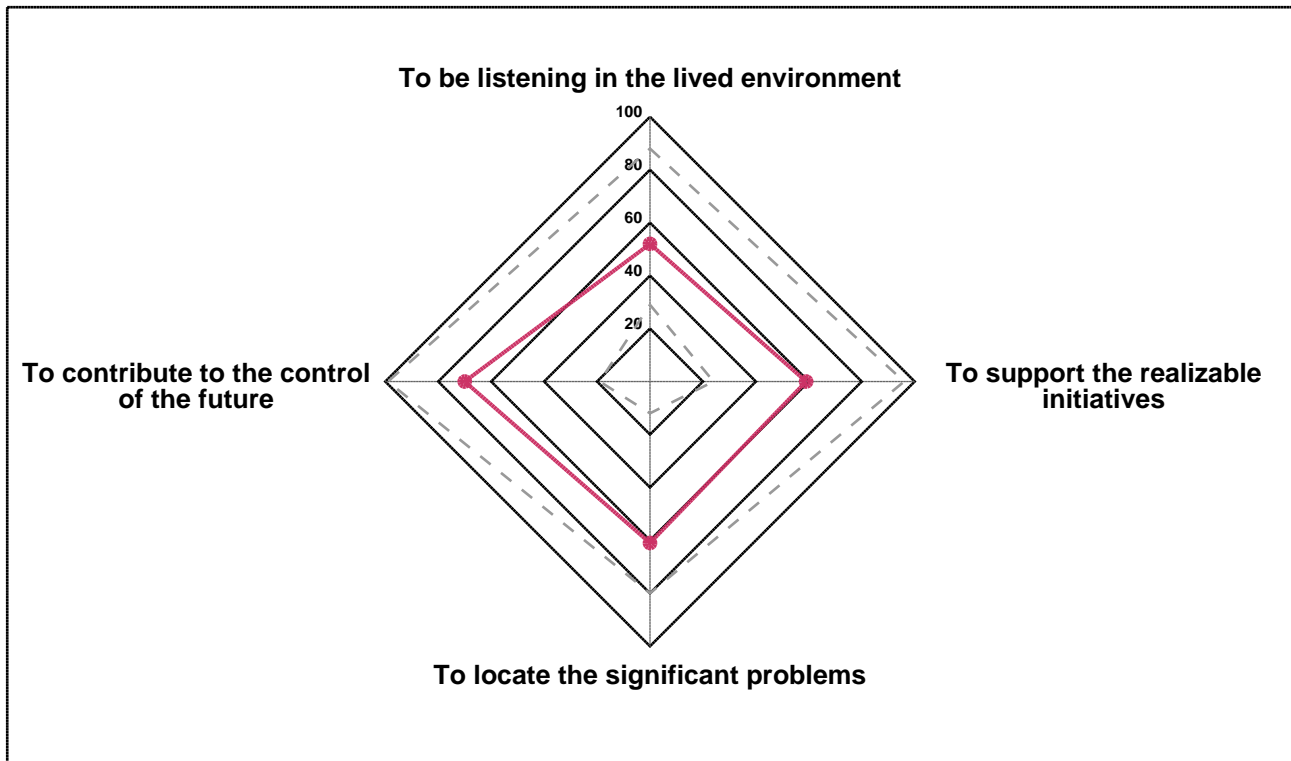
To direct the action by information	To stimulate the attention
To follow with attention the events. To fall under a continual exchange of information. To exert a constructive influence by clear opinions.	To be interested in a unit of varied subjects. To identify the determining current tendencies. To know to present essence in forms which mobilize the attention.
Reference Team ▶ 71	Reference Team ▶ 65
Min - Max ▶ 18-97	Min - Max ▶ 19-83
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 66	Reference Team ▶ 71
Min - Max ▶ 20-97	Min - Max ▶ 18-83
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To support the exchanges of ideas	To have an educational attitude
To cause the situations which create contacts. To facilitate spontaneousness. To seek a free expression of the ideas, suggestions, opinions and interrogations.	To animate the reflexion. To facilitate comprehension. To manage time necessary to the clarification of the ideas and the progression of the people.

FACILITATOR

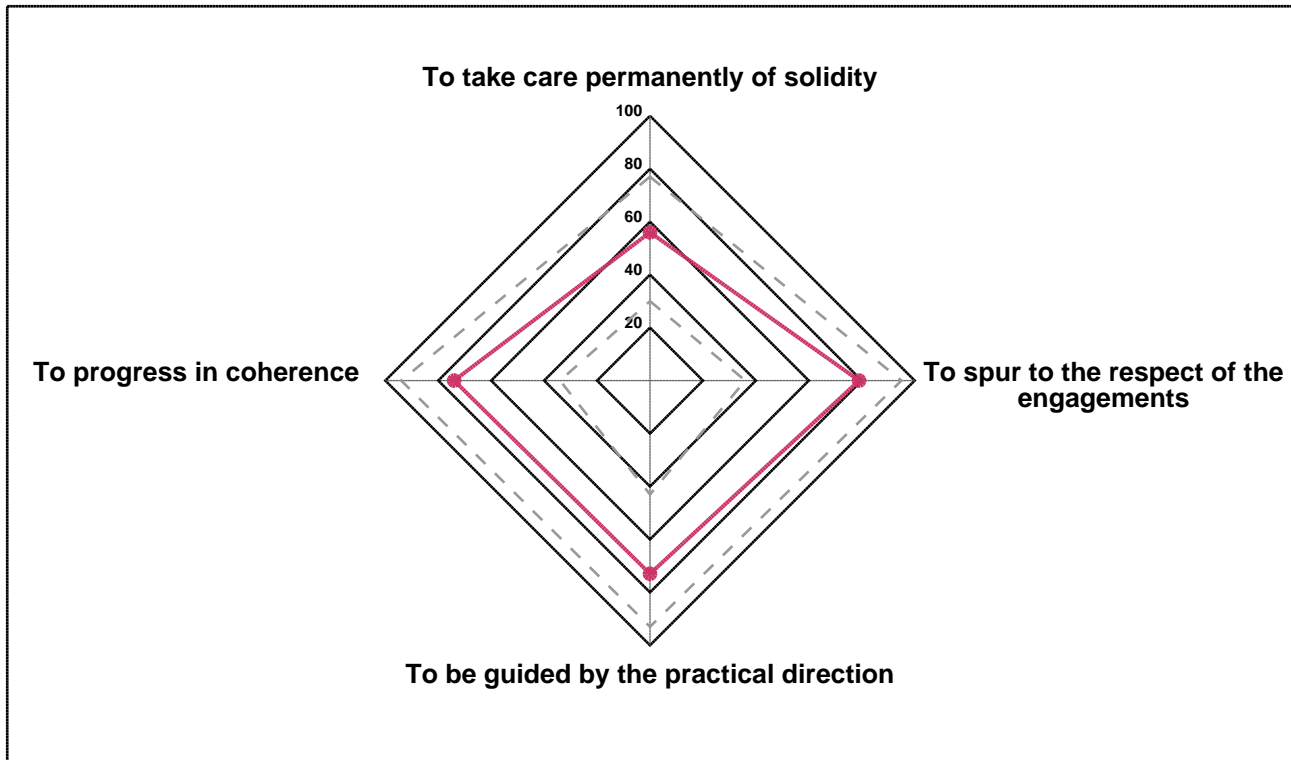
To be listening in the lived environment	To support the realizable initiatives
To be open to the exchanges of ideas. To be attentive with the evolutions of the situations and waitings. To be interested in a broad variety of subjects.	To check the concrete interest of the ideas. To support the useful projects firmly. To be opposed to the illusions. To make share the concern of realities.
Reference Team ▶ 52	Reference Team ▶ 59
Min - Max ▶ 29-88	Min - Max ▶ 24-96
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 70	Reference Team ▶ 61
Min - Max ▶ 19-99	Min - Max ▶ 12-80
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To contribute to the control of the future	To locate the significant problems
To take an active part in the reflexion on the possible futures. To express its point of view clearly. To influence the choices considered.	To be held with the direct contact of the situations. To distinguish the decisive obstacles. To seek the suitable immediate solutions. To propose an implementation simple and fast.

EXCELLENCE

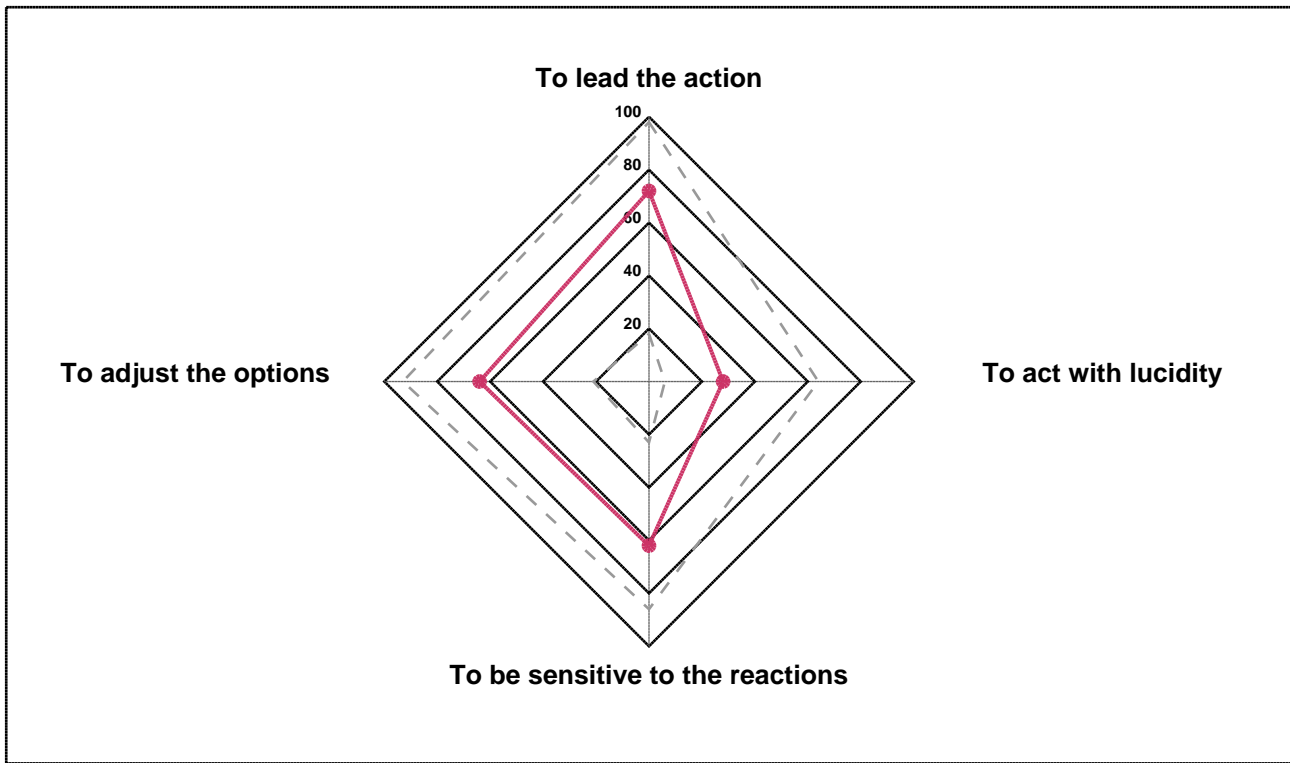
To take care permanently of solidity	To spur to the respect of the engagements
To consider the whole of the actions in a constant will of serious.. To examine the problems carefully. To appreciate the consequences of the decisions. To avoid the unjustified risks.	To care permanently for levels of service and quality which ensure excellence. To show pedagogy in order to mobilize energies to guarantee these engagements.
Reference Team ▶ 56	Reference Team ▶ 79
Min - Max ▶ 30-77	Min - Max ▶ 36-95
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 74	Reference Team ▶ 73
Min - Max ▶ 34-94	Min - Max ▶ 43-93
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To progress in coherence	To be guided by the practical direction
To develop excellence according to an ordered and reasoned step. To permanently seek to progress by a common reflexion. To be methodical in the research of the improvements.	To register the will of excellence in a whole of simple and tested operating modes. To take care of the respect of this framework. To eliminate the complications and confusions

PILOT

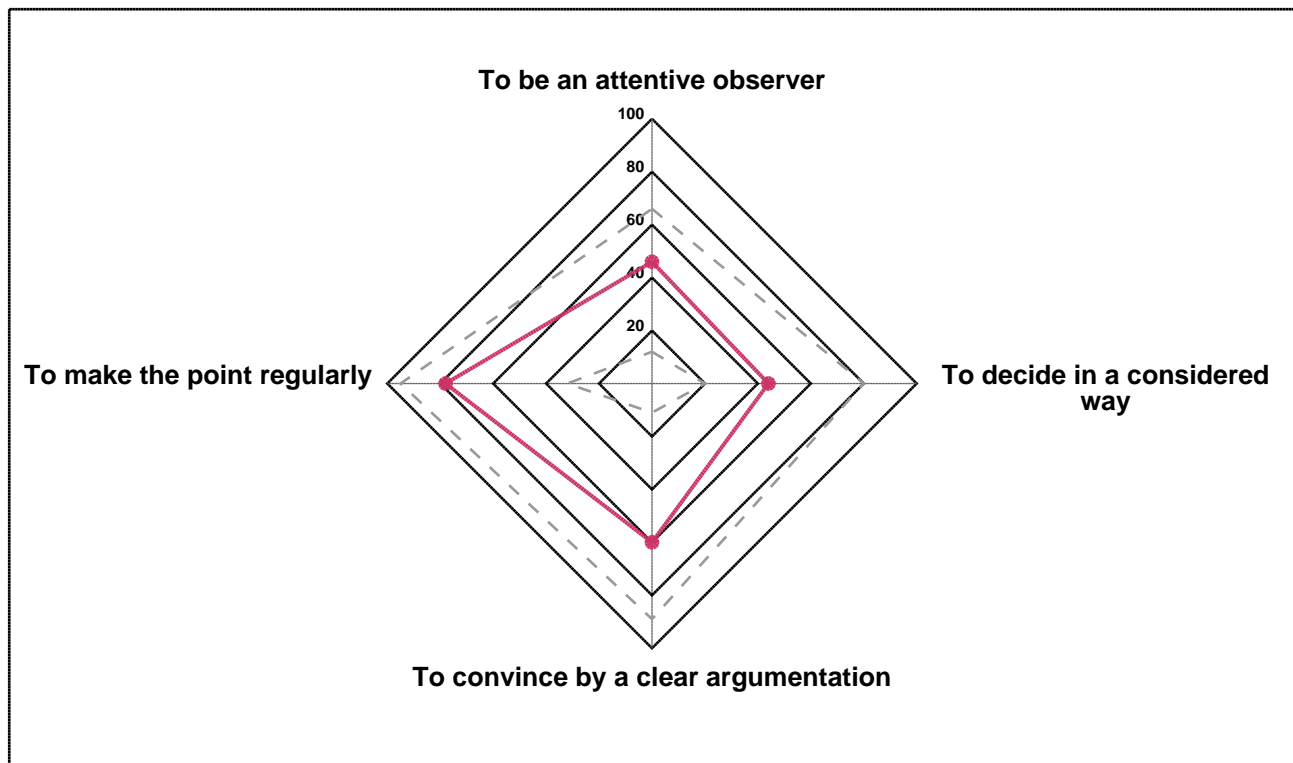
To lead the action	To act with lucidity
To want to affirm itself. To be stimulated by confrontation with challenges. To want to be a promising creator. To show a solid determination.	To be located regularly starting from a simple and effective system of observations. To detect the significant variations. To correct quickly to find the desired trajectory.
Reference Team ▶ 72	Reference Team ▶ 28
Min - Max ▶ 18-98	Min - Max ▶ 6-64
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 64	Reference Team ▶ 62
Min - Max ▶ 21-93	Min - Max ▶ 23-86
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To adjust the options	To be sensitive to the reactions
To consider the situations by the direct observation of the facts. To fall under an exchange of information. To be concrete. To refuse rigidities of spirit.	To be listening in the reactions at the actions undertaken. To take into account the opinion of the others. To adjust its own behaviors in order to manage the oppositions.

NAVIGATOR

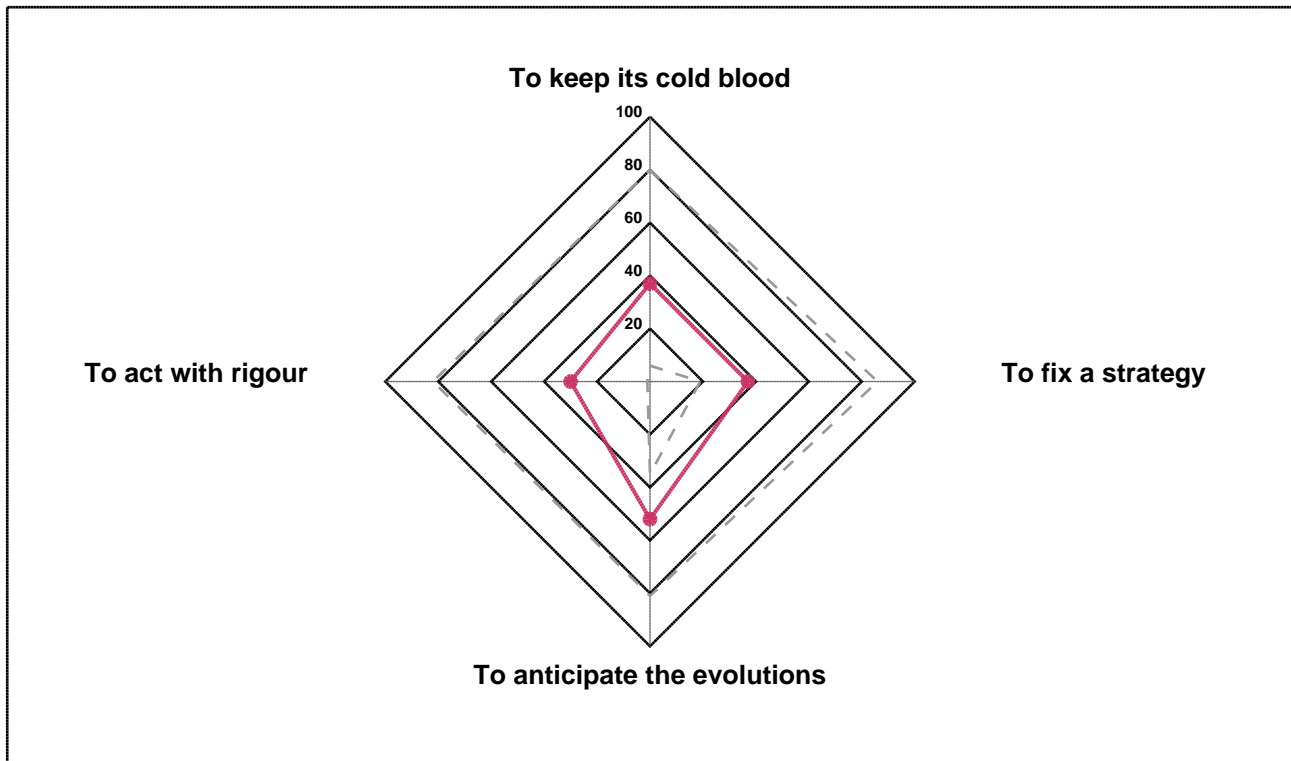
To be an attentive observer	To decide in a considered way
To have an organized approach of the problems. To act with concentration. To check the accuracy of information. To express a good solid feel.	To make decisions without precipitation. To consider the various options. To define the details of implementation. To act according to set priorities.
Reference Team ▶ 46	Reference Team ▶ 44
Min - Max ▶ 12-66	Min - Max ▶ 20-80
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 78	Reference Team ▶ 60
Min - Max ▶ 32-95	Min - Max ▶ 11-89
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To make the point regularly	To convince by a clear argumentation
To carry out periodically controls necessary to locate the significant drifts. To identify the dysfunctions. To be vigilant.	To develop solid reasoning. To state structured and ordered ideas. To seek the broadest adhesion. To take account of the individual sensitivities.

STRATEGIST

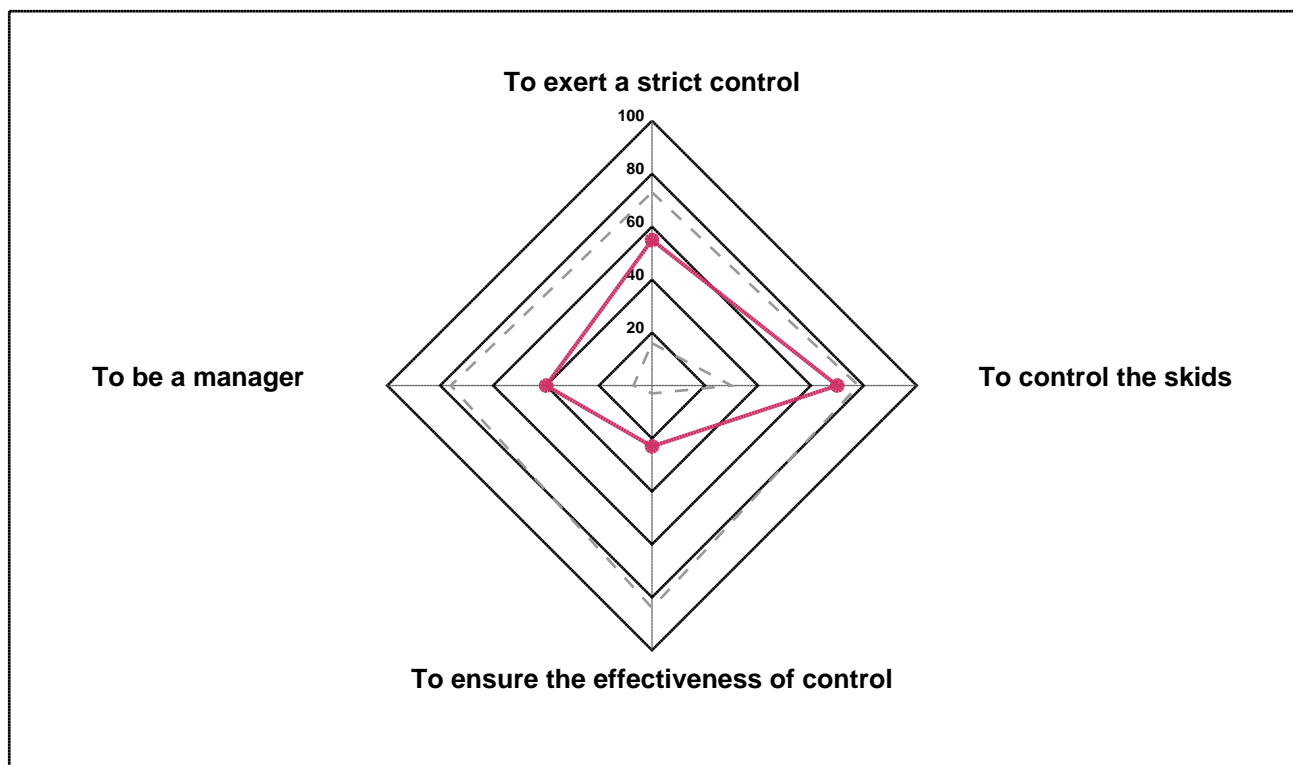
To keep its cold blood	To fix a strategy
To seek an objective perception of the situations. To refuse to act in precipitation. To face calmly the difficulties and the hostilities.. To spare susceptibilities.	To examine the problems in an organized way. To articulate the action in time. To define stable priorities. To act according to a set order.
Reference Team ▶ 37	Reference Team ▶ 37
Min - Max ▶ 6-80	Min - Max ▶ 19-86
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 30	Reference Team ▶ 52
Min - Max ▶ 1-82	Min - Max ▶ 35-81
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To act with rigour	To anticipate the evolutions
To make the thorough study of the significant questions. To release the logical axes. To take support on a structured thought. To state a precise speech.	To determine the major current tendencies. To detect the possible changes. To appreciate the feasible futures. To consider the principal consequences.

CONTROLLER

To exert a strict control	To control the skids
To define a complete whole of effective procedures. To exert a monitoring without fault. To seek a detailed comprehension. To require the justifications necessary.	To refer to a whole of stable and repetitive observations. To detect the meaningful anomalies. To use common sense. To react quickly.
Reference Team ▶ 55	Reference Team ▶ 70
Min - Max ▶ 16-73	Min - Max ▶ 30-78
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0



Reference Team ▶ 40	Reference Team ▶ 23
Min - Max ▶ 7-76	Min - Max ▶ 3-84
New Team ▶ 0	New Team ▶ 0
Individual analysis ▶ 0	Individual analysis ▶ 0
To be a manager	To ensure the effectiveness of control
To maintain solidity acquired. To be opposed to dubious engagements. To affirm its positions clearly. To be tough. To want a development controlled.	To follow the highly significant indicators. To devote time necessary to the analysis of the results. To take support on tested processes. To check the sources of information.



DYNAMICS OF THE TEAM IRIS CONSULTING

INITIATOR	To have original ideas	To experiment new ideas	To be ingenious	To be daring
TEAM	62	49	40	64
Veronique BELLEGARDE	>>	>>	>>	>>
Jérôme BONARD	>>	>>	>>	>>
Olivier GERAD				
Philippe GORDON	>>	>>	>>	>>
Mireille GRANDIN				
David LORMEL	>>	>>		>>
Elisabeth MARTIN	>>	>>		>>
Oscar VERDURIN	>>	>>	>>	>>

COMMUNICATOR	To direct the action by information	To stimulate the attention	To have an educational attitude	To support the exchanges of ideas
TEAM	71	65	71	66
Veronique BELLEGARDE	>>	>>	>>	>>
Jérôme BONARD	>>	>>	>>	>>
Olivier GERAD				
Philippe GORDON	>>	>>	>>	>>
Mireille GRANDIN				
David LORMEL	>>		>	>>
Elisabeth MARTIN	>>	>>	>>	>>
Oscar VERDURIN	>>	>>	>>	>>



DYNAMICS OF THE TEAM IRIS CONSULTING

FACILITATOR	To be listening in the live environment	To support the realizable initiatives	To locate the significant problems	To contribute to the control of the future
TEAM	52	59	61	70
Veronique BELLEGARDE	>>	>>	>>	>>
J�rome BONARD	>>	>>	>>	>>
Olivier GERAD				
Philippe GORDON	>>	>>	>>	>>
Mireille GRANDIN				
David LORMEL	>>	>>		>>
Elisabeth MARTIN	>>	>>	>>	>>
Oscar VERDURIN	>>	>>	>>	>>

EXCELLENCE	To take care permanently of solidity	To spur to the respect of engagements	To be guided by the practical direction	To progress in coherence
TEAM	56	79	73	74
Veronique BELLEGARDE	>	>	>	>>
J�rome BONARD		>		>
Olivier GERAD	>>	>	>	>
Philippe GORDON	>	>	>	>>
Mireille GRANDIN	>>	>	>	>
David LORMEL		>	>	>
Elisabeth MARTIN	>	>>	>>	>>
Oscar VERDURIN		>	>	>



DYNAMICS OF THE TEAM IRIS CONSULTING

PILOT	To lead the action	To act with lucidity	To be sensitive to the reactions	To adjust the options
TEAM	72	28	62	64
Veronique BELLEGARDE	>>		>>	>>
Jérôme BONARD	>>	>>	>>	>>
Olivier GERAD				
Philippe GORDON	>>		>>	>>
Mireille GRANDIN		>>		
David LORMEL	>>	>>	>>	>
Elisabeth MARTIN	>>		>>	>>
Oscar VERDURIN	>>	>>	>>	>>

NAVIGATOR	To be an attentive observer	To decide in a considered way	To convince by a clear argumentation	To make the point regularly
TEAM	46	44	60	78
Veronique BELLEGARDE			>>	>>
Jérôme BONARD				>
Olivier GERAD	>>	>>	>>	>
Philippe GORDON	>>		>>	>>
Mireille GRANDIN	>>	>>		>
David LORMEL		>>		>
Elisabeth MARTIN			>>	>>
Oscar VERDURIN				>



DYNAMICS OF THE TEAM IRIS CONSULTING

STRATEGIST	Garder la tête froide.	Fixer une stratégie.	Anticiper les évolutions.	Faire preuve de rigueur.
TEAM	37	37	52	30
Veronique BELLEGARDE			>>	
Jérôme BONARD			>>	
Olivier GERAD	>>	>>		>>
Philippe GORDON			>>	
Mireille GRANDIN	>>	>>		>>
David LORMEL		>>	>>	
Elisabeth MARTIN			>>	
Oscar VERDURIN			>>	

CONTROLLER	To exert a strict control	To control the skids	To ensure the effectiveness of control	To be a manager
TEAM	55	70	23	40
Veronique BELLEGARDE	>	>>		
Jérôme BONARD		>		
Olivier GERAD	>>	>>	>>	>>
Philippe GORDON	>	>>		
Mireille GRANDIN	>>	>	>>	>>
David LORMEL		>		
Elisabeth MARTIN	>	>>		
Oscar VERDURIN		>		