

# Profiler TONUS

*Advanced solutions for fine HR management*

## ORIENTATIONS

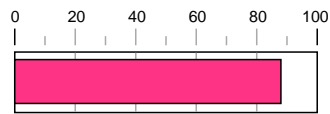
*Elisabeth Martin*

14-04-2005

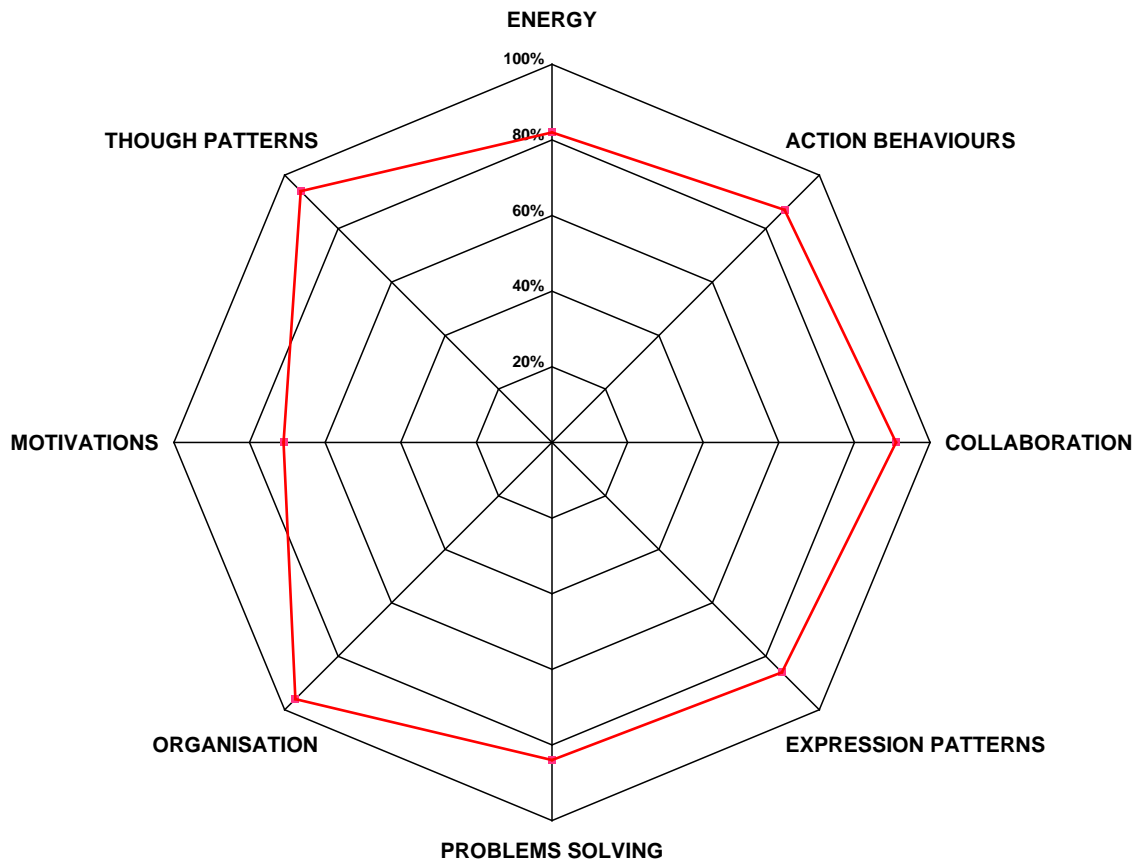
# SIMILARITY

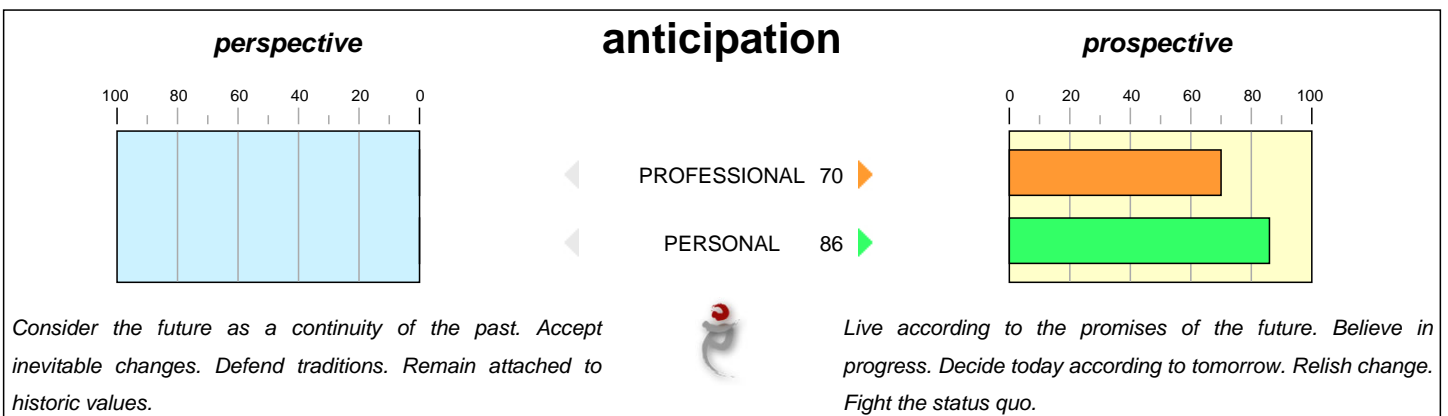
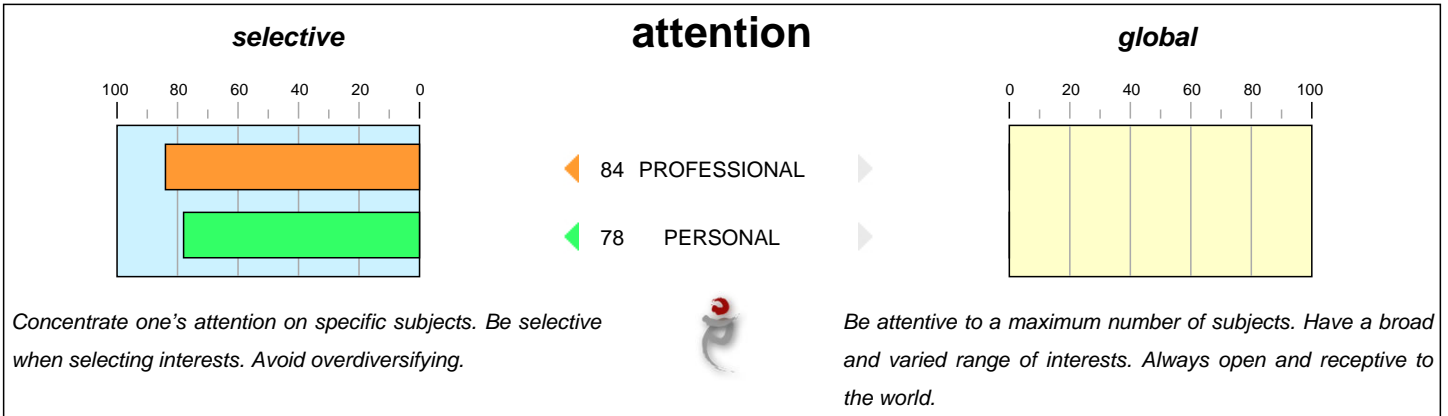
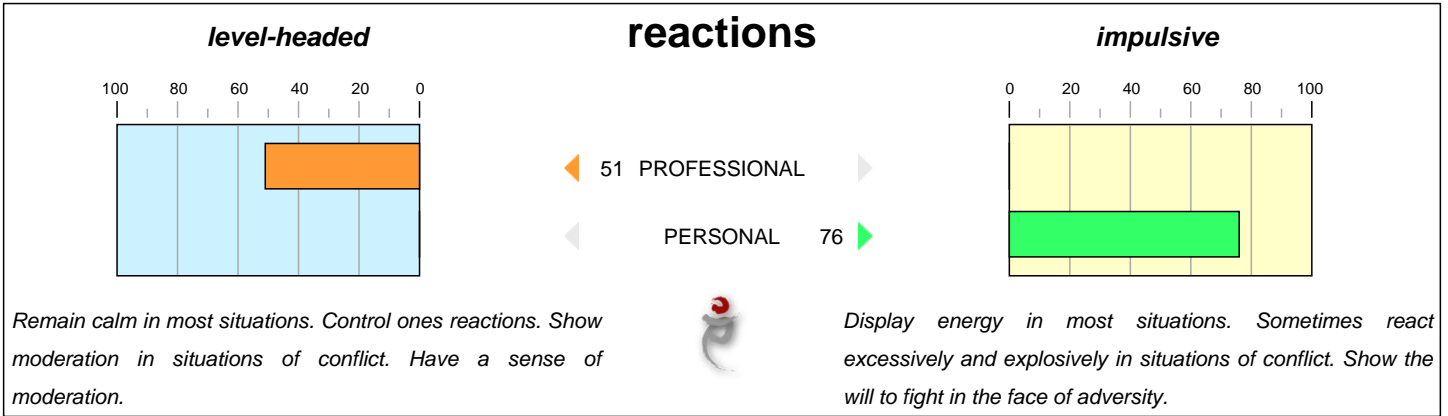
*Elisabeth Martin*

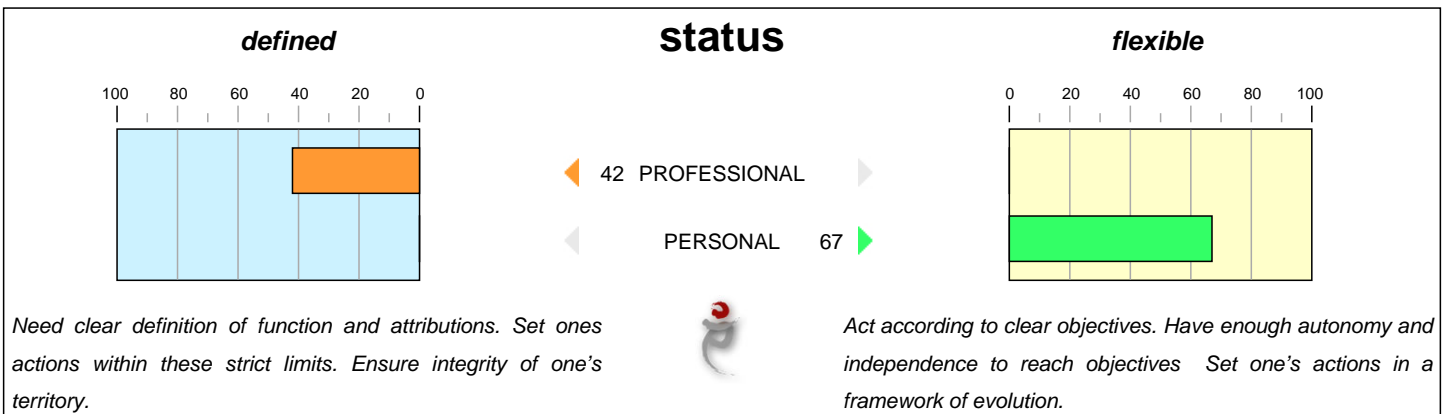
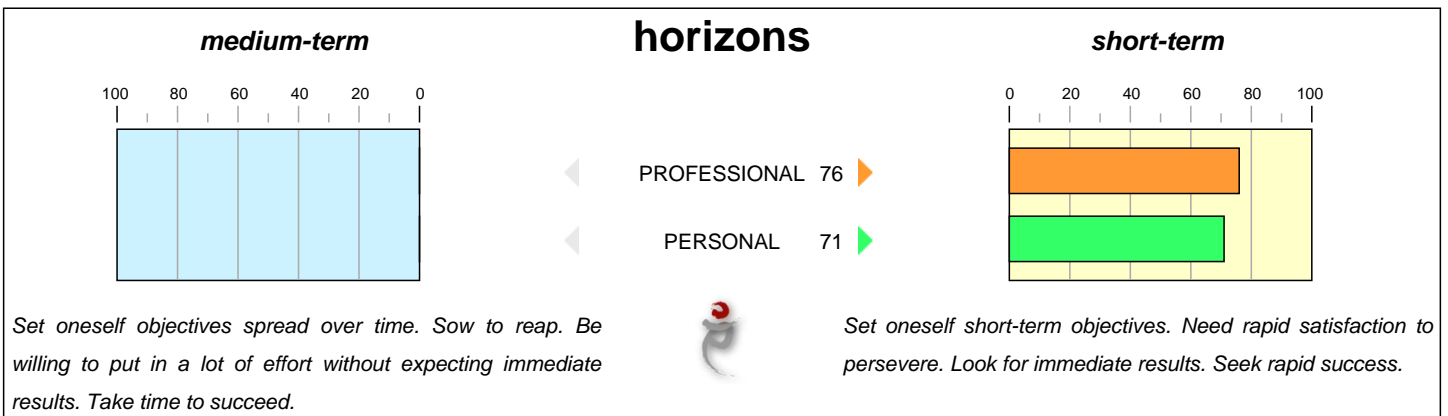
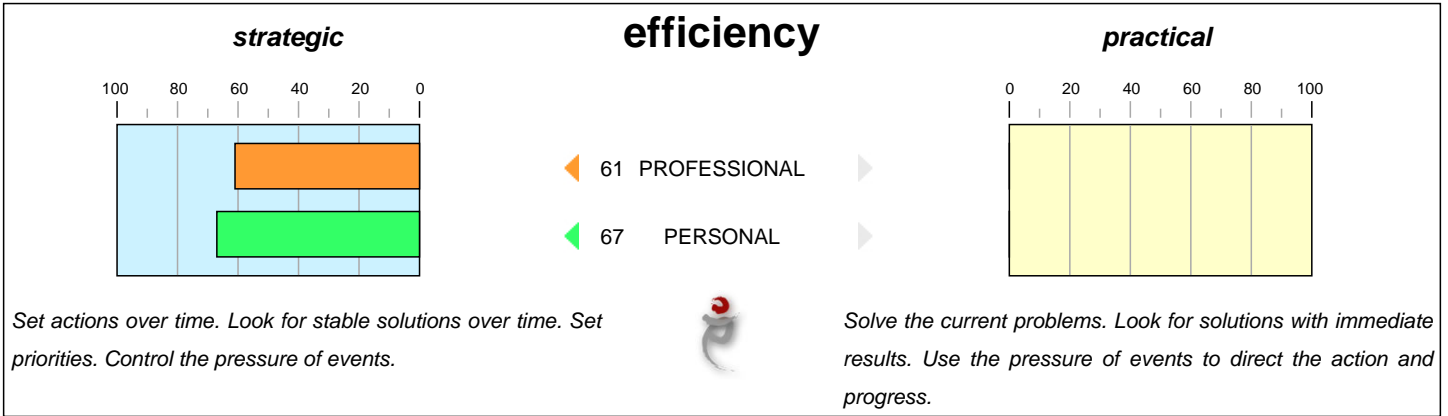
**Level of similarity : 88%**

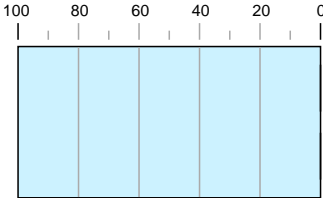

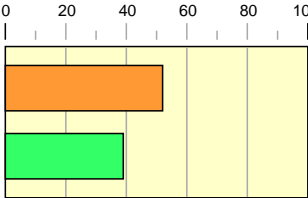


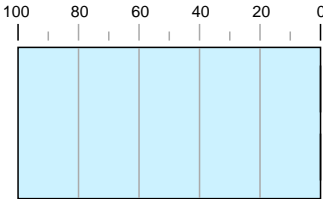

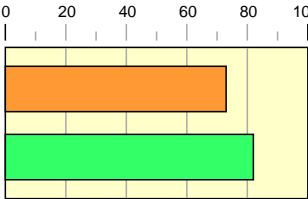
## Levels of similarity by headings

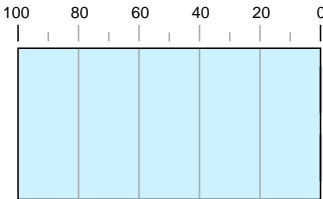



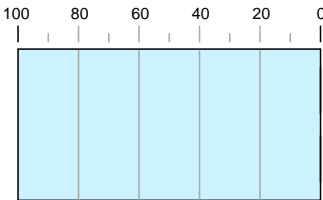

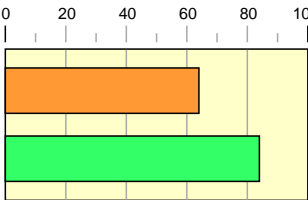


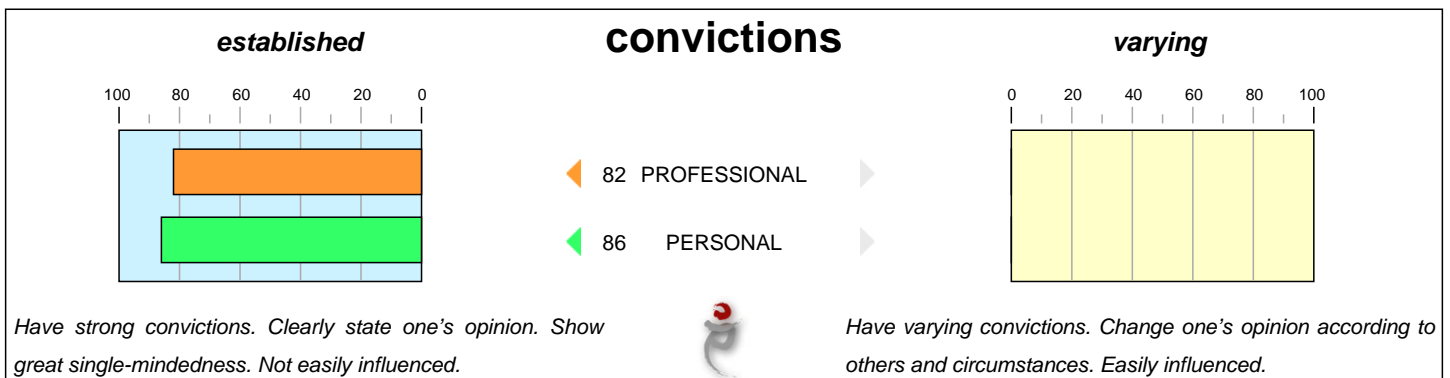
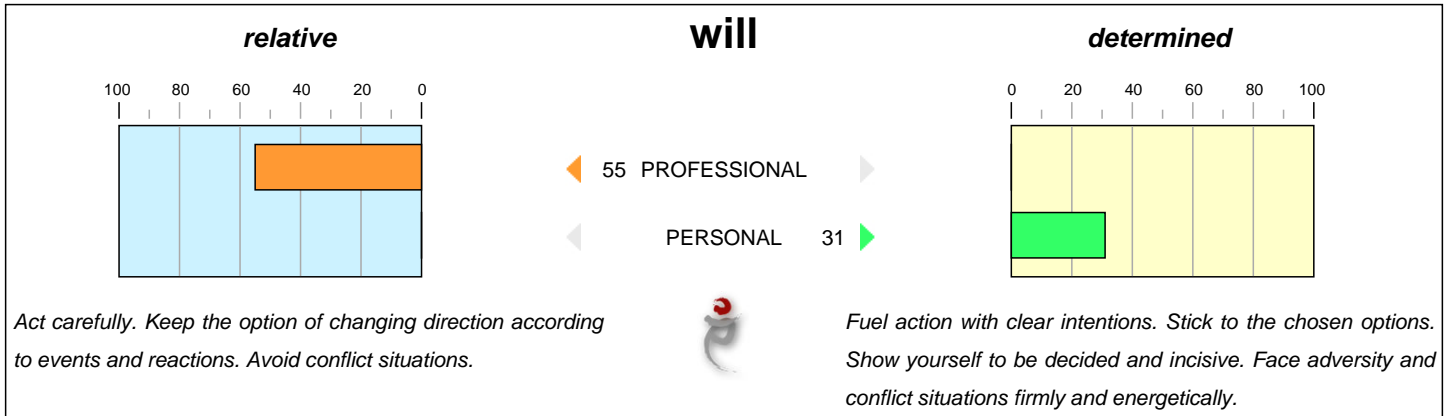
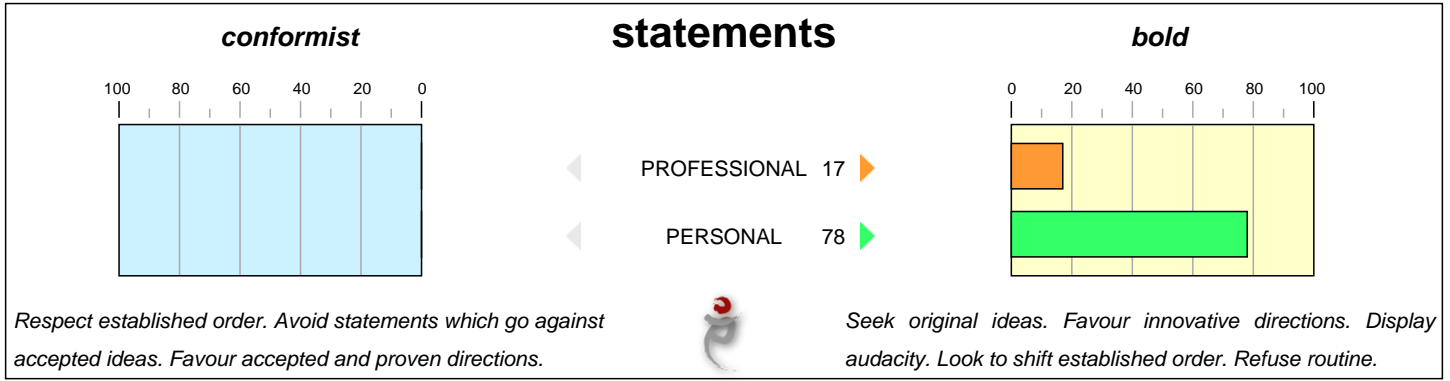


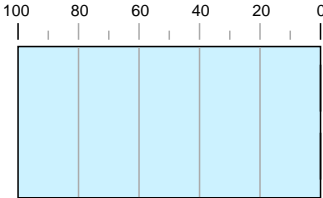

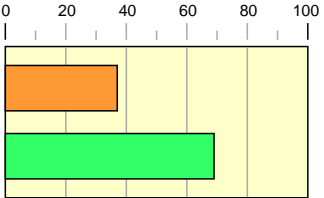
<p style="text-align: center;"><b>reserved</b></p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p><i>Remain distant during exchanges. Prefer coldness to warmth. Establish privileged relations over time with chosen persons.</i></p>	<p style="font-size: 2em; font-weight: bold;">exchanges</p> <p>PROFESSIONAL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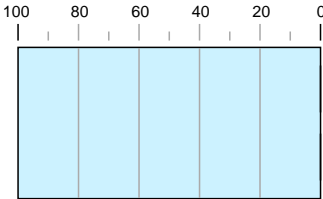

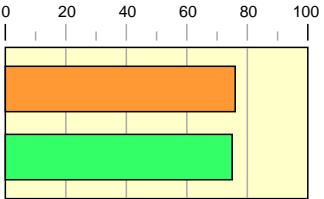
<p style="text-align: center;"><b>distant</b></p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p><i>Set teamwork in a framework of operating rules and working methods. Keep ties with team members within a work context.</i></p>	<p style="font-size: 2em; font-weight: bold;">team</p> <p>PROFESSIONAL 73</p> <p>PERSONAL 82</p> 	<p style="text-align: center;"><b>committed</b></p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p><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>
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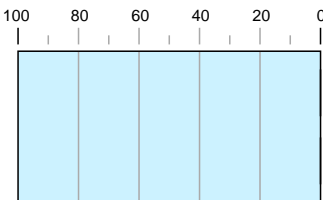

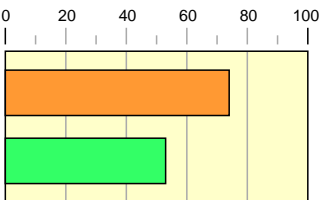
<p style="text-align: center;"><b>hierarchical</b></p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p><i>Consider that responsibility implies a right to decide and an obligation to be disciplined. Impose one's choices by making minimum concessions.</i></p>	<p style="font-size: 2em; font-weight: bold;">authority</p> <p>PROFESSIONAL 75</p> <p>PERSONAL 69</p> 	<p style="text-align: center;"><b>consensus</b></p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p><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>
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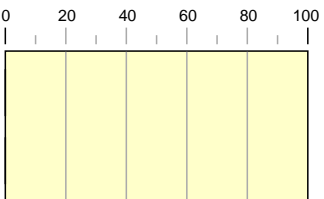
<p style="text-align: center;"><b>doubt</b></p>  <p style="font-size: small;">100 80 60 40 20 0</p> <p><i>Put your trust in people carefully and under conditions. Often appear sceptical and critical. Avoid surprises by maintaining doubt.</i></p>	<p style="font-size: 2em; font-weight: bold;">trust</p> <p>PROFESSIONAL 64</p> <p>PERSONAL 84</p> 	<p style="text-align: center;"><b>believe</b></p>  <p style="font-size: small;">0 20 40 60 80 100</p> <p><i>Place your trust in people with minimum precautions and under minimum conditions. Appear constructive and positive. Risk believing.</i></p>
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<p><b>organised</b></p>  <p>100 80 60 40 20 0</p>	<p><b>approach</b></p> <p>PROFESSIONAL 37</p> <p>PERSONAL 69</p> 	<p><b>instinctive</b></p>  <p>0 20 40 60 80 100</p>
<p><i>Appreciate situations according to a structured observation pattern. Work from already prepared files. Limit direct contact with the field to a minimum.</i></p>		<p><i>Appreciate situations with direct contact. Sense problems through their actual occurrence. Favour information from the field rather than from files.</i></p>

<p><b>analytical</b></p>  <p>100 80 60 40 20 0</p>	<p><b>visibility</b></p> <p>PROFESSIONAL 76</p> <p>PERSONAL 75</p> 	<p><b>synthetic</b></p>  <p>0 20 40 60 80 100</p>
<p><i>Consider situations from a system of stable significant observations. Decompose reality into simple aspects so as to better understand it.</i></p>		<p><i>Always keep a global view of situations. Rapidly discern the essential. Go deeper only if necessary.</i></p>

<p><b>objective</b></p>  <p>100 80 60 40 20 0</p>	<p><b>perception</b></p> <p>PROFESSIONAL 74</p> <p>PERSONAL 53</p> 	<p><b>personal</b></p>  <p>0 20 40 60 80 100</p>
<p><i>Always seek maximum objectivity. Be lucid and keep an accurate view. See reality as it really is.</i></p>		<p><i>Appreciate reality according to one's impressions and feelings. Trust one's personal convictions most of the time. Have a selective view on things.</i></p>

<p><b>rational</b></p>  <p>100 80 60 40 20 0</p>	<p><b>understanding</b></p> <p>74 PROFESSIONAL</p> <p>31 PERSONAL</p> 	<p><b>empirical</b></p>  <p>0 20 40 60 80 100</p>
<p><i>Enjoy rigour and clarity. Be interested in areas which offer tangible explanations. Be wary of phenomena which escape reasoned comprehension.</i></p>		<p><i>Enjoy concrete experiences. Interested in areas accessible by personal acknowledgement. Wary of theoretical explanations.</i></p>

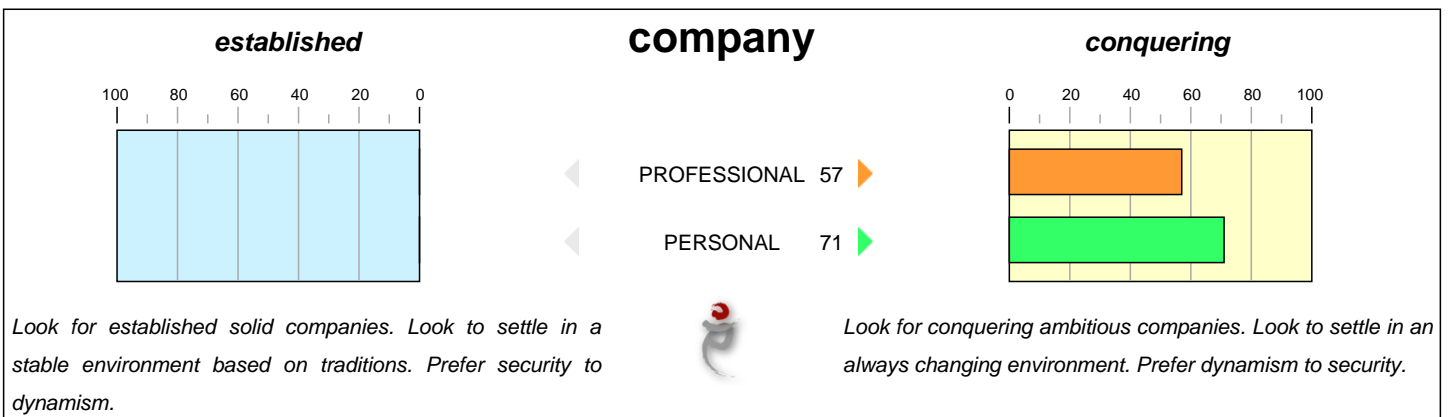
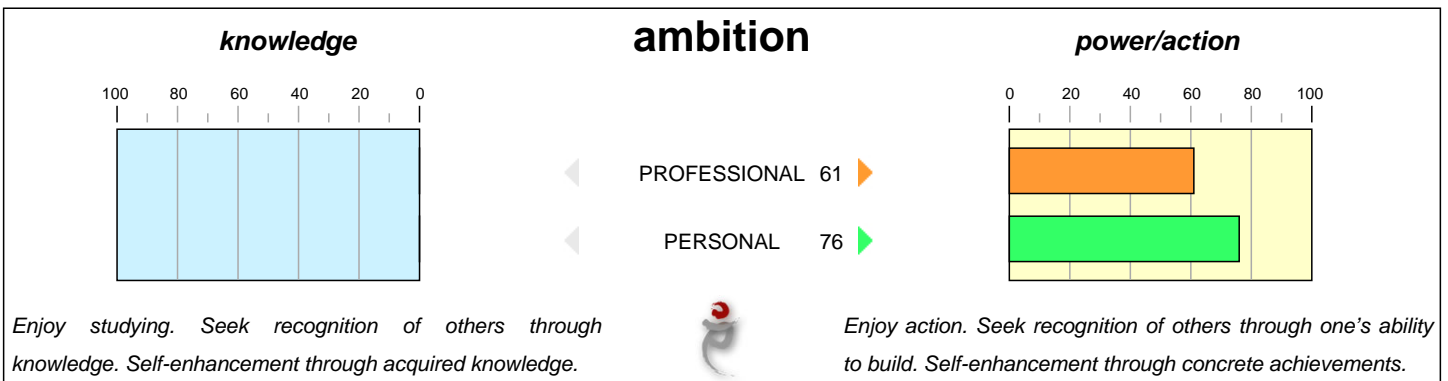
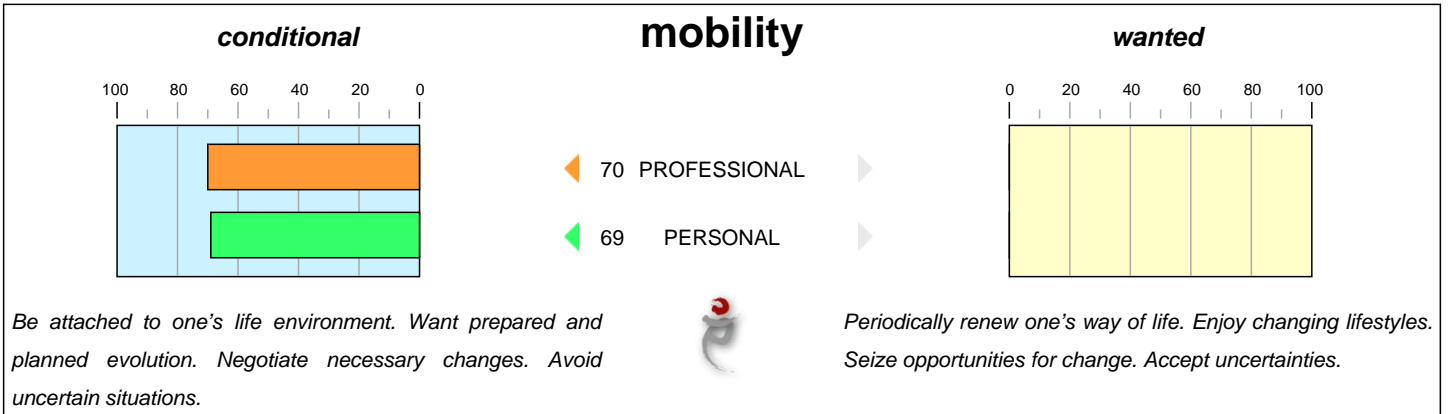
<p><b>procedures</b></p> <p>100 80 60 40 20 0</p>	<p><b>device</b></p> <p>81 PROFESSIONAL</p> <p>76 PERSONAL</p>	<p><b>principles</b></p> <p>0 20 40 60 80 100</p>
<p><i>Implementing the means to meet objectives is in the scope of a set of clear rules, specific attributions, detailed operational processes.</i></p>		<p><i>Implement the means to meet objectives in keeping with simple and coherent principles. Keep flexibility to facilitate adaptation.</i></p>

<p><b>meticulous</b></p> <p>100 80 60 40 20 0</p>	<p><b>control</b></p> <p>85 PROFESSIONAL</p> <p>83 PERSONAL</p>	<p><b>global</b></p> <p>0 20 40 60 80 100</p>
<p><i>Carry out strict control. Be demanding and intransigent. Enjoy detailed examinations. Show flawless vigilance. Impose coherence.</i></p>		<p><i>Show flexibility in rigour. Be strict on essential aspects. Develop a spirit of coherence. Favour personal responsibility.</i></p>

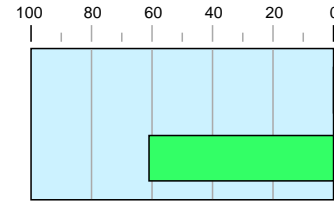
<p><b>concentrated</b></p> <p>100 80 60 40 20 0</p>	<p><b>information</b></p> <p>PROFESSIONAL 48</p> <p>PERSONAL 71</p>	<p><b>shared</b></p> <p>0 20 40 60 80 100</p>
<p><i>Seek maximum amount of information at one's disposal. Handle the sharing of information selectively. Use the information to comfort one's personal position.</i></p>		<p><i>Seek to facilitate flow of information. Ensure free access for all to the information necessary for the understanding of their actions.</i></p>

<p><b>methodical</b></p> <p>100 80 60 40 20 0</p>	<p><b>preparation</b></p> <p>PROFESSIONAL 65</p> <p>PERSONAL 81</p>	<p><b>outline</b></p> <p>0 20 40 60 80 100</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><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>






**nurtured**



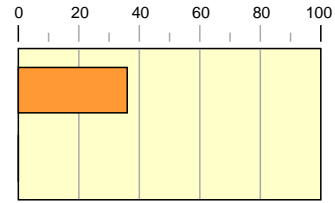
PROFESSIONAL 36  
61 PERSONAL

*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**



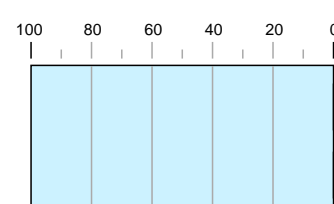
**rapid**



PROFESSIONAL 36  
61 PERSONAL

*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**



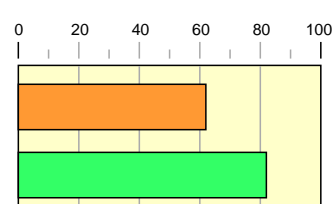
PROFESSIONAL 62  
PERSONAL 82

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

**creativity**



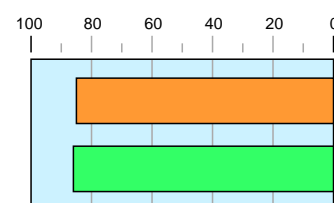
**innovate**



PROFESSIONAL 62  
PERSONAL 82

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


**conceptual**



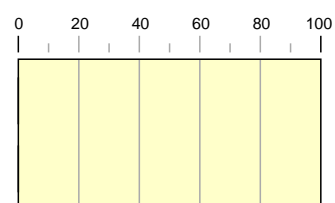
85 PROFESSIONAL  
86 PERSONAL

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

**abstraction**



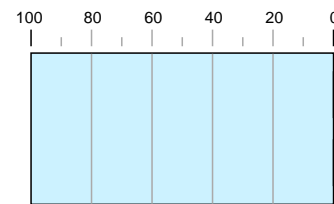
**concrete**



85 PROFESSIONAL  
86 PERSONAL

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


**strongs**



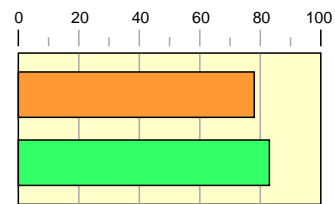
PROFESSIONAL 78  
PERSONAL 83

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

**references**



**flexibles**



PROFESSIONAL 78  
PERSONAL 83

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

