

Profiler TONUS






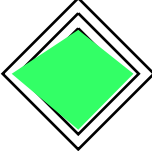





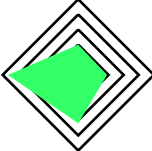




Advanced solutions for fine HR management

TALENTS

Elisabeth Martin

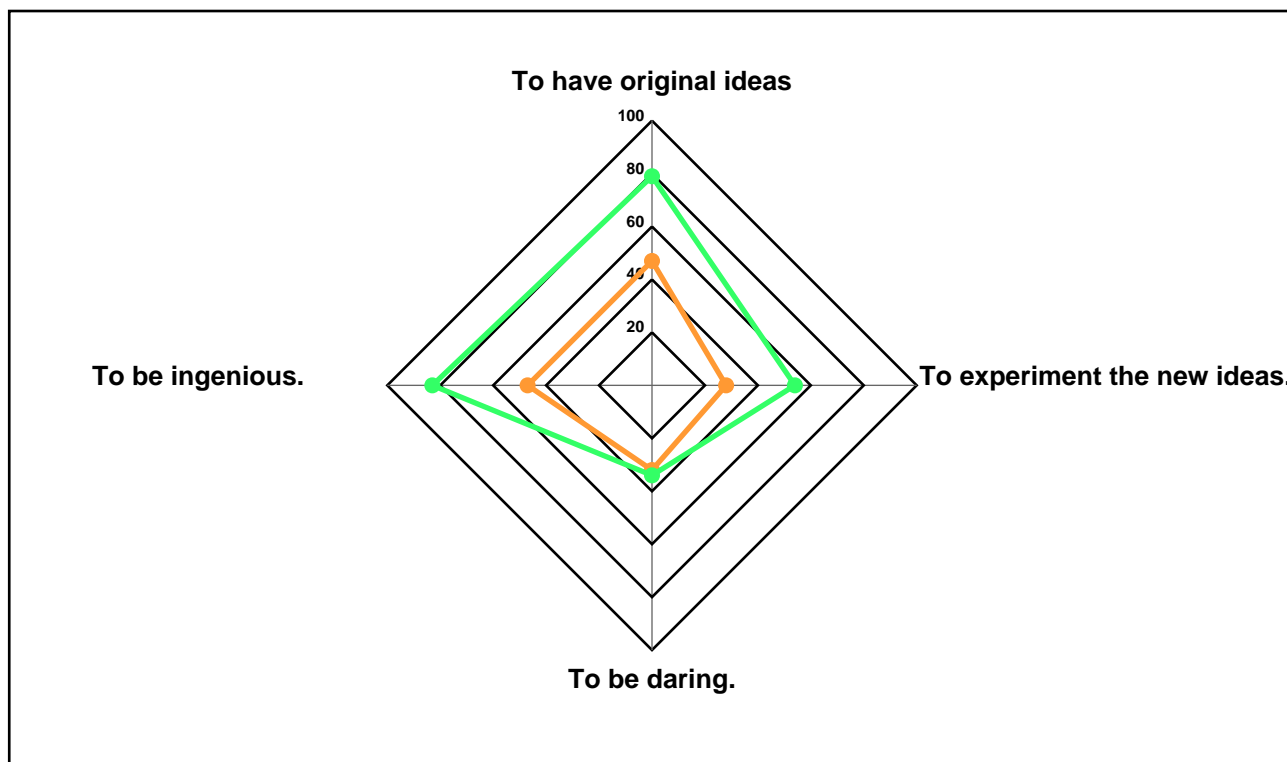
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APPRECIATION OF THE TALENTS

Professional Practice	Personal Wishes	Roles
		INITIATOR
		COMMUNICATOR
		FACILITATOR
		EXCELLENCE
		PILOT
		NAVIGATOR
		STRATEGIST
		CONTROLLER

INITIATOR

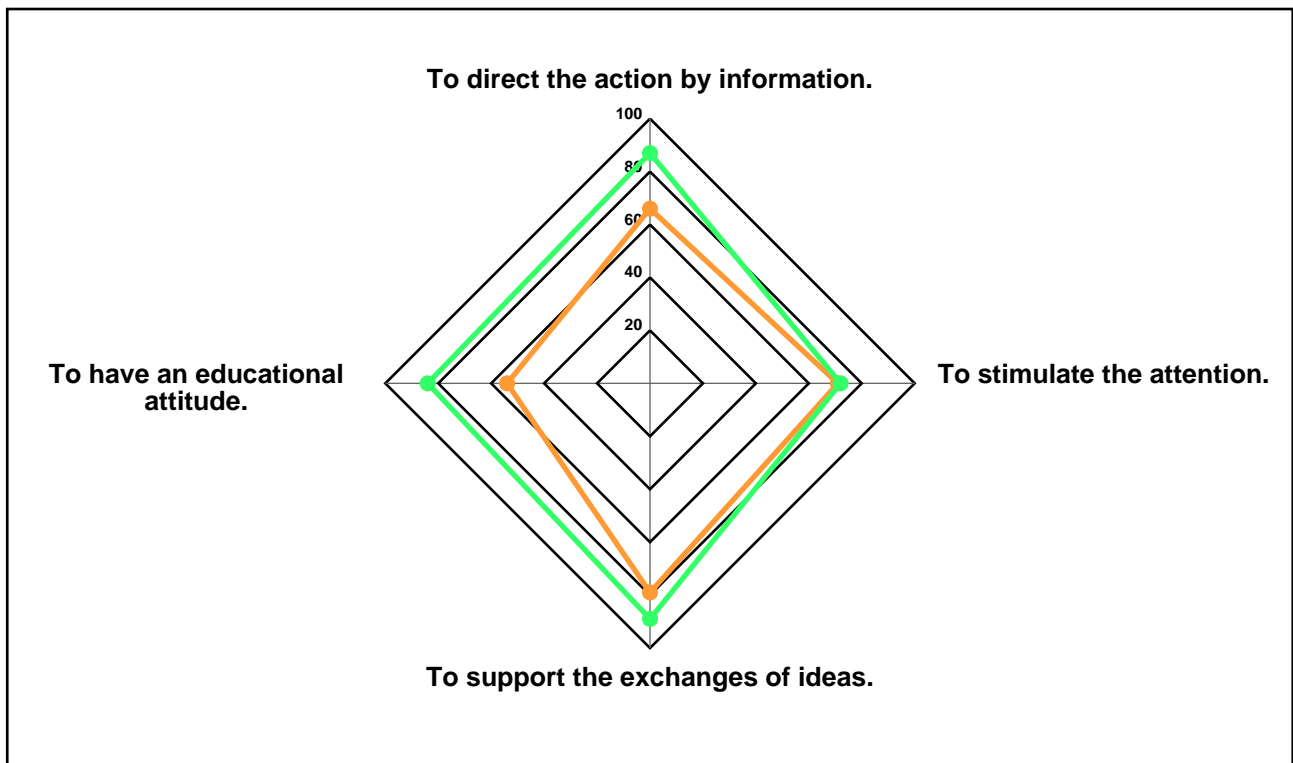
To have original ideas	To experiment the new ideas.
To call into question the established ideas. To share freely the fruits of its imagination. To privilege the innovating approaches. To bring a different lighting.	To have the taste of progress. To test the innovations readily. To contribute to the development of the ideas carrying change.
Professional Practice ▶ 47	Professional Practice ▶ 28
Personal Wishes ▶ 79	Personal Wishes ▶ 54



Professional Practice ▶ 47	Professional Practice ▶ 32
Personal Wishes ▶ 83	Personal Wishes ▶ 34
To be ingenious.	To be daring.
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

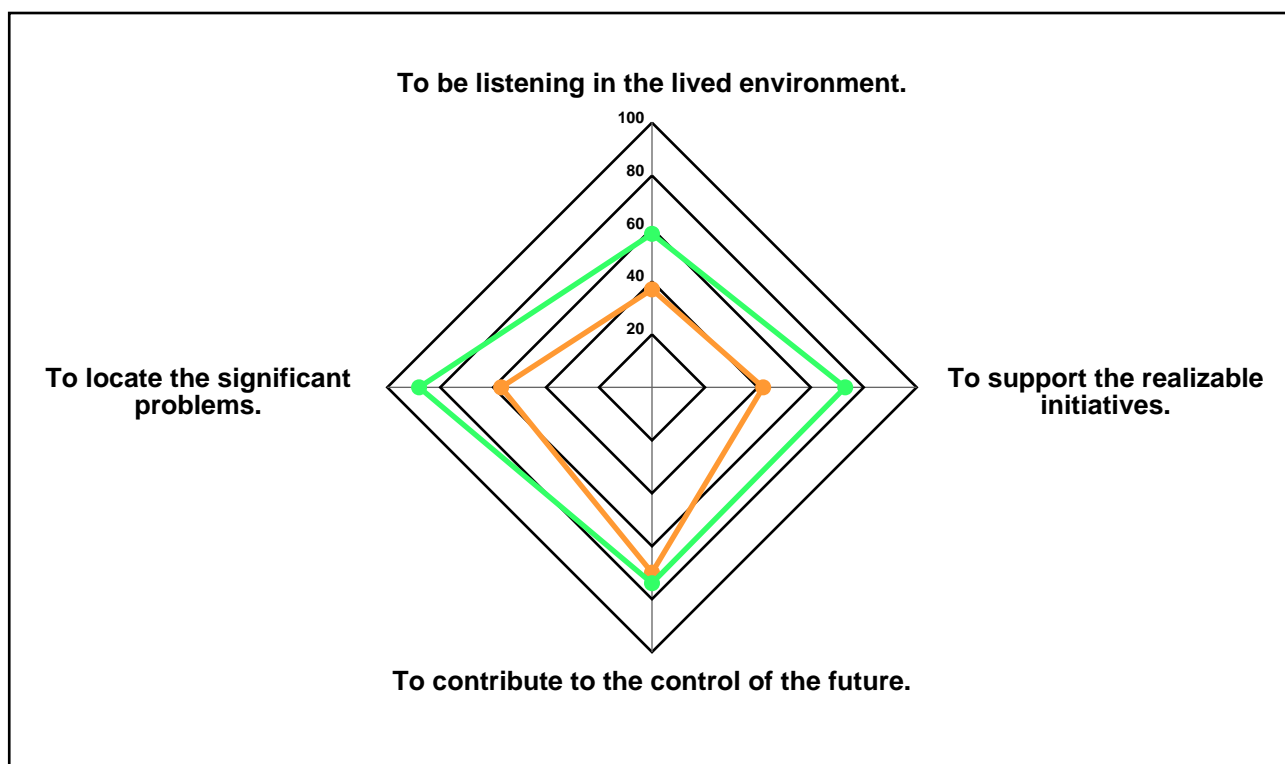
To direct the action by information.	To stimulate the attention.
To follow with attention the events. To fall under a continual exchange of information. To exert a constructive influence by clear opinions.	To be interested in a unit of varied subjects. To identify the determining current tendencies. To know to present essence in forms which mobilize the attention.
Professional Practice ▶ 66	Professional Practice ▶ 71
Personal Wishes ▶ 87	Personal Wishes ▶ 72



Professional Practice ▶ 54	Professional Practice ▶ 79
Personal Wishes ▶ 84	Personal Wishes ▶ 89
To have an educational attitude.	To support the exchanges of ideas.
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

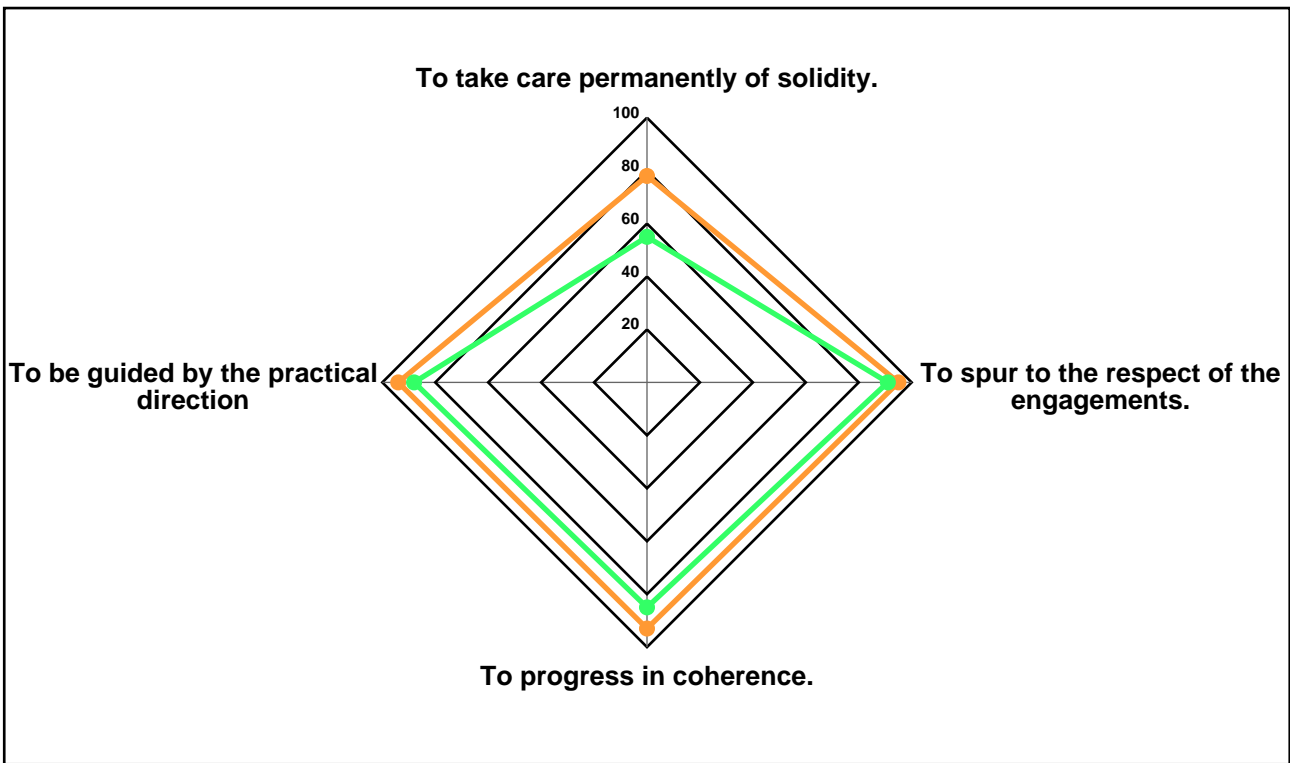
To be listening in the lived environment.	To support the realizable initiatives.
To be open to the exchanges of ideas. To be attentive with the evolutions of the situations and waitings. To be interested in a broad variety of subjects.	To check the concrete interest of the ideas. To support the useful projects firmly. To be opposed to the illusions. To make share the concern of realities.
Professional Practice ▶ 37	Professional Practice ▶ 42
Personal Wishes ▶ 58	Personal Wishes ▶ 73



Professional Practice ▶ 57	Professional Practice ▶ 70
Personal Wishes ▶ 88	Personal Wishes ▶ 74
To locate the significant problems.	To contribute to the control of the future.
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

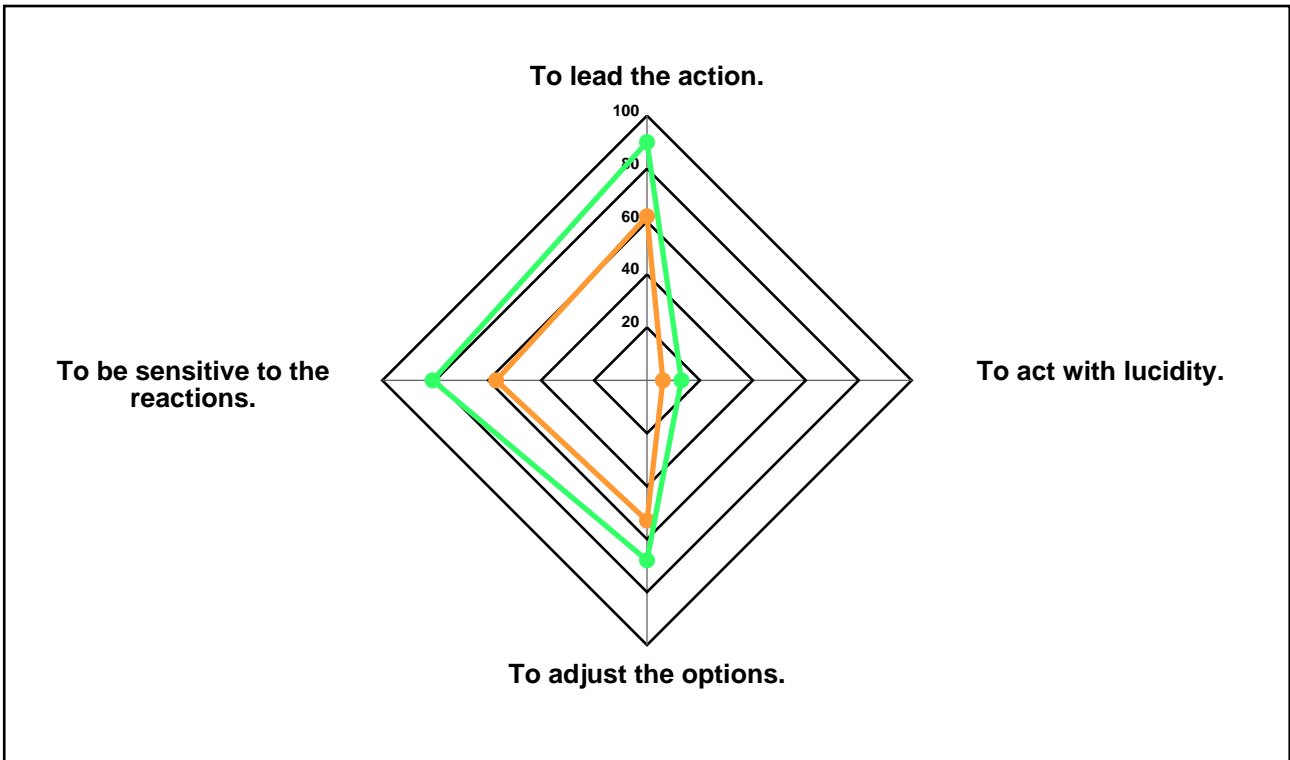
To take care permanently of solidity.	To spur to the respect of the engagements.
To consider the whole of the actions in a constant will of serious.. To examine the problems carefully. To appreciate the consequences of the decisions. To avoid the unjustified risks.	To care permanently for levels of service and quality which ensure excellence. To show pedagogy in order to mobilize energies to guarantee these engagements.
Professional Practice ▶ 78	Professional Practice ▶ 95
Personal Wishes ▶ 55	Personal Wishes ▶ 91



Professional Practice ▶ 94	Professional Practice ▶ 93
Personal Wishes ▶ 88	Personal Wishes ▶ 85
To be guided by the practical direction	To progress in coherence.
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

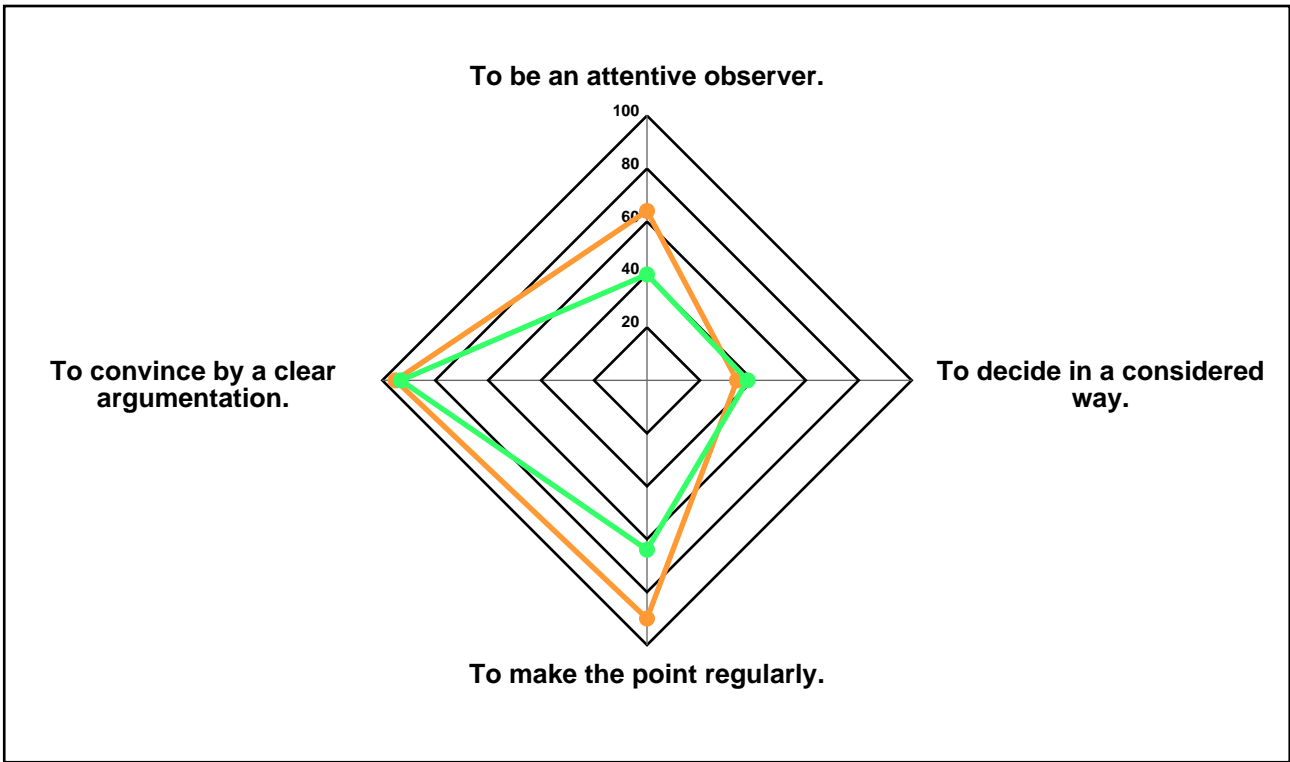
To lead the action.	To act with lucidity.
To want to affirm itself. To be stimulated by confrontation with challenges. To want to be a promising creator. To show a solid determination.	To be located regularly starting from a simple and effective system of observations. To detect the significant variations. To correct quickly to find the desired trajectory.
Professional Practice ▶ 62	Professional Practice ▶ 6
Personal Wishes ▶ 90	Personal Wishes ▶ 13



Professional Practice ▶ 57	Professional Practice ▶ 53
Personal Wishes ▶ 81	Personal Wishes ▶ 68
To be sensitive to the reactions.	To adjust the options.
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

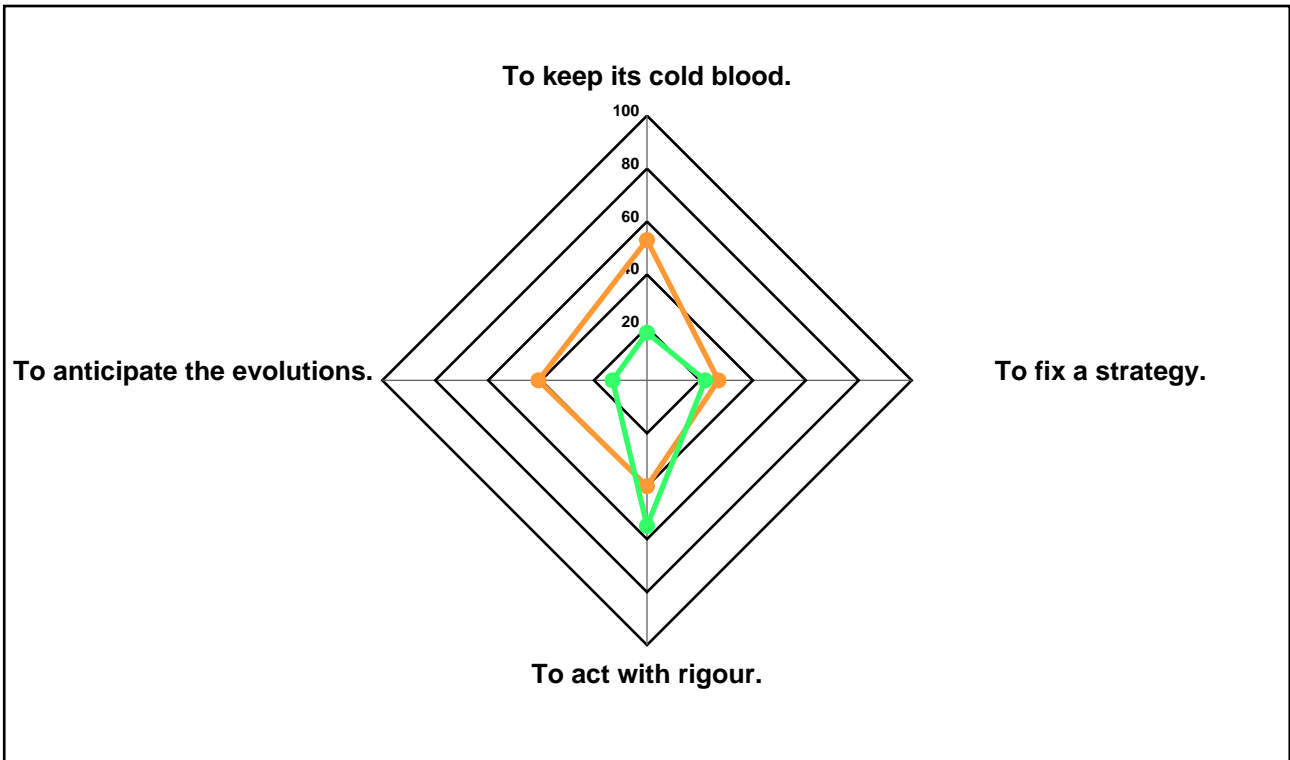
To be an attentive observer.	To decide in a considered way.
To have an organized approach of the problems. To act with concentration. To check the accuracy of information. To express a good solid feel.	To make decisions without precipitation. To consider the various options. To define the details of implementation. To act according to set priorities.
Professional Practice ▶ 64	Professional Practice ▶ 34
Personal Wishes ▶ 40	Personal Wishes ▶ 38



Professional Practice ▶ 95	Professional Practice ▶ 90
Personal Wishes ▶ 93	Personal Wishes ▶ 64
To convince by a clear argumentation.	To make the point regularly.
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

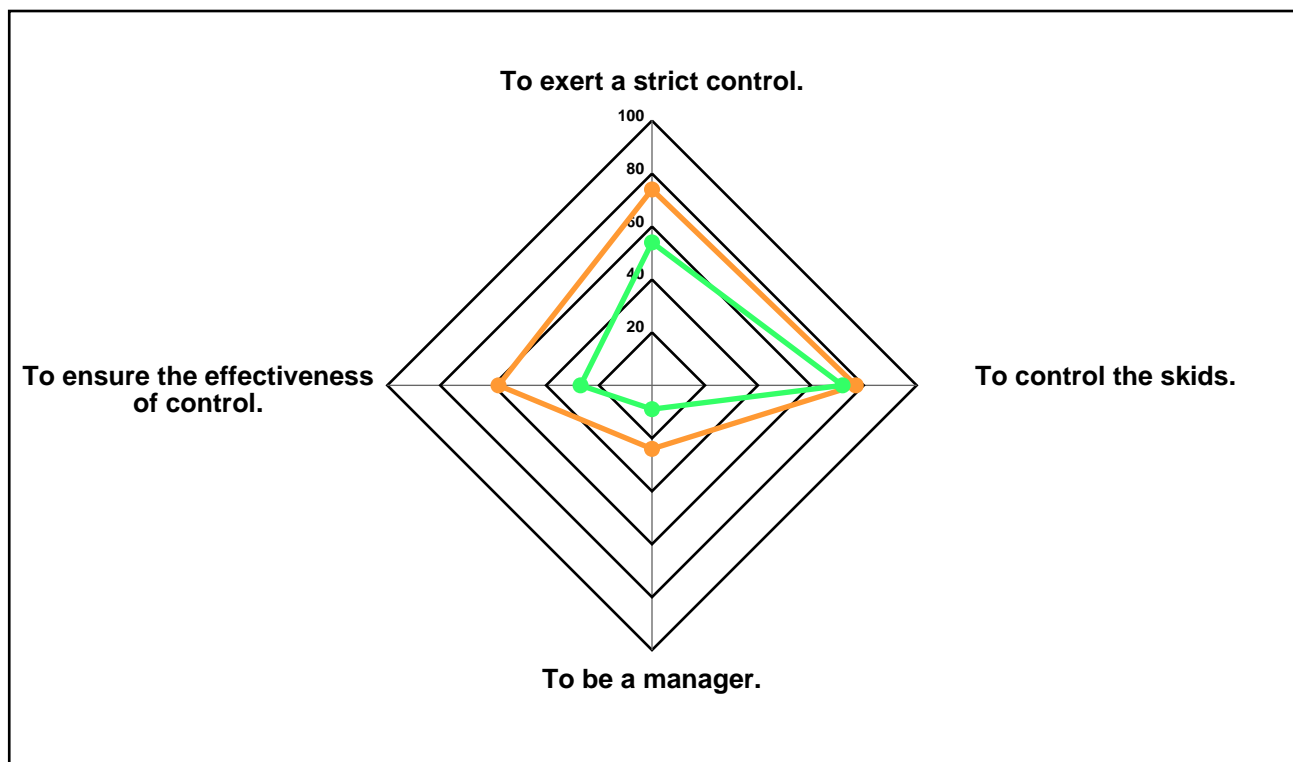
To keep its cold blood.	To fix a strategy.
To seek an objective perception of the situations. To refuse to act in precipitation. To face calmly the difficulties and the hostilities.. To spare susceptibilities.	To examine the problems in an organized way. To articulate the action in time. To define stable priorities. To act according to a set order.
Professional Practice ▶ 53	Professional Practice ▶ 27
Personal Wishes ▶ 18	Personal Wishes ▶ 22



Professional Practice ▶ 41	Professional Practice ▶ 40
Personal Wishes ▶ 13	Personal Wishes ▶ 55
To anticipate the evolutions.	To act with rigour.
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.
Professional Practice ▶ 74	Professional Practice ▶ 77
Personal Wishes ▶ 54	Personal Wishes ▶ 72



Professional Practice ▶ 58	Professional Practice ▶ 24
Personal Wishes ▶ 27	Personal Wishes ▶ 9
To ensure the effectiveness of control.	To be a manager.
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.