

Profiler TONUS

Advanced solutions for fine HR management

TEAM PROFIL


TEAMTEST001

20-09-2005


REFERENCE TEAM	APPLICANTS	NEW TEAM
David LORMEL	Elisabeth MARTIN	David LORMEL
<i>Suzanne LONCLE</i>	Véronique BELGARDE	Olivier GERAD
Olivier GERAD	Anne MICHEL	Catherine CORDON
Catherine CORDON		<i>Elisabeth MARTIN</i>

SYNTHESIS


INITIATOR

	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To have original ideas	41	62	84	Motive	Leader
To experiment the new ideas	38	53	72	Fragility	Leader
To be daring	38	37	38	Fragility	Fragility
To be ingenious	44	67	89	Motive	Leader


COMMUNICATOR

	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To direct the action by information	44	65	83	Motive	Leader
To stimulate the attention	44	46	30	Passive	Support
To support the exchanges of ideas	46	58	60	Active	Motive
To have an educational attitude	42	64	85	Motive	Leader

FACILITATOR


	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To be listening in the lived environment	39	56	81	Fragility	Leader
To support the realizable initiatives	39	59	83	Fragility	Leader
To contribute to the control of the future	37	41	32	Fragility	Support
To locate the significant problems	44	70	93	Motive	Leader

EXCELLENCE


	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To take care permanently of solidity	62	50	34	Passive	Support
To spur to the respect of the engagements	67	70	62	Passive	Support
To progress in coherence	66	64	48	Passive	Support
To be guided by the practical direction	60	59	46	Passive	Support

SYNTHESIS


PILOT

	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To lead the action	45	70	90	Motive	Leader
To act with lucidity	38	45	64	Fragility	Leader
To adjust the options	43	60	74	Motive	Leader
To be sensitive to the reactions	40	56	68	Fragility	Leader


NAVIGATOR

	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To be an attentive observer	56	38	14	Passive	Opposition
To decide in a considered way	63	62	66	Active	Motive
To make the point regularly	54	40	11	Passive	Opposition
To convince by a clear argumentation	62	65	53	Passive	Support

STRATEGIST

	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To keep its cold blood	61	41	22	Passive	Support
To fix a strategy	62	58	67	Active	Motive
To act with rigour	42	56	76	Motive	Leader
To anticipate the evolutions	56	31	8	Passive	Opposition

CONTROLLER

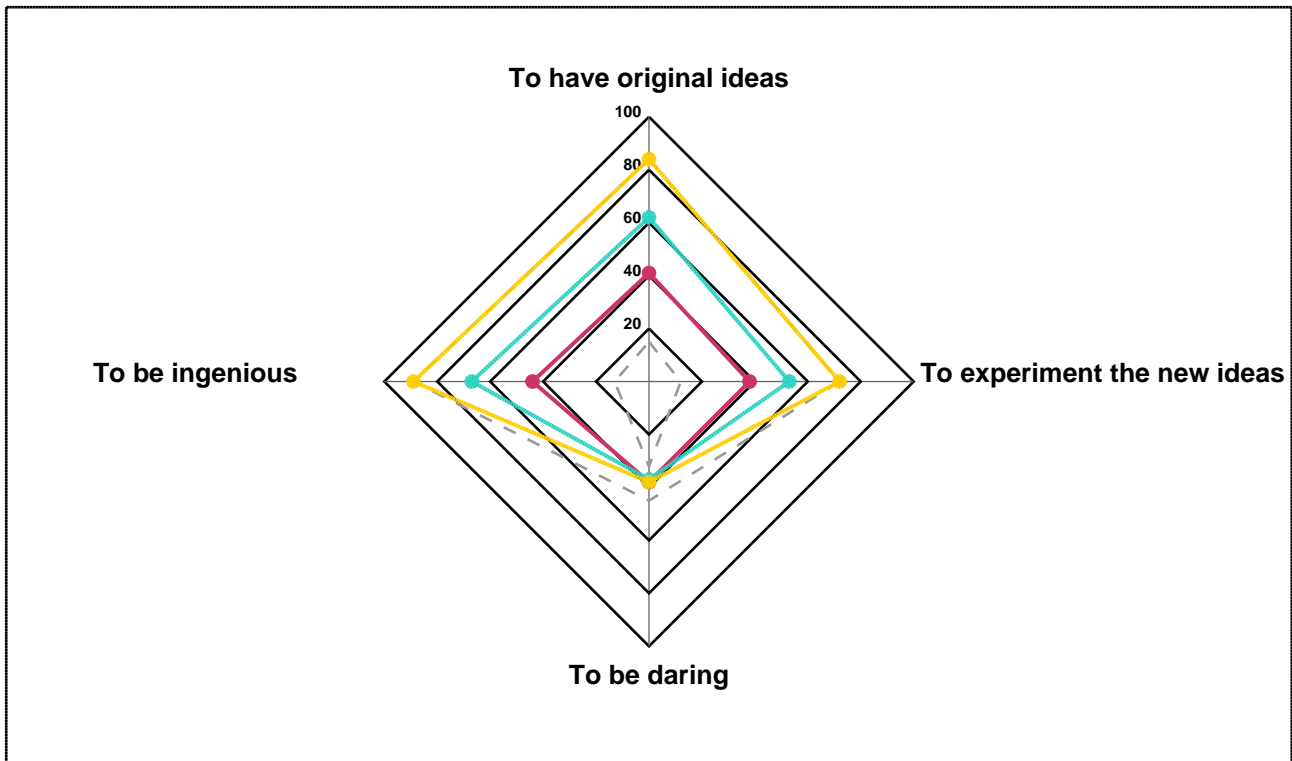
	Reference Team	New Team	David Lormel - Individual analysis	David Lormel - Reference Team	David Lormel - New Team
					
To exert a strict control	63	49	23	Passive	Support
To control the skids	60	57	44	Passive	Support
To be a manager	50	27	12	Passive	Opposition
To ensure the effectiveness of control	59	38	14	Passive	Opposition

APPRECIATION OF THE TALENTS

Reference Team	New Team	Individual analysis	Roles
			INITIATOR
			COMMUNICATOR
			FACILITATOR
			EXCELLENCE
			PILOT
			NAVIGATOR
			STRATEGIST
			CONTROLLER

INITIATOR

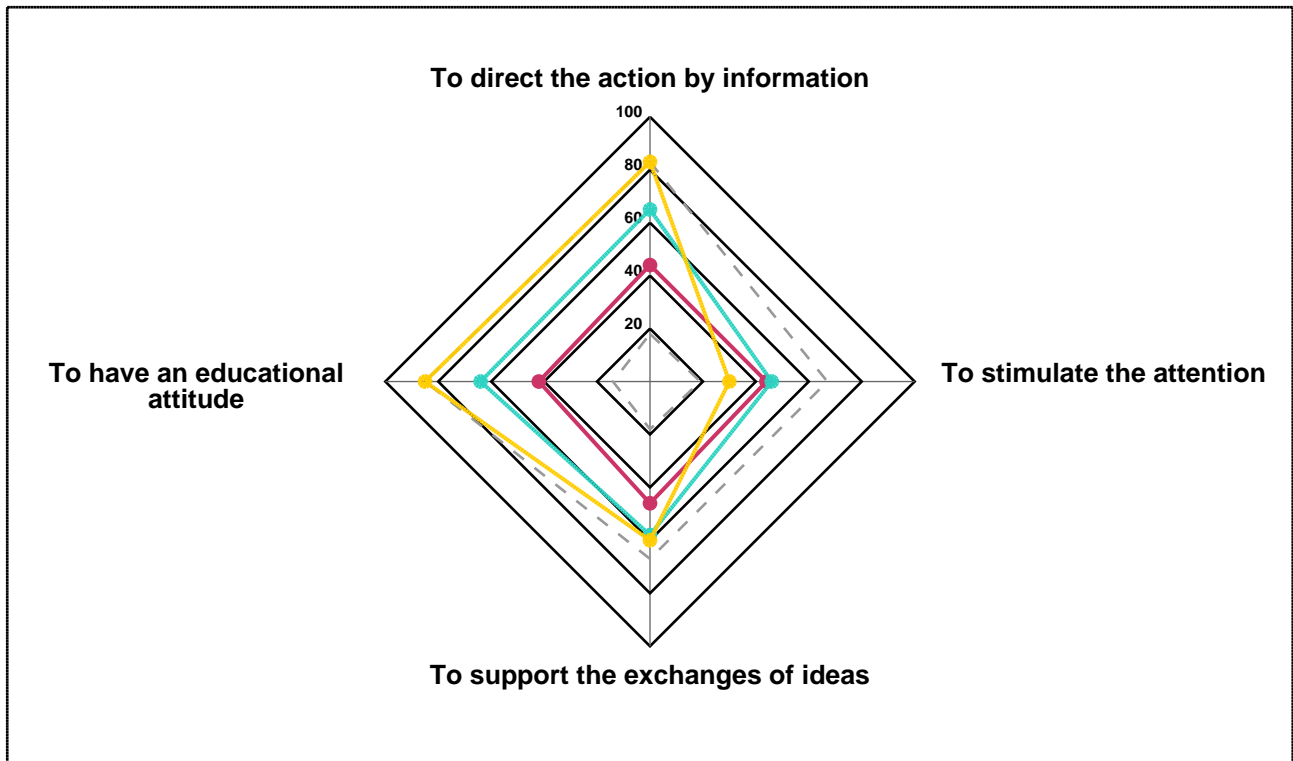
To have original ideas	To experiment the new ideas
To call into question the established ideas. To share freely the fruits of its imagination. To privilege the innovating approaches. To bring a different lighting.	To have the taste of progress. To test the innovations readily. To contribute to the development of the ideas carrying change.
Reference Team ▶ 41	Reference Team ▶ 38
Min - Max ▶ 15-84	Min - Max ▶ 12-72
New Team ▶ 62	New Team ▶ 53
Individual analysis ▶ 84	Individual analysis ▶ 72



Reference Team ▶ 44	Reference Team ▶ 38
Min - Max ▶ 13-89	Min - Max ▶ 32-45
New Team ▶ 67	New Team ▶ 37
Individual analysis ▶ 89	Individual analysis ▶ 38
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

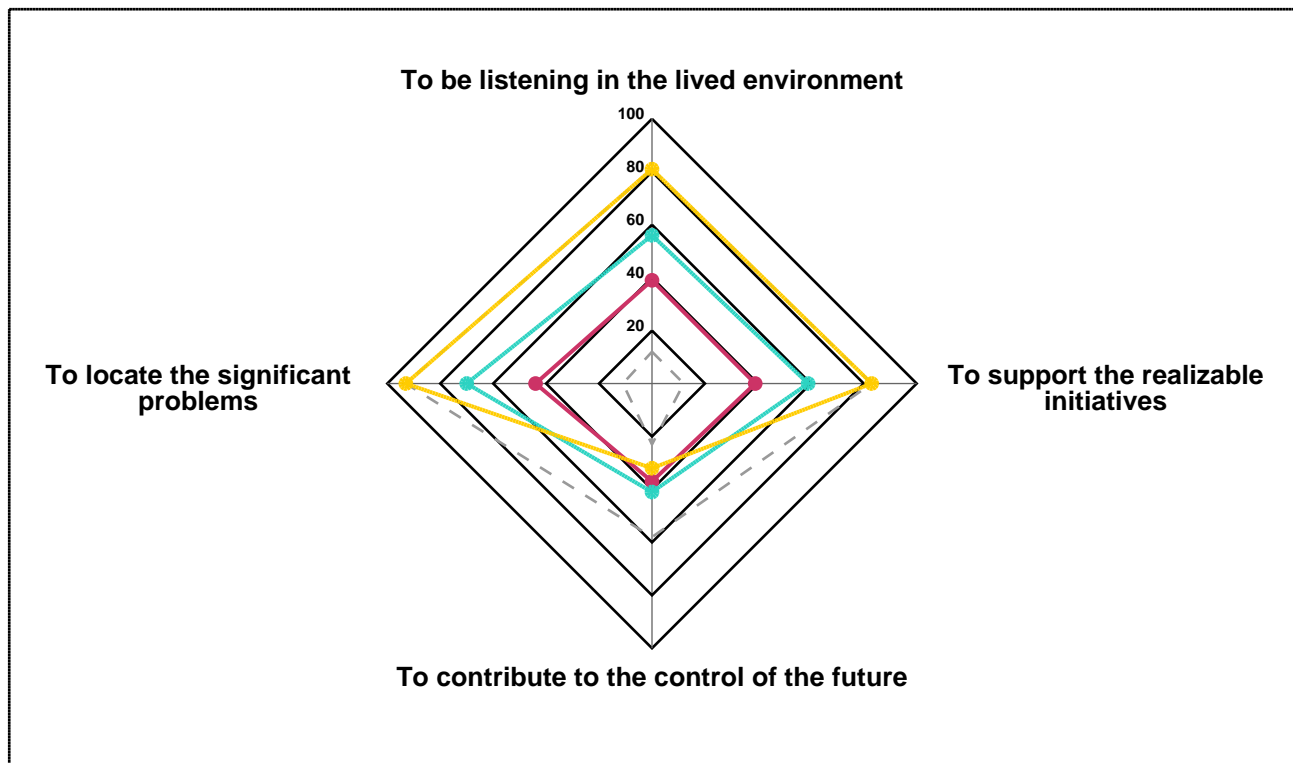
To direct the action by information	To stimulate the attention
To follow with attention the events. To fall under a continual exchange of information. To exert a constructive influence by clear opinions.	To be interested in a unit of varied subjects. To identify the determining current tendencies. To know to present essence in forms which mobilize the attention.
Reference Team ▶ 44	Reference Team ▶ 44
Min - Max ▶ 18-83	Min - Max ▶ 19-67
New Team ▶ 65	New Team ▶ 46
Individual analysis ▶ 83	Individual analysis ▶ 30



Reference Team ▶ 42	Reference Team ▶ 46
Min - Max ▶ 14-85	Min - Max ▶ 18-67
New Team ▶ 64	New Team ▶ 58
Individual analysis ▶ 85	Individual analysis ▶ 60
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

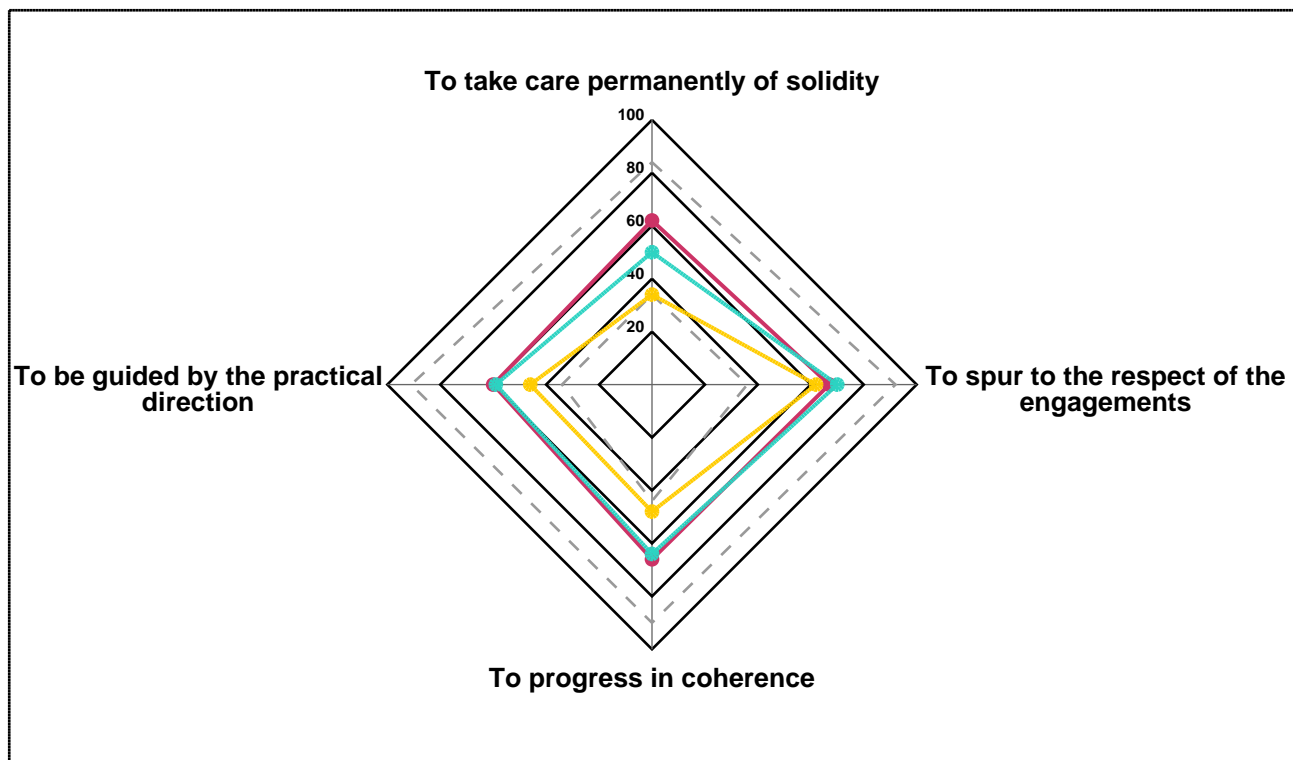
To be listening in the lived environment	To support the realizable initiatives
To be open to the exchanges of ideas. To be attentive with the evolutions of the situations and waitings. To be interested in a broad variety of subjects.	To check the concrete interest of the ideas. To support the useful projects firmly. To be opposed to the illusions. To make share the concern of realities.
Reference Team ▶ 39	Reference Team ▶ 39
Min - Max ▶ 12-81	Min - Max ▶ 12-83
New Team ▶ 56	New Team ▶ 59
Individual analysis ▶ 81	Individual analysis ▶ 83



Reference Team ▶ 44	Reference Team ▶ 37
Min - Max ▶ 11-93	Min - Max ▶ 23-58
New Team ▶ 70	New Team ▶ 41
Individual analysis ▶ 93	Individual analysis ▶ 32
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

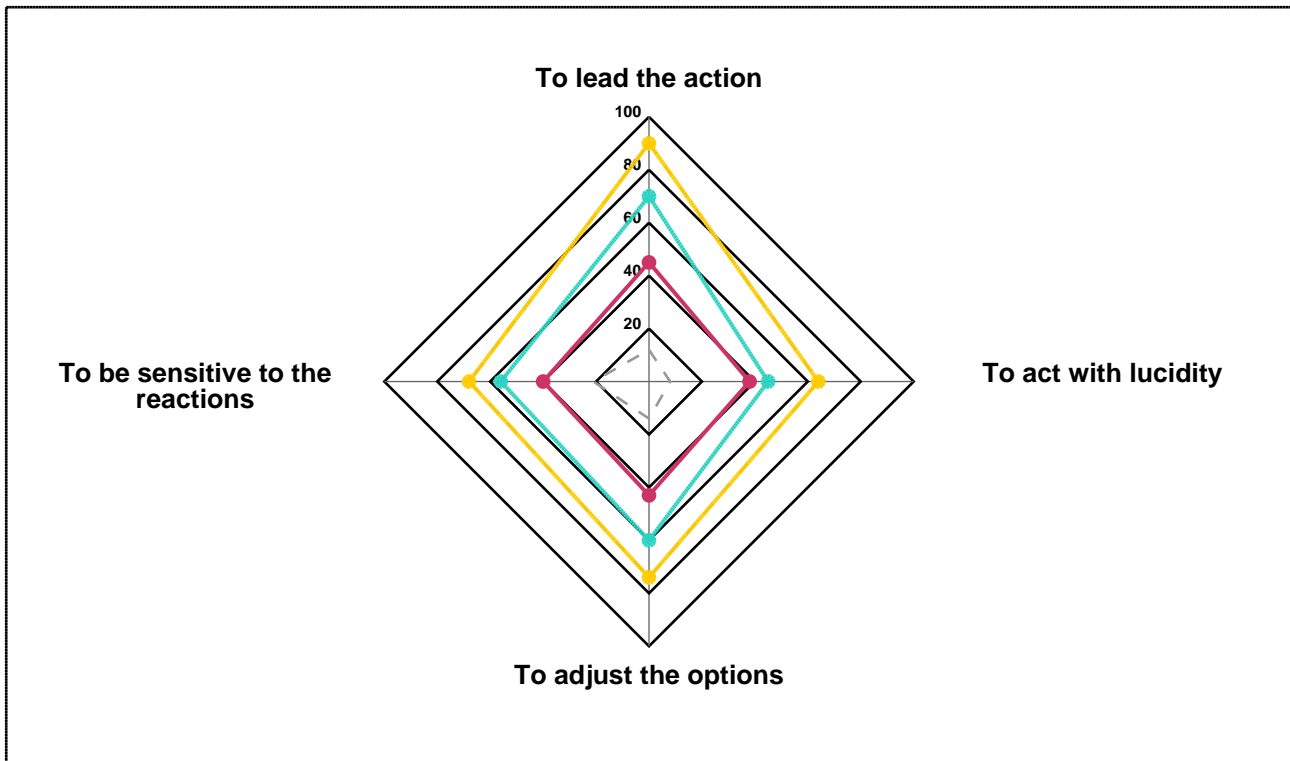
To take care permanently of solidity	To spur to the respect of the engagements
To consider the whole of the actions in a constant will of serious.. To examine the problems carefully. To appreciate the consequences of the decisions. To avoid the unjustified risks.	To care permanently for levels of service and quality which ensure excellence. To show pedagogy in order to mobilize energies to guarantee these engagements.
Reference Team ▶ 62	Reference Team ▶ 67
Min - Max ▶ 34-84	Min - Max ▶ 36-92
New Team ▶ 50	New Team ▶ 70
Individual analysis ▶ 34	Individual analysis ▶ 62



Reference Team ▶ 60	Reference Team ▶ 66
Min - Max ▶ 34-91	Min - Max ▶ 44-90
New Team ▶ 59	New Team ▶ 64
Individual analysis ▶ 46	Individual analysis ▶ 48
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

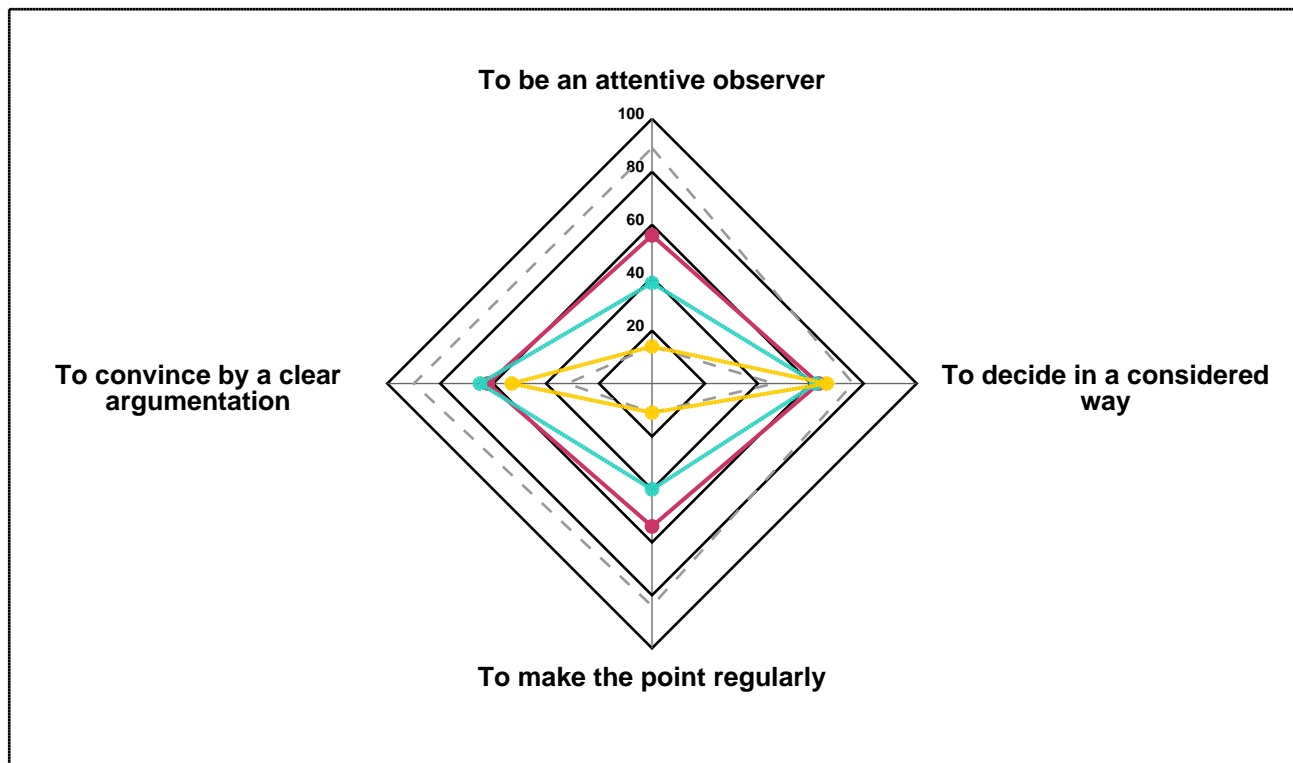
To lead the action	To act with lucidity
To want to affirm itself. To be stimulated by confrontation with challenges. To want to be a promising creator. To show a solid determination.	To be located regularly starting from a simple and effective system of observations. To detect the significant variations. To correct quickly to find the desired trajectory.
Reference Team ▶ 45	Reference Team ▶ 38
Min - Max ▶ 12-90	Min - Max ▶ 8-64
New Team ▶ 70	New Team ▶ 45
Individual analysis ▶ 90	Individual analysis ▶ 64



Reference Team ▶ 40	Reference Team ▶ 43
Min - Max ▶ 21-68	Min - Max ▶ 14-74
New Team ▶ 56	New Team ▶ 60
Individual analysis ▶ 68	Individual analysis ▶ 74
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

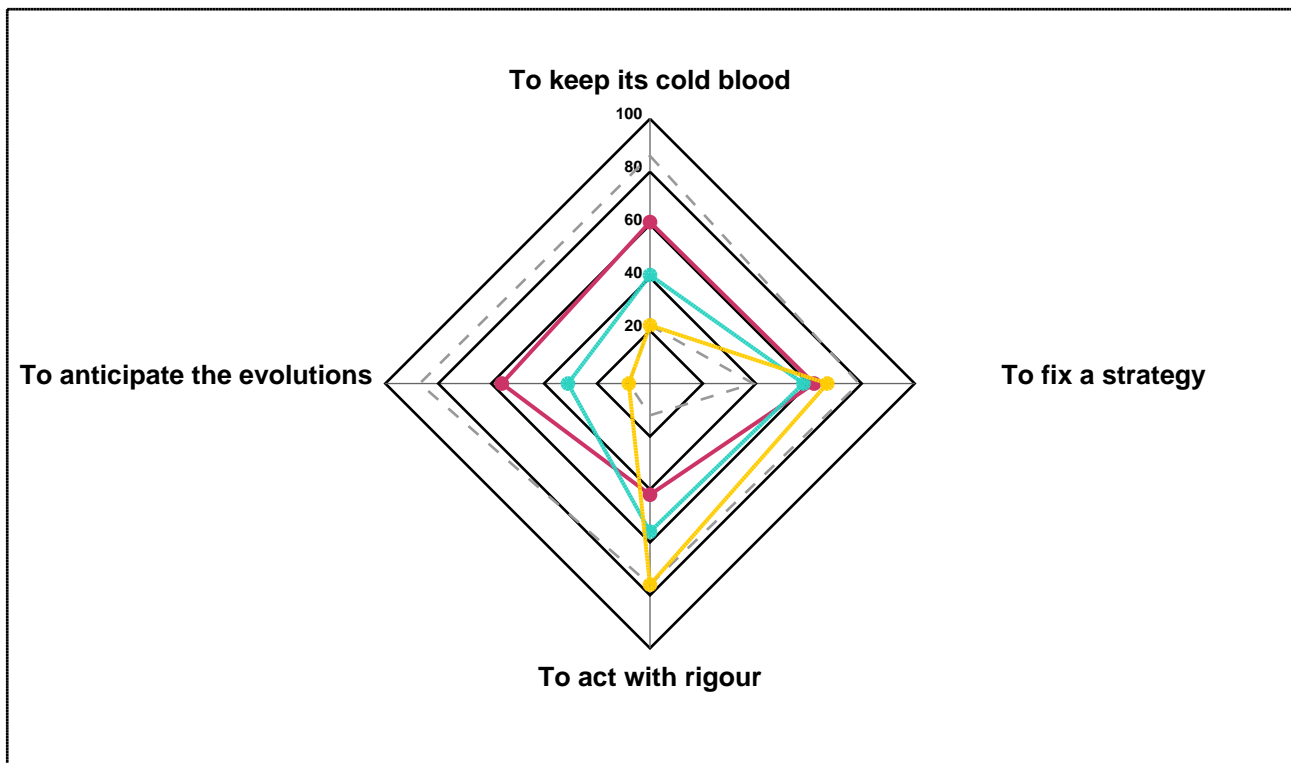
To be an attentive observer	To decide in a considered way
To have an organized approach of the problems. To act with concentration. To check the accuracy of information. To express a good solid feel.	To make decisions without precipitation. To consider the various options. To define the details of implementation. To act according to set priorities.
Reference Team ▶ 56	Reference Team ▶ 63
Min - Max ▶ 14-89	Min - Max ▶ 46-76
New Team ▶ 38	New Team ▶ 62
Individual analysis ▶ 14	Individual analysis ▶ 66



Reference Team ▶ 62	Reference Team ▶ 54
Min - Max ▶ 32-90	Min - Max ▶ 11-84
New Team ▶ 65	New Team ▶ 40
Individual analysis ▶ 53	Individual analysis ▶ 11
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

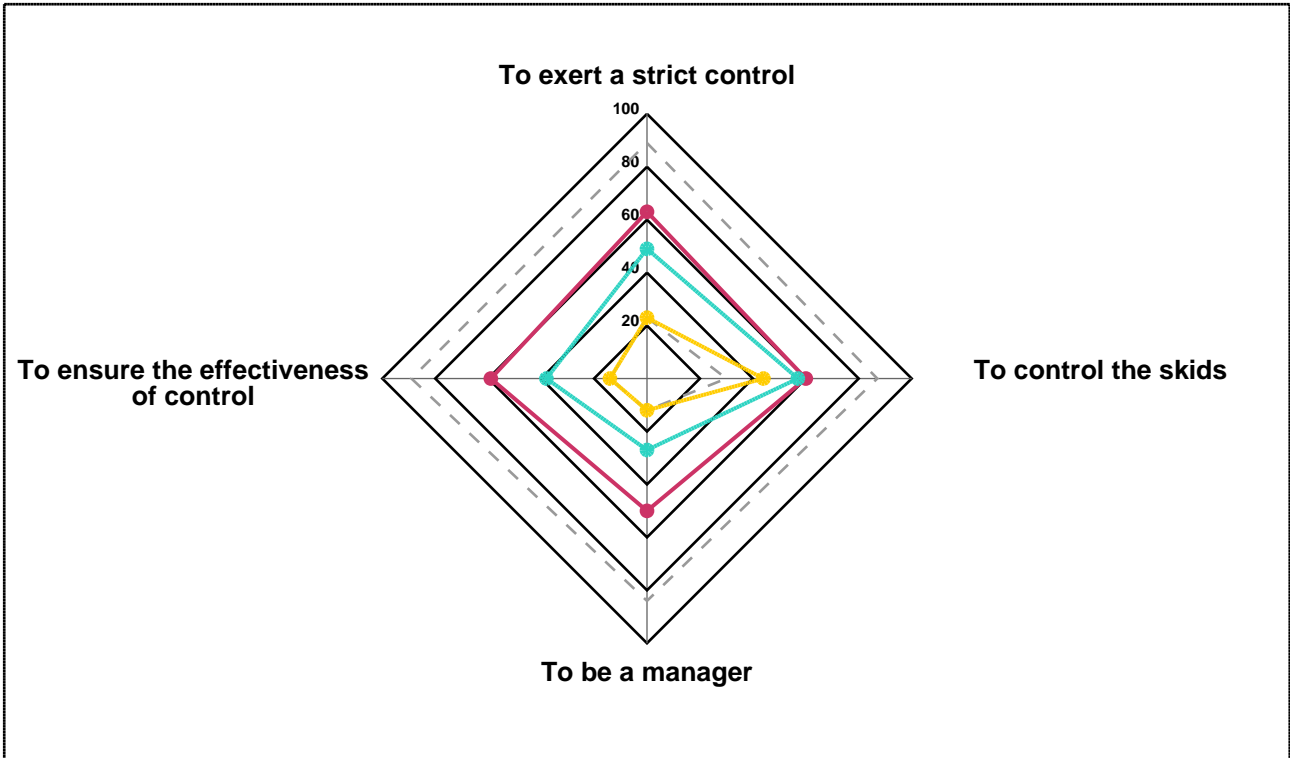
To keep its cold blood	To fix a strategy
To seek an objective perception of the situations. To refuse to act in precipitation. To face calmly the difficulties and the hostilities.. To spare susceptibilities.	To examine the problems in an organized way. To articulate the action in time. To define stable priorities. To act according to a set order.
Reference Team ▶ 61	Reference Team ▶ 62
Min - Max ▶ 22-86	Min - Max ▶ 39-79
New Team ▶ 41	New Team ▶ 58
Individual analysis ▶ 22	Individual analysis ▶ 67



Reference Team ▶ 56	Reference Team ▶ 42
Min - Max ▶ 8-87	Min - Max ▶ 12-76
New Team ▶ 31	New Team ▶ 56
Individual analysis ▶ 8	Individual analysis ▶ 76
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.
Reference Team ▶ 63	Reference Team ▶ 60
Min - Max ▶ 23-89	Min - Max ▶ 30-87
New Team ▶ 49	New Team ▶ 57
Individual analysis ▶ 23	Individual analysis ▶ 44



Reference Team ▶ 59	Reference Team ▶ 50
Min - Max ▶ 14-89	Min - Max ▶ 12-84
New Team ▶ 38	New Team ▶ 27
Individual analysis ▶ 14	Individual analysis ▶ 12
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.