

# **Profiler** **TONUS**

*Advanced solutions for fine HR management*

## **PSYCHODYNAMICAL ADEQUATION**

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*Consultant (International Corp.)*

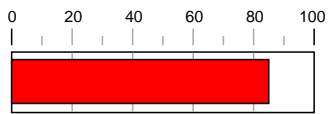
09-05-2005

## ADEQUATION

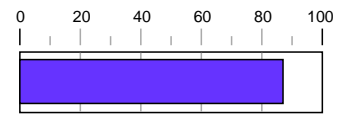
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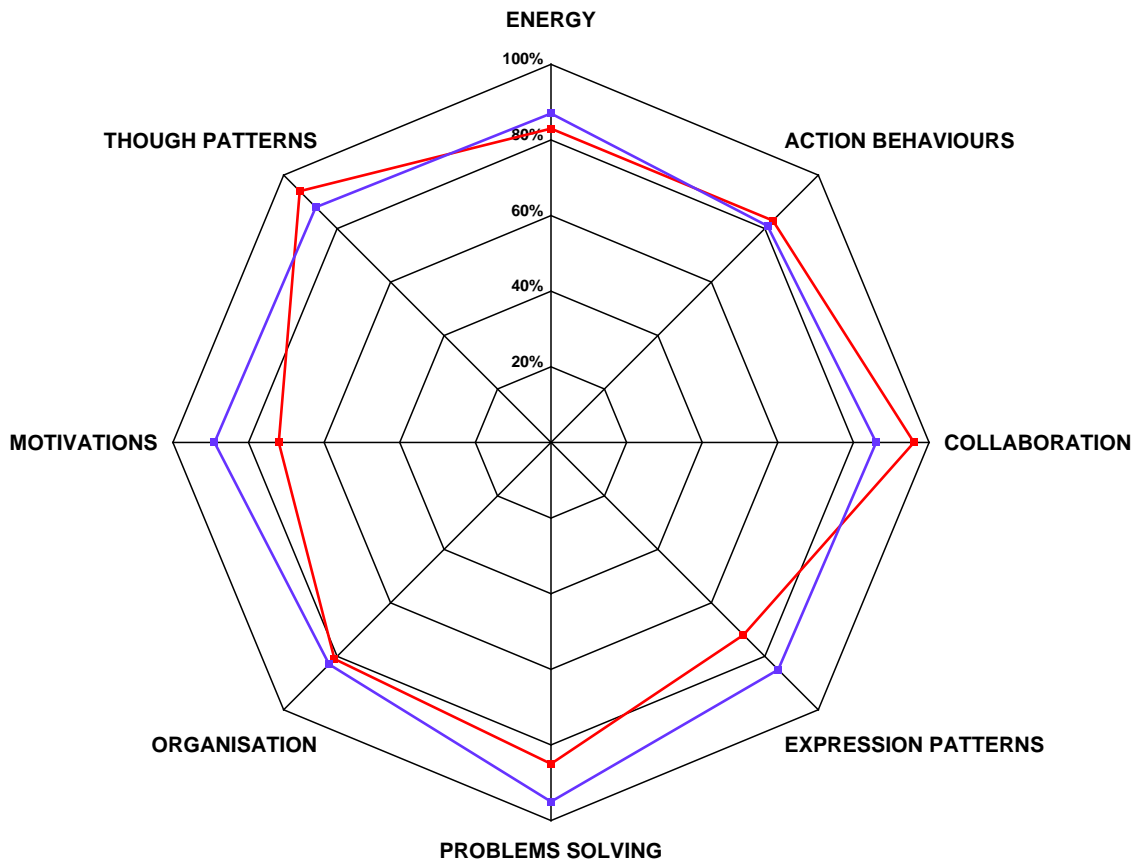
**Adaptation : 85%**



**Commitment : 87%**



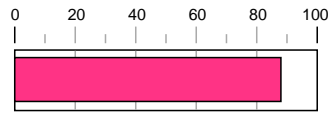
### Adaptations and commitments by headings



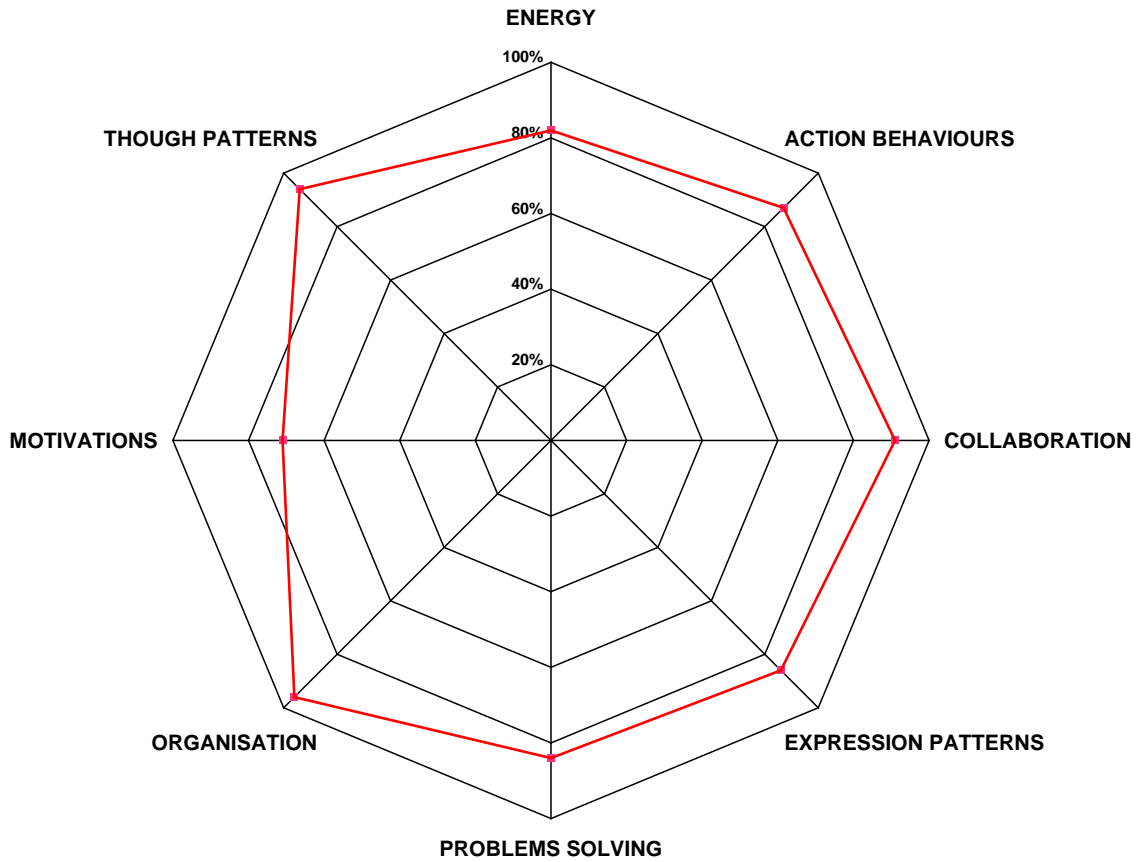
# SIMILARITY

*Elisabeth Martin*

**Level of similarity : 88%**



## Levels of similarity by headings



## SYNTHESIS

Accord	<span style="color: orange;">■</span> <span style="color: green;">■</span>	27
Effort	<span style="color: orange;">■</span> <span style="color: gray;">■</span>	1
Progression	<span style="color: gray;">■</span> <span style="color: green;">■</span>	4
Opposition	<span style="color: gray;">■</span> <span style="color: gray;">■</span>	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

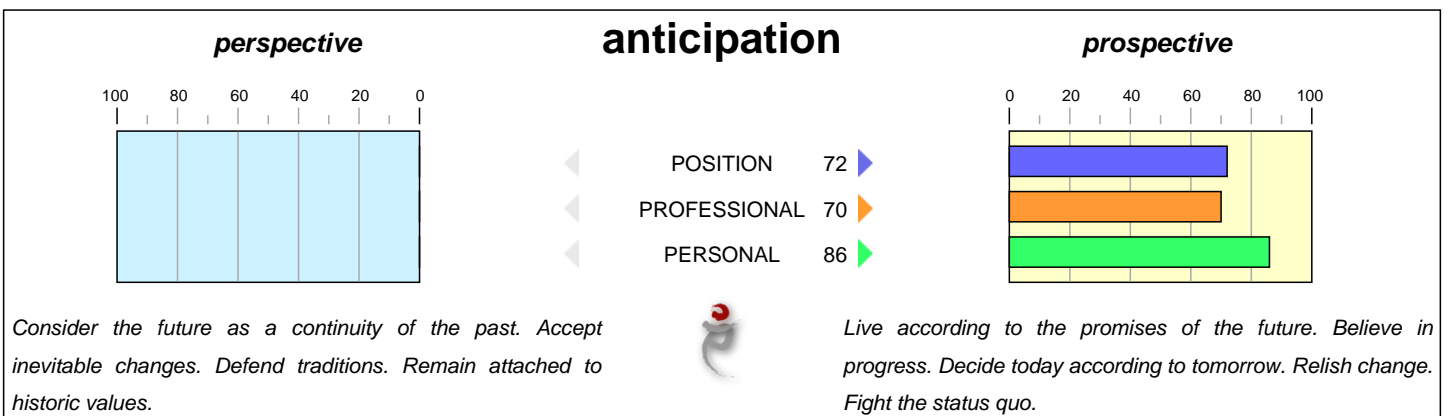
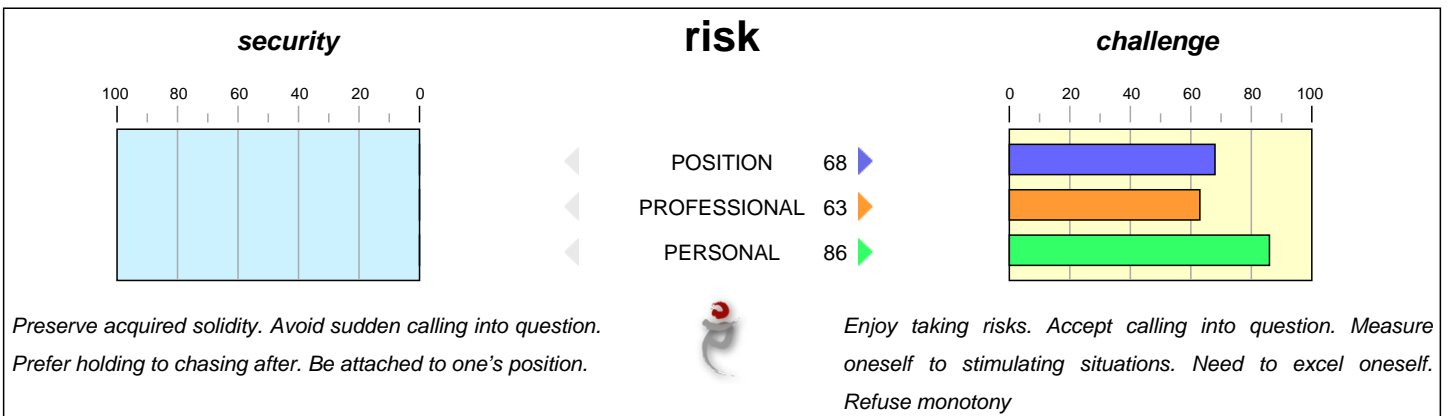
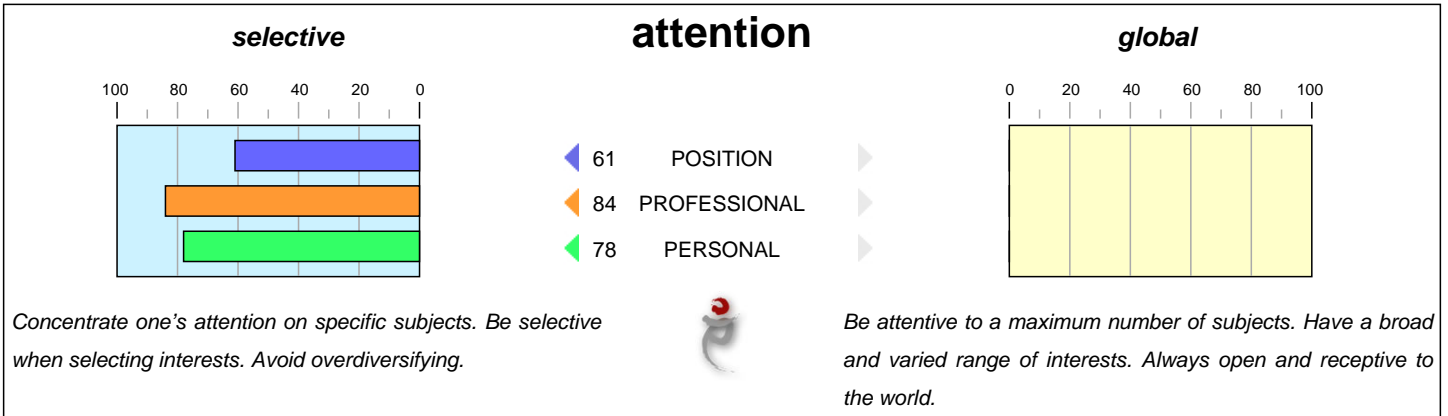
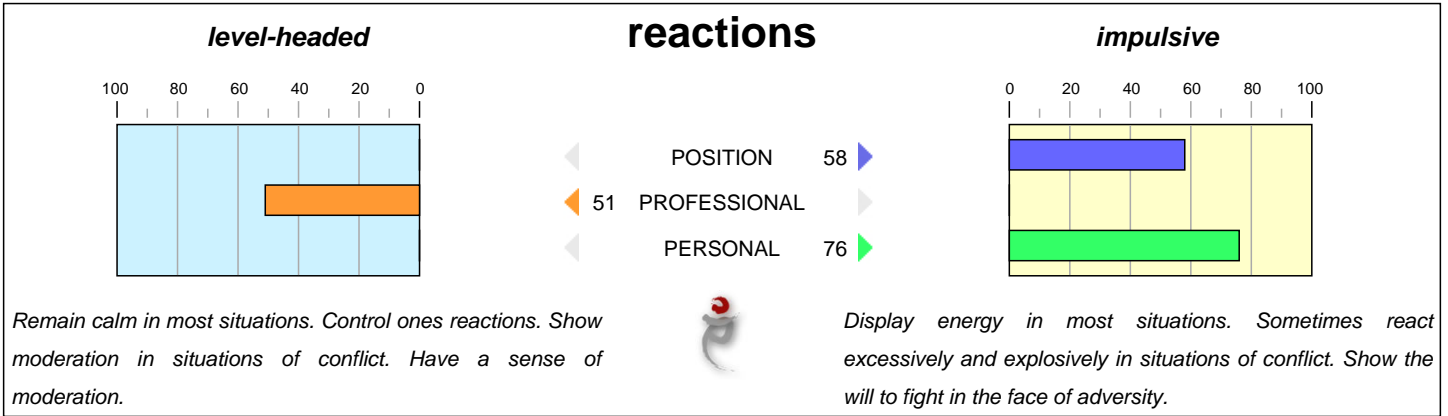
Statements	>>	<i>Bold</i>	Accord
Will	>>	<i>Determined</i>	Progression
Ideas	>>	<i>Intuitive</i>	
Convictions	>>	<i>Established</i>	Accord

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

POSITION	21
PROFESSIONAL	61
PERSONAL	67

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

### efficiency

### practical

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

### thought-out

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

### steps

### reflexive

POSITION	59
PROFESSIONAL	51
PERSONAL	53

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

### medium-term

*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.*

### horizons

### short-term

POSITION	60
PROFESSIONAL	76
PERSONAL	71

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

### defined

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

### status

### flexible

POSITION	34
PROFESSIONAL	42
PERSONAL	67

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

### reserved

Remain distant during exchanges. Prefer coldness to warmth. Establish privileged relations over time with chosen persons.

## exchanges

POSITION	44
PROFESSIONAL	52
PERSONAL	39

### spontaneous

Establish immediate direct relations. Create a warm atmosphere. Express opinions and emotions easily. Establish ties with the highest number of contacts.

### distant

Set teamwork in a framework of operating rules and working methods. Keep ties with team members within a work context.

## team

POSITION	65
PROFESSIONAL	73
PERSONAL	82

### committed

Consider teamwork as an essential value. Invest maximum energy for the team's success. Establish personal ties with those who contribute to that success.

### hierarchical

Consider that responsibility implies a right to decide and an obligation to be disciplined. Impose one's choices by making minimum concessions.

## authority

POSITION	64
PROFESSIONAL	75
PERSONAL	69

### consensus

Consider that a decision must be understood and accepted by those responsible for implementing it. Explain one's choices and take remarks into account.

### doubt

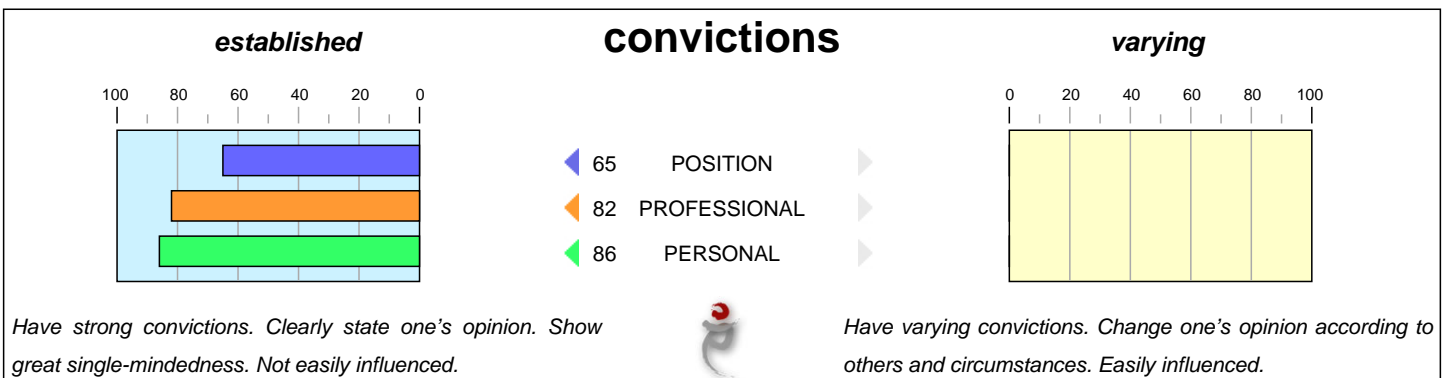
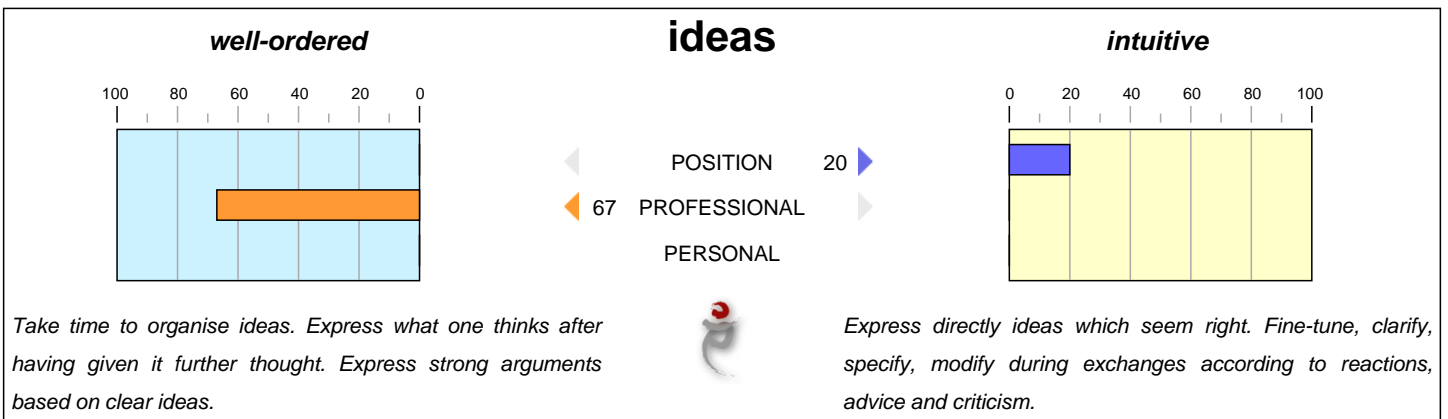
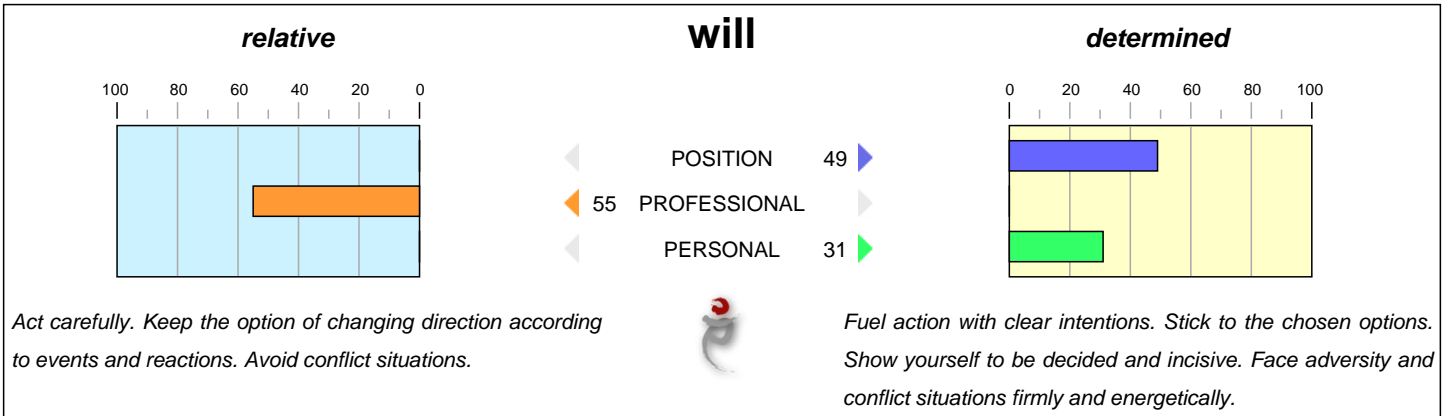
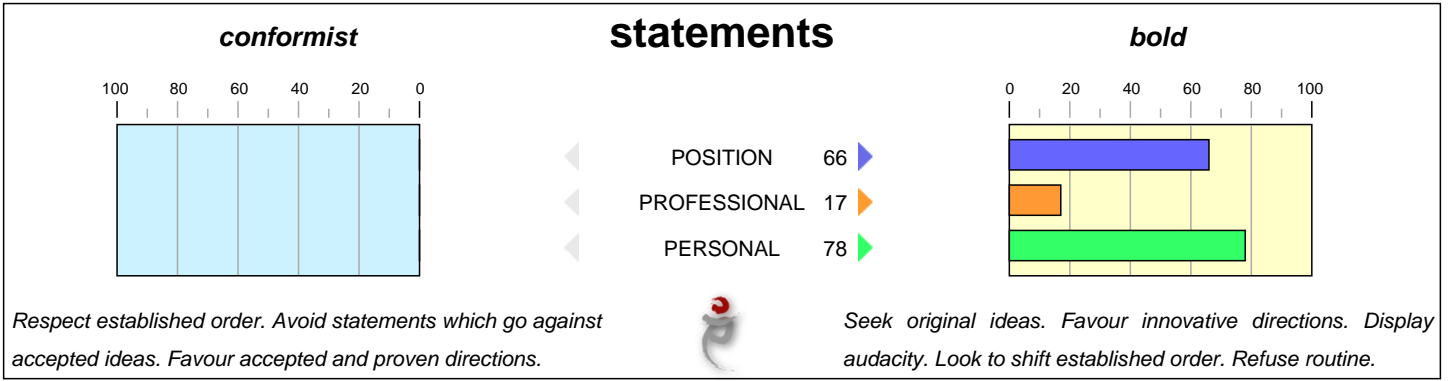
Put your trust in people carefully and under conditions. Often appear sceptical and critical. Avoid surprises by maintaining doubt.

## trust

POSITION	64
PROFESSIONAL	64
PERSONAL	84

### believe

Place your trust in people with minimum precautions and under minimum conditions. Appear constructive and positive. Risk believing.



### organised

## approach

POSITION	53
PROFESSIONAL	37
PERSONAL	69

### instinctive

*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

## visibility

POSITION	68
PROFESSIONAL	76
PERSONAL	75

### synthetic

*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

## perception

POSITION	57
PROFESSIONAL	74
PERSONAL	53

### personal

*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

## understanding

36	POSITION
74	PROFESSIONAL
31	PERSONAL

### empirical

*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.*

### procedures

POSITION	49
PROFESSIONAL	81
PERSONAL	76

Implementing the means to meet objectives is in the scope of a set of clear rules, specific attributions, detailed operational processes.

### device

### principles

Implement the means to meet objectives in keeping with simple and coherent principles. Keep flexibility to facilitate adaptation.

### meticulous

POSITION	67
PROFESSIONAL	85
PERSONAL	83

Carry out strict control. Be demanding and intransigent. Enjoy detailed examinations. Show flawless vigilance. Impose coherence.

### control

### global

Show flexibility in rigour. Be strict on essential aspects. Develop a spirit of coherence. Favour personal responsibility.

### concentrated

Seek maximum amount of information at one's disposal. Handle the sharing of information selectively. Use the information to comfort one's personal position.

### information

### shared

POSITION	61
PROFESSIONAL	48
PERSONAL	71

Seek to facilitate flow of information. Ensure free access for all to the information necessary for the understanding of their actions.

### methodical

Pay careful attention when examining problems. Further the thinking by looking at particular representation processes. Work according to successive clearly defined steps.

### preparation

### outline

POSITION	56
PROFESSIONAL	65
PERSONAL	81

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.

### to have

100 80 60 40 20 0

## sensation

◀	POSITION	50	▶
◀	68 PROFESSIONAL		▶
◀	PERSONAL	69	▶

### to be

0 20 40 60 80 100

*Measure success with material satisfaction. Have a strong sense of one's particular interests. Enjoy countable riches.*

*Measure success with the satisfaction of one's personal aspirations. Seek notoriety and consideration. Preoccupation for material aspects depends on what they allow.*

### conditional

100 80 60 40 20 0

## mobility

◀	49	POSITION	▶
◀	70	PROFESSIONAL	▶
◀	69	PERSONAL	▶

### wanted

0 20 40 60 80 100

*Be attached to one's life environment. Want prepared and planned evolution. Negotiate necessary changes. Avoid uncertain situations.*

*Periodically renew one's way of life. Enjoy changing lifestyles. Seize opportunities for change. Accept uncertainties.*

### knowledge

100 80 60 40 20 0

## ambition

◀	POSITION	63	▶
◀	PROFESSIONAL	61	▶
◀	PERSONAL	76	▶

### power/action

0 20 40 60 80 100

*Enjoy studying. Seek recognition of others through knowledge. Self-enhancement through acquired knowledge.*

*Enjoy action. Seek recognition of others through one's ability to build. Self-enhancement through concrete achievements.*

### established

100 80 60 40 20 0

## company

◀	POSITION	62	▶
◀	PROFESSIONAL	57	▶
◀	PERSONAL	71	▶

### conquering

0 20 40 60 80 100

*Look for established solid companies. Look to settle in a stable environment based on traditions. Prefer security to dynamism.*

*Look for conquering ambitious companies. Look to settle in an always changing environment. Prefer dynamism to security.*

### nurtured

POSITION	33
PROFESSIONAL	36
PERSONAL	61

*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

POSITION	33
PROFESSIONAL	36
PERSONAL	61

*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

POSITION	68
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

POSITION	68
PROFESSIONAL	62
PERSONAL	82

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

### conceptual

POSITION	70
PROFESSIONAL	85
PERSONAL	86

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

## abstraction

### concrete

POSITION	70
PROFESSIONAL	85
PERSONAL	86

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

### strongs

POSITION	70
PROFESSIONAL	78
PERSONAL	83

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

## references

### flexibles

POSITION	70
PROFESSIONAL	78
PERSONAL	83

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

