

Profiler TONUS

Advanced solutions for fine HR management

ORIENTATIONS

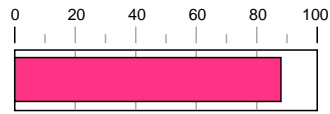
Elisabeth Martin

14-04-2005

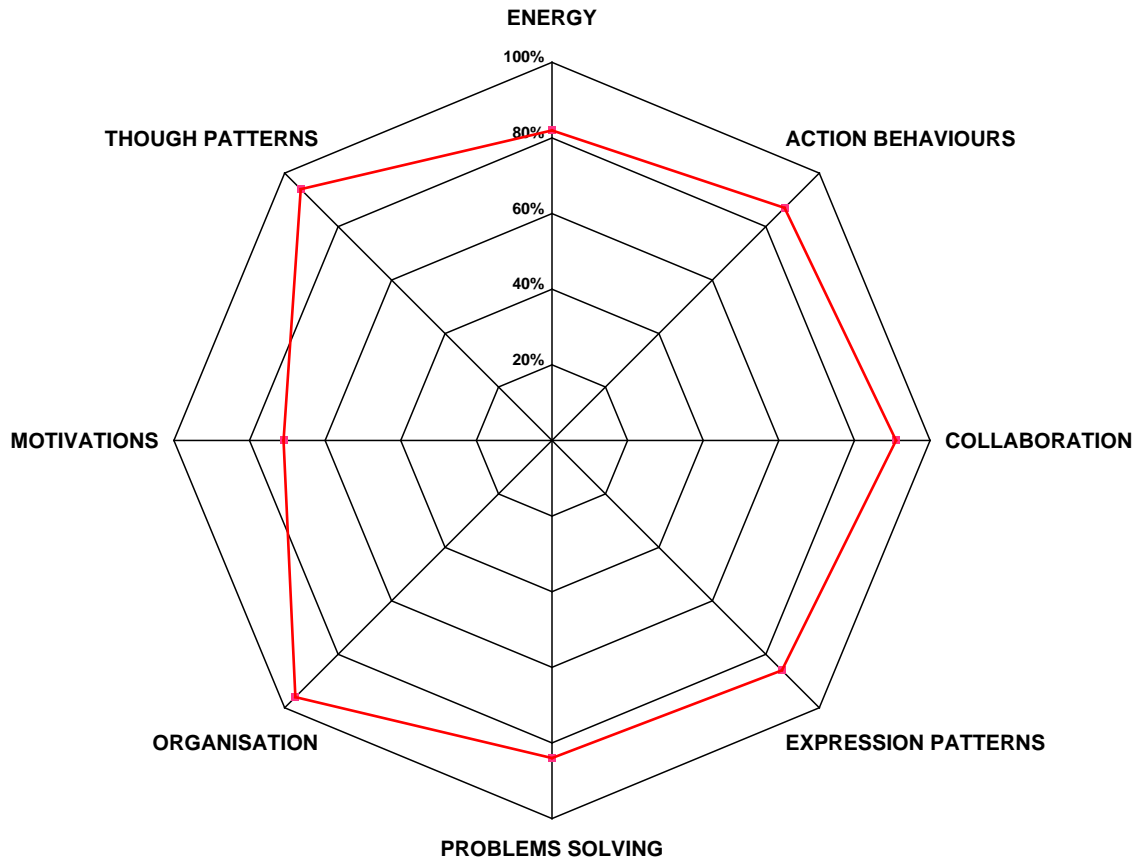
SIMILARITY

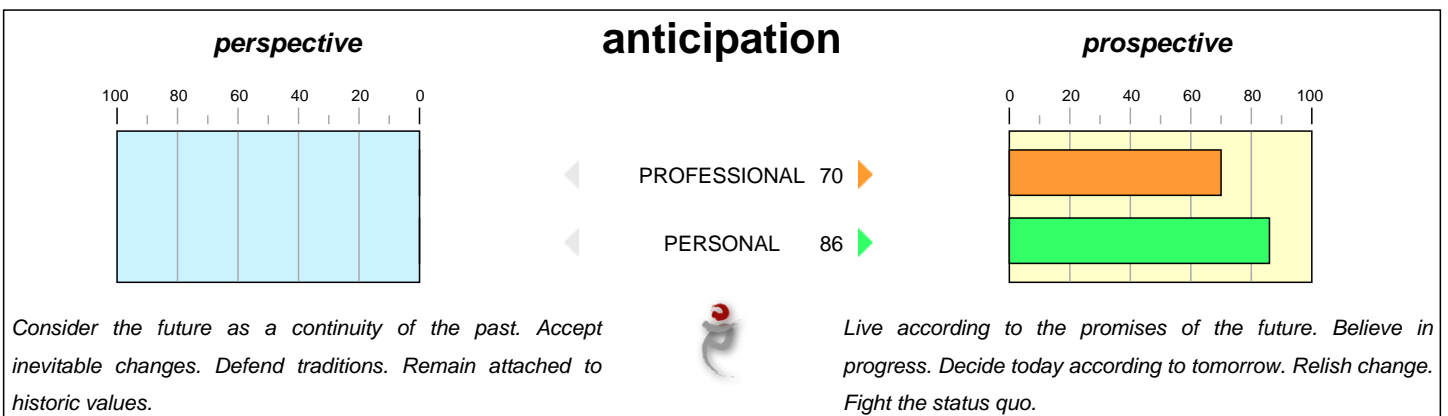
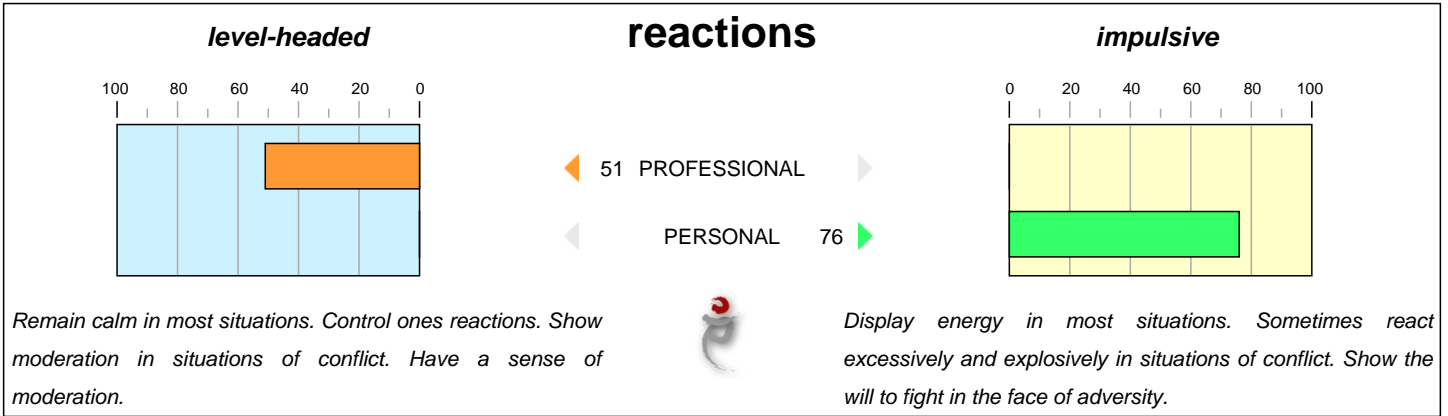
Elisabeth Martin

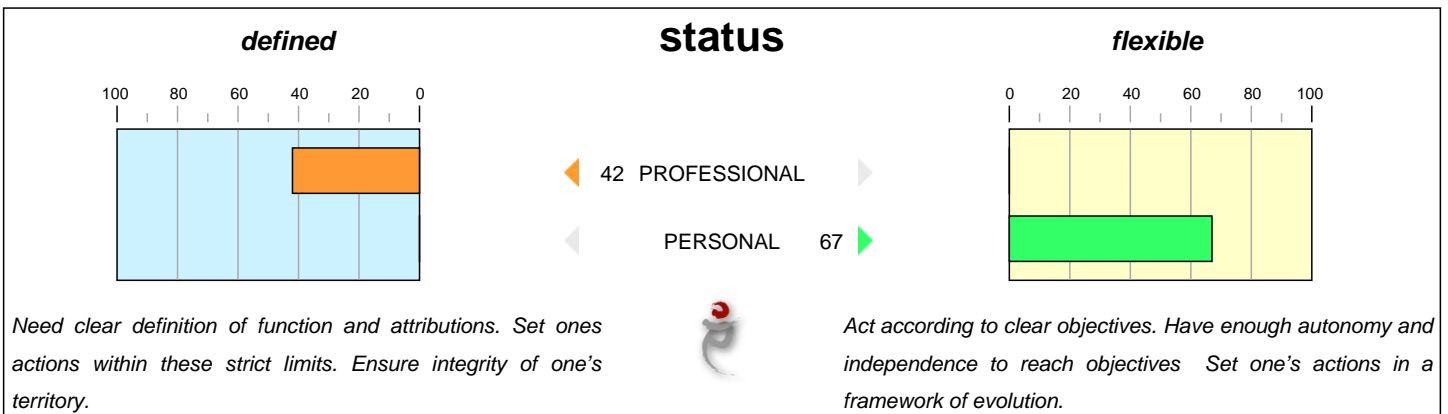
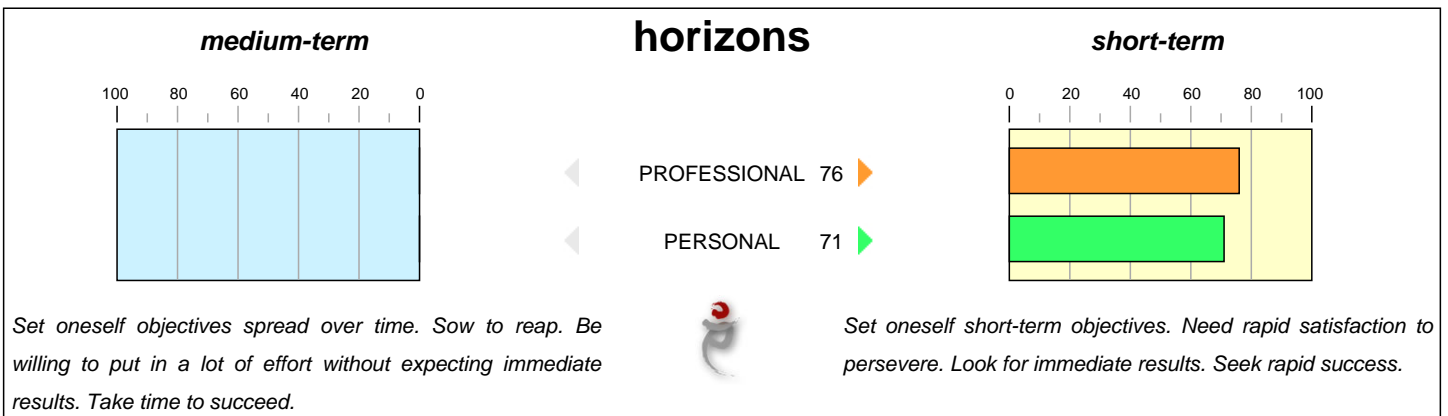
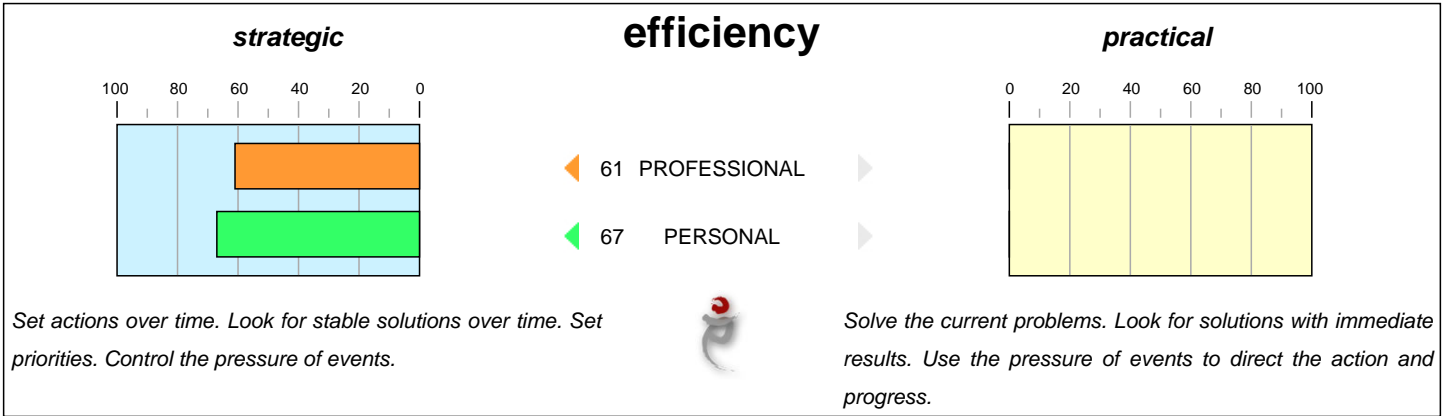
Level of similarity : 88%



Levels of similarity by headings





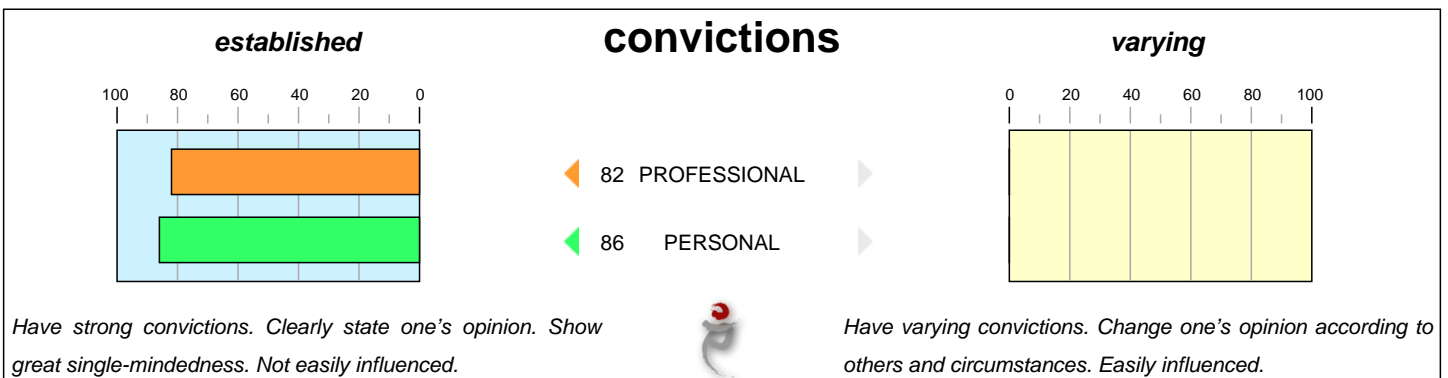
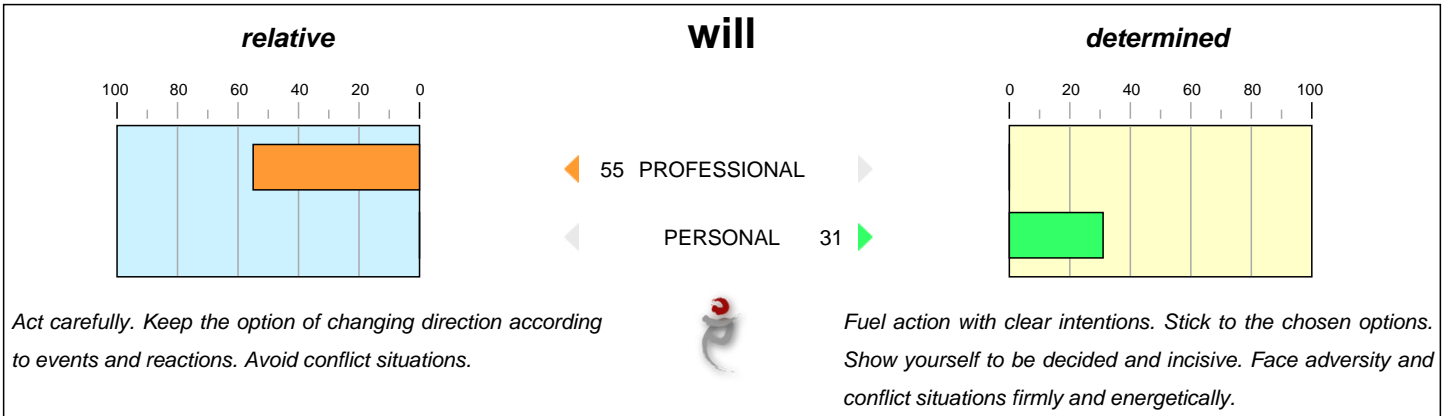
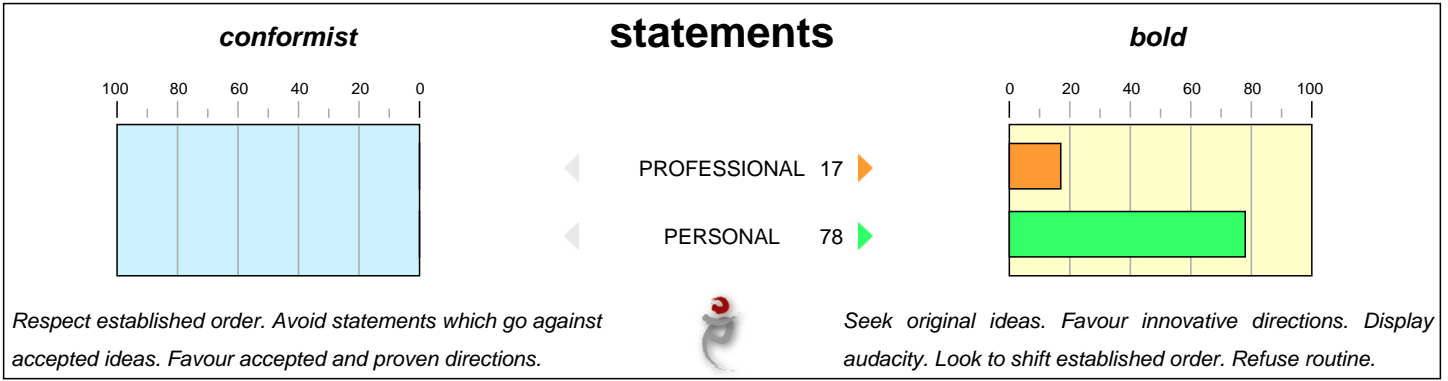


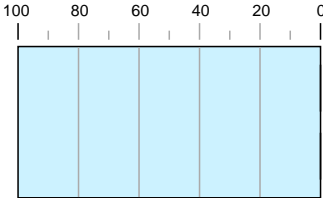

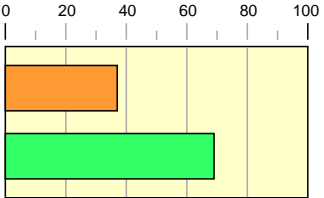
<p style="text-align: center;">reserved</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><i>Remain distant during exchanges. Prefer coldness to warmth. Establish privileged relations over time with chosen persons.</i></p>	<p style="font-size: 2em;">exchanges</p> <p>PROFESSIONAL 52 ▶</p> <p>PERSONAL 39 ▶</p>	<p style="text-align: center;">spontaneous</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><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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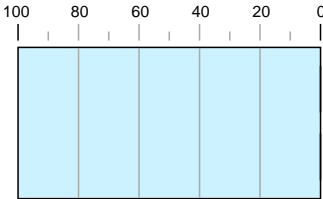

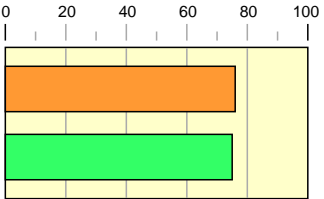
<p style="text-align: center;">distant</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><i>Set teamwork in a framework of operating rules and working methods. Keep ties with team members within a work context.</i></p>	<p style="font-size: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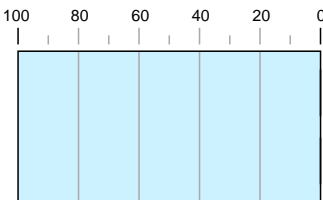

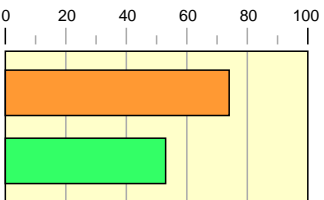
<p style="text-align: center;">hierarchical</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><i>Consider that responsibility implies a right to decide and an obligation to be disciplined. Impose one's choices by making minimum concessions.</i></p>	<p style="font-size: 2em;">authority</p> <p>PROFESSIONAL 75 ▶</p> <p>PERSONAL 69 ▶</p>	<p style="text-align: center;">consensus</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><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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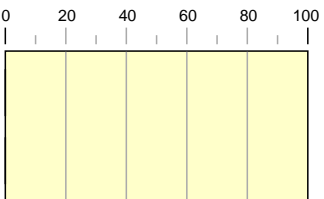
<p style="text-align: center;">doubt</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><i>Put your trust in people carefully and under conditions. Often appear sceptical and critical. Avoid surprises by maintaining doubt.</i></p>	<p style="font-size: 2em;">trust</p> <p>PROFESSIONAL 64 ▶</p> <p>PERSONAL 84 ▶</p>	<p style="text-align: center;">believe</p> <div style="text-align: center;"> </div> <div style="text-align: center;"> </div> <p style="font-size: small;"><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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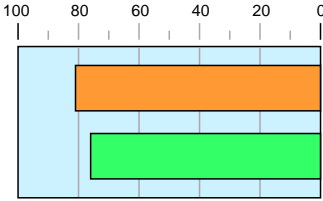

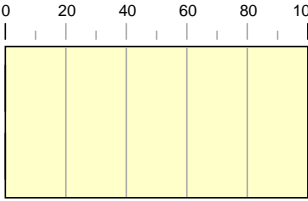


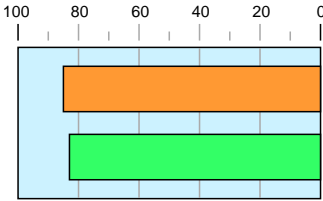

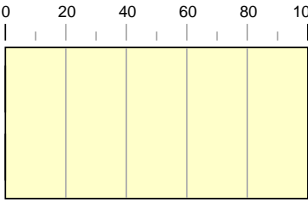
<p>organised</p>  <p>100 80 60 40 20 0</p>	<p>approach</p> <p>PROFESSIONAL 37</p> <p>PERSONAL 69</p> 	<p>instinctive</p>  <p>0 20 40 60 80 100</p> <p>Appreciate situations with direct contact. Sense problems through their actual occurrence. Favour information from the field rather than from files.</p>
<p>Appreciate situations according to a structured observation pattern. Work from already prepared files. Limit direct contact with the field to a minimum.</p>		

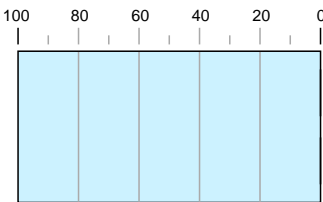

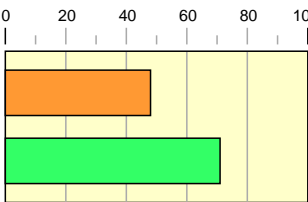
<p>analytical</p>  <p>100 80 60 40 20 0</p>	<p>visibility</p> <p>PROFESSIONAL 76</p> <p>PERSONAL 75</p> 	<p>synthetic</p>  <p>0 20 40 60 80 100</p> <p>Always keep a global view of situations. Rapidly discern the essential. Go deeper only if necessary.</p>
<p>Consider situations from a system of stable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

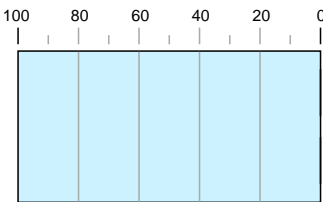

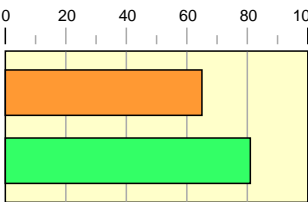
<p>objective</p>  <p>100 80 60 40 20 0</p>	<p>perception</p> <p>PROFESSIONAL 74</p> <p>PERSONAL 53</p> 	<p>personal</p>  <p>0 20 40 60 80 100</p> <p>Appreciate reality according to one's impressions and feelings. Trust one's personal convictions most of the time. Have a selective view on things.</p>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

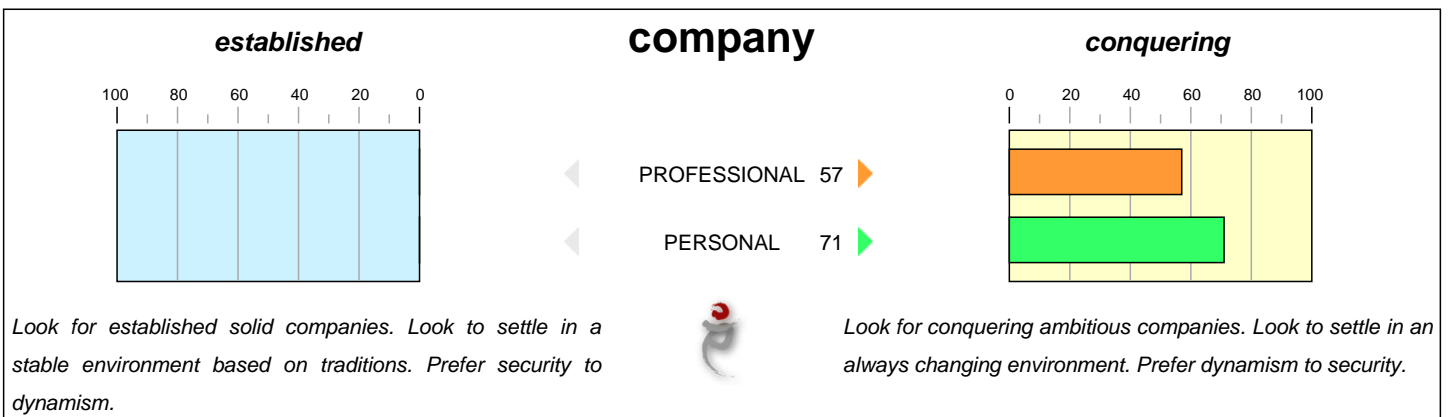
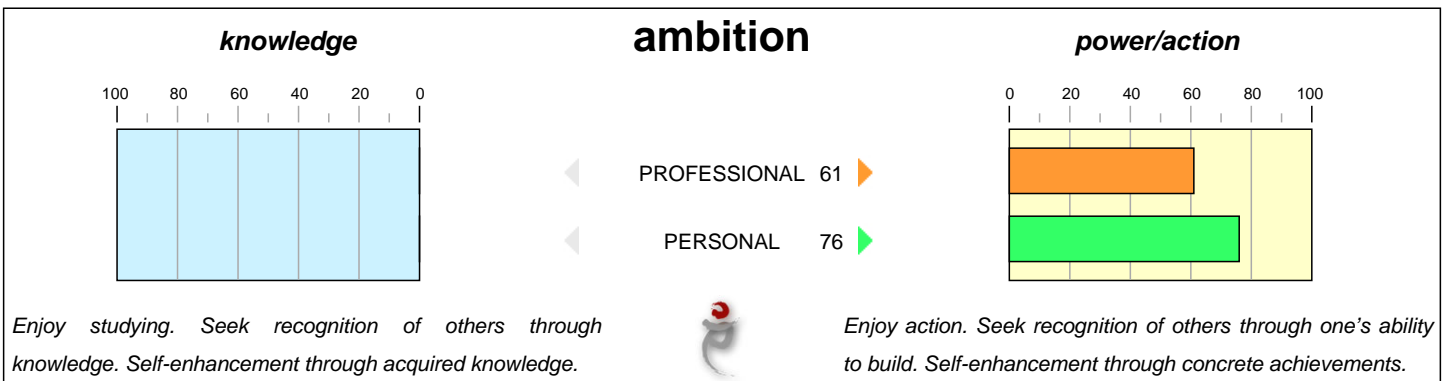
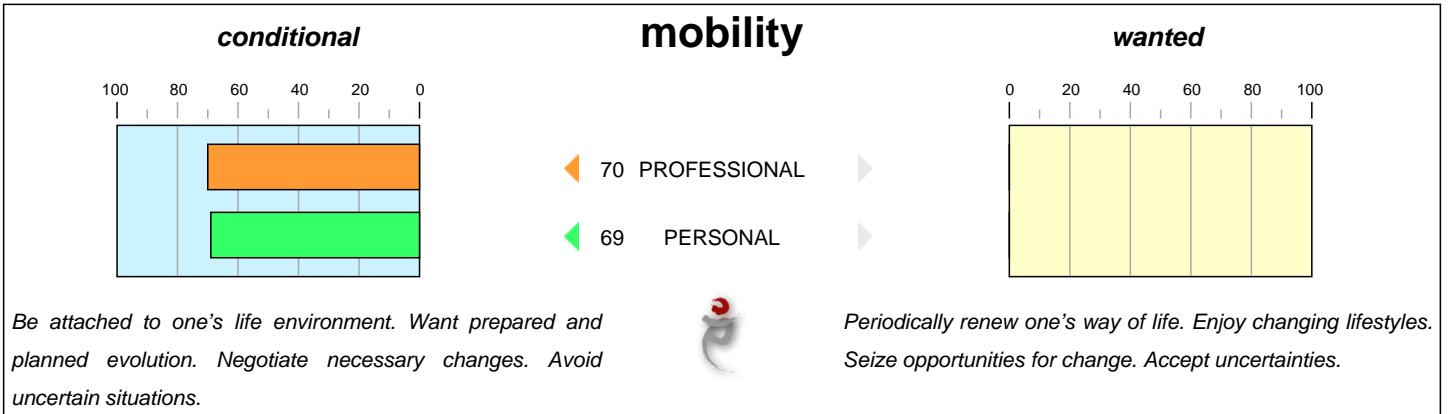
<p>rational</p>  <p>100 80 60 40 20 0</p>	<p>understanding</p> <p>74 PROFESSIONAL</p> <p>31 PERSONAL</p> 	<p>empirical</p>  <p>0 20 40 60 80 100</p> <p>Enjoy concrete experiences. Interested in areas accessible by personal acknowledgement. Wary of theoretical explanations.</p>
<p>Enjoy rigour and clarity.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

<p style="text-align: center;">procedures</p>  <p style="text-align: center;"> ◀ 81 PROFESSIONAL ▶ ◀ 76 PERSONAL ▶ </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 style="font-size: 2em; font-weight: bold;">device</p> 	<p style="text-align: center;">principles</p>  <p><i>Implement the means to meet objectives in keeping with simple and coherent principles. Keep flexibility to facilitate adaptation.</i></p>
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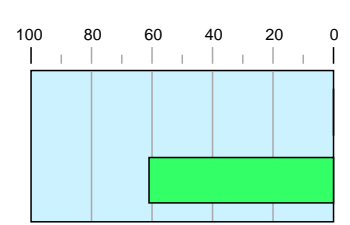
<p style="text-align: center;">meticulous</p>  <p style="text-align: center;"> ◀ 85 PROFESSIONAL ▶ ◀ 83 PERSONAL ▶ </p> <p><i>Carry out strict control. Be demanding and intransigent. Enjoy detailed examinations. Show flawless vigilance. Impose coherence.</i></p>	<p style="font-size: 2em; font-weight: bold;">control</p> 	<p style="text-align: center;">global</p>  <p><i>Show flexibility in rigour. Be strict on essential aspects. Develop a spirit of coherence. Favour personal responsibility.</i></p>
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<p style="text-align: center;">concentrated</p> 	<p style="font-size: 2em; font-weight: bold;">information</p> 	<p style="text-align: center;">shared</p>  <p style="text-align: center;"> ◀ PROFESSIONAL 48 ▶ ◀ PERSONAL 71 ▶ </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>
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<p style="text-align: center;">methodical</p> 	<p style="font-size: 2em; font-weight: bold;">preparation</p> 	<p style="text-align: center;">outline</p>  <p style="text-align: center;"> ◀ PROFESSIONAL 65 ▶ ◀ PERSONAL 81 ▶ </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>
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nurtured



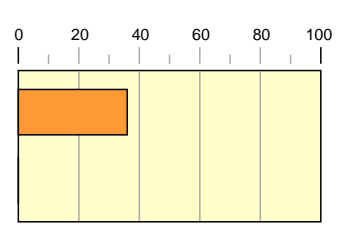
PROFESSIONAL 36
61 PERSONAL

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



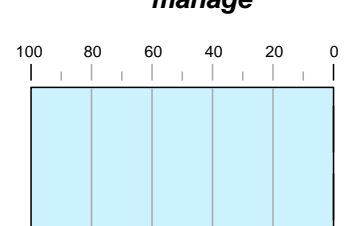
rapid



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



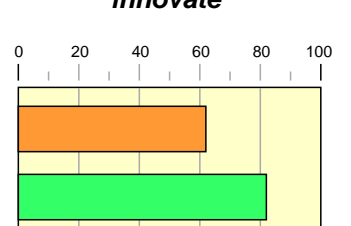
PROFESSIONAL 62
PERSONAL 82

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

creativity



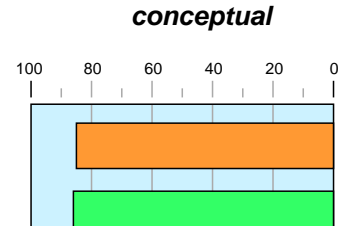
innovate



PROFESSIONAL 62
PERSONAL 82

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


conceptual



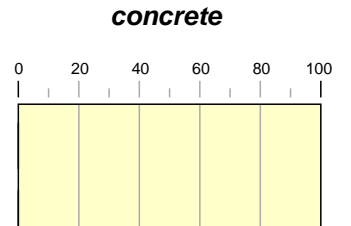
PROFESSIONAL 85
86 PERSONAL

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

abstraction



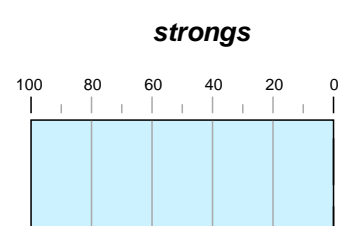
concrete



PROFESSIONAL 85
86 PERSONAL

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


strongs



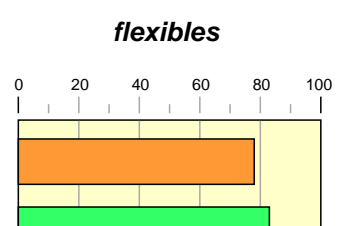
PROFESSIONAL 78
PERSONAL 83

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.

