



Paul DUPONT

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AEC DISC Personal Profile

Table of contents

Introduction.....	3
Presentation of the Colours.....	4
Synthesis of your graphs.....	5
Talents for the company.....	6
Optimal environment.....	7
Your Values associated with the Colors.....	8
Your general characteristics.....	10
Your Opposite.....	12
Your specific characteristics.....	14
Perceptions.....	15
The Do's to better interact with you.....	16
The Don'ts to better interact with you.....	17
Keys to motivating.....	18
Keys to managing.....	19
Your areas for improvement.....	20
Indicators.....	21
Your Colours.....	23
Comparison Natural - Adapted Styles.....	24
Your Styles on the AeC Wheel.....	25
Your Position on the Wheel.....	26
The Values which moderate the Colours.....	27
Your general characteristics.....	28
Your specific characteristics.....	30
Your Values.....	31

Introduction

*The wise man is the one who has:
The strength and courage to change what he can change
The serenity to accept what he can't change
The wisdom to make the difference between the two.*

Marcus-Aurelius

This profile offers you to :

- ☆ *Change what you can change in order to improve yourself by reducing your weaknesses.*
- ★ *Accept what you can't change by respecting your limits.*
- ⊕ *Acquire the wisdom to make the difference between the two by understanding yourself better, your strengths and weaknesses and your limits in relationship to others and your surroundings.*

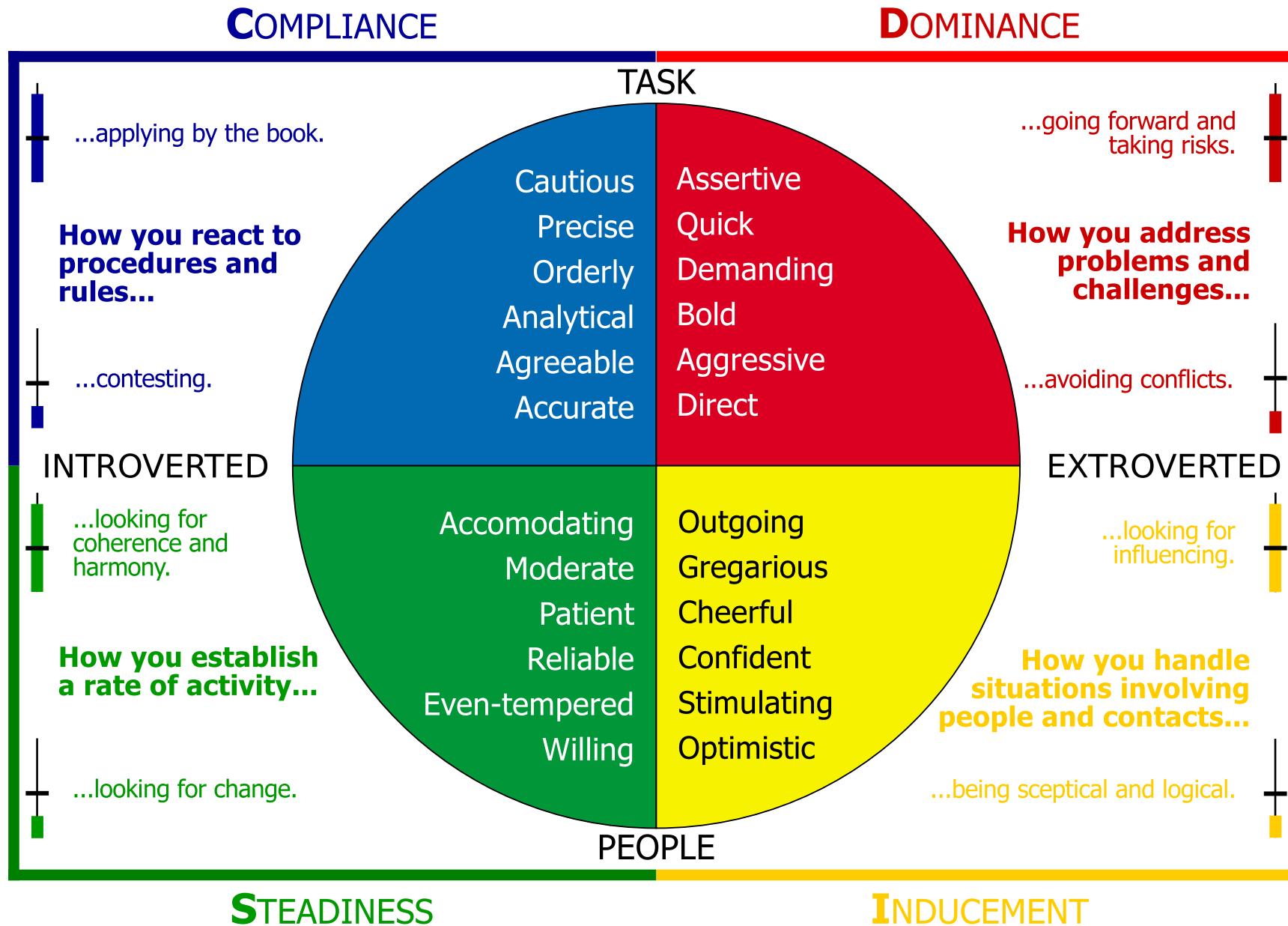
Innovative, but widely accepted, it summarizes Carl JUNG's work about the psychological types and the DISC theory associated with the research on behaviours and colors by William MARSTON: The Color Method®.

This profile is your personal Profile among thousands. It takes into account different parts of yourself which can sometimes be in opposition.

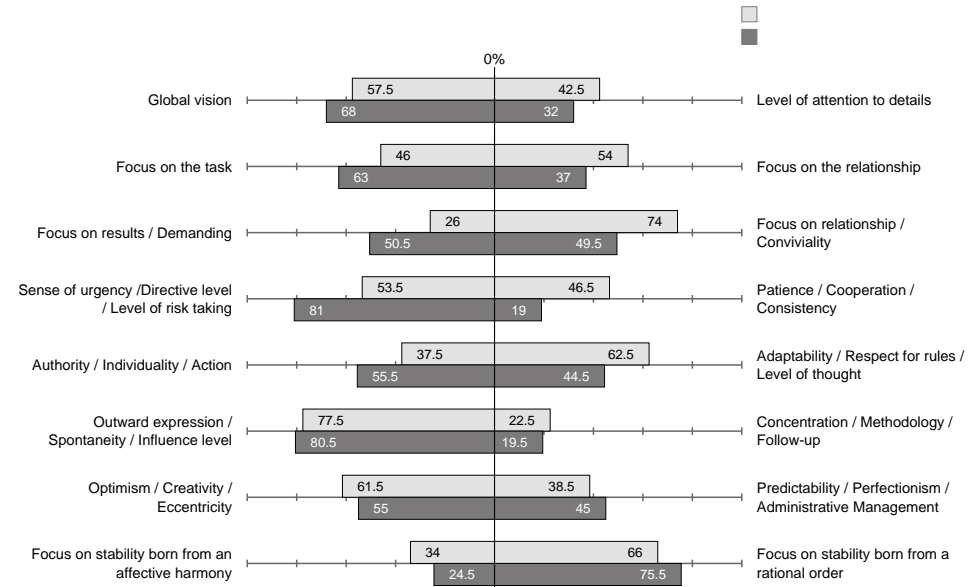
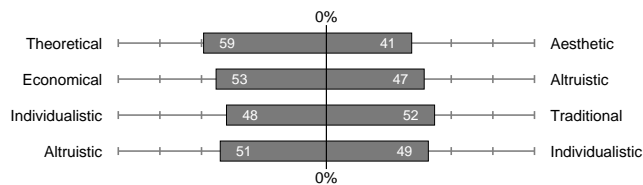
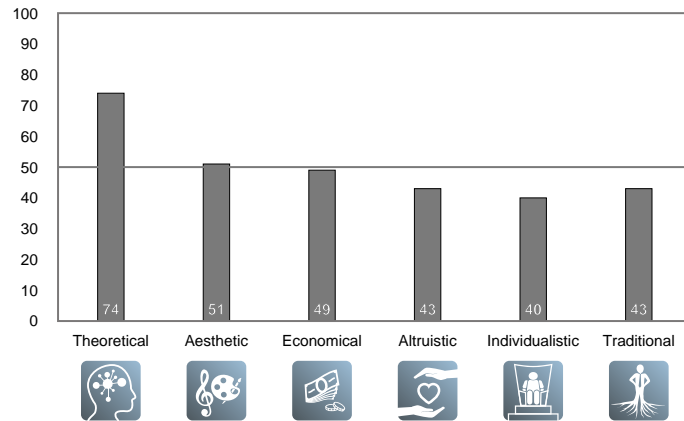
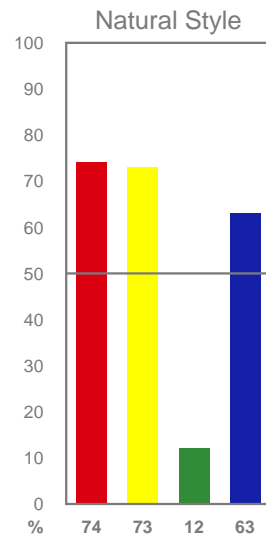
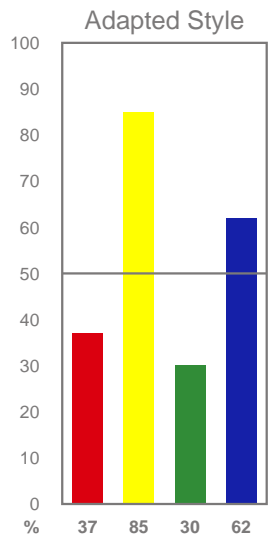
If you are concerned by the cryptic meaning of some sentences or words, do not hesitate to rewrite them using your own words, which may make more sense for you.

Do not take into account elements which may seem inappropriate to you.

Please check with people close to you so that they may see a part of yourself that you may not be aware of.



Presentation of the Colours



☆ Your Adapted Style
○ Your Natural Style



Synthesis of your graphs

Talents for the company

This section defines the talents you bring to the company, in a descending order.

Please check that you are using them or you can ask yourself how you could use them better.

- ☆ Likes to quickly and frequently change pace and activities
- ☆ Is particularly comfortable in an often changing environment
- ☆ Has a sense of urgency and doesn't like wasting time
- ☆ Is innovative
- ☆ Shows initiative
- ☆ Likes to overcome difficult challenges
- ☆ Makes decisions while thinking about results
- ☆ Likes competition
- ☆ Has a good sense of humour
- ☆ Is fun to be around
- ☆ Has a creative uniqueness
- ☆ Expresses his enthusiasm
- ☆ Has the ability to step back and see things objectively
- ☆ Knows how to be well organized
- ☆ Is able to diplomatically comply when necessary

Optimal environment

This is a brief overview of the optimal environment that corresponds to some of your talents and needs, in a descending order.

It describes some of these for which your environment must allow the expression and the fulfilment in order to favour your success for the best.

Clarify, among the following items, those which are more concerned with your talents and those which are more concerned with your needs.

Check how your present environment allows their expression and fulfilment.

- ☆ Workplace environment that requires responsiveness and mobility
- ☆ Numerous and diverse activities
- ☆ Necessity to juggle many things at once
- ☆ Motivating missions with challenges
- ☆ Demanding and challenging work environment
- ☆ Important part of evaluation based on results
- ☆ Far reaching authority
- ☆ Diverse and friendly working environment
- ☆ Unique choice of words encouraged in expressing oneself
- ☆ Flexibility and agility to perform tasks
- ☆ Quality and detail-oriented work
- ☆ Clean work space
- ☆ Respect of established standards

Your Values associated with the colors

In addition to the section about “Values which moderate the colours” included at the end of this Profile, **this section connects and summarizes the deep and specific Motivations** that compels us to act, or Values, as well as **the specific observable behaviours** that show how we behave, or Colours.

It describes the consistencies and contradictions that appear between the two entities, either strengthening each other, or having a moderating effect.

It provides a broader and more global perception of your Profile.

This association must then be further refined through the scores of your Colours and your Values.

A combative and directive component (Red above 50) of your behaviour :

- ☆ Makes your intellectual rigour efficient
- ☆ Can mask and seemingly harden your gentle sensitivity
- ☆ Is made more subtle by the minimization of your search for productivity which is not your main motivation
- ☆ Is paradoxically put into perspective through your moderate need for self-assertion
- ☆ Is made more subtle though your tolerance of others' value systems

An extroverted and friendly component (Yellow above 50) of your behaviour :

- ☆ Is tempered by your need for understanding and intellectual knowledge which give a thoroughness to its expansive originality
- ☆ Is made complete by your sensitive nature
- ☆ Seeks to serve all by denying your ego which moderates it
- ☆ Strengthens your acceptance of others in their differences

A effervescent component (Green below 50) of your behaviour :

- ☆ Manifests, quickly and about different topics in parallel, your need for an objective search for facts
- ☆ Externalizes, in movement and diversity, your quest for beauty
- ☆ Is moderated by your humility even if it seems turbulent

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☆ Goes with your independent spirit

A normalizing, respectful of rules and procedures, component (Blue above 50) of your behaviour :

☆ Emphasizes your need for structured knowledge

☆ Can overshadow your fine perception which contrasts with its strict rationality

☆ Emphasizes your need for self-withdrawal in accordance with these rules

☆ Demonstrates, paradoxically in the respect for a factual order, your openness to value systems other than yours

General characteristics of your Natural Style

The first general characteristics refer to your position, among the 68 positions of the AeC Wheel situated at the end of your Profile.

They will be refined in the following pages according to your answers to the questionnaire which give rise to your personal Profile among thousands of different profiles.

You are rather the "PROACTIVE" type on the AeC Wheel which is at the end of your Profile. Your primary colour is Red closely followed by Yellow. Your third colour is Blue. This is your asset but perhaps also your difficulty to deal with this complexity. These three colours have to be nuanced according to their intensity in connection with the intensity of the fourth colour Green.

Intuition is, first of all, one of your primary characteristics. You are the kind of person about whom people say : " If she didn't exist, she should be invented !" which may make you seem as unique and inimitable but also perhaps difficult to manage, elusive, unpredictable in your own eyes as well as in the eyes of others. This is what intuition is all about: it can't be explained, even though you are still able to show a certain objective rigor.

This is your way of reconciling and managing your twin rational and relationship-oriented elements of extroversion, your ability to take into account tangible results without forgetting emotional individuals. This is an important part of this asset as well as, in the same time, this difficulty. You use your extroverted nature to motivate and promote your projects because you love it. You enjoy difficulty which motivates you, but pleasure is still important to you. You like what is difficult but not austere, even though you appreciate order.

You are not afraid by ambitious goals and you like to take risks. You like action, challenges, victory and to work under pressure. You also like human relationships where you find recognition and pleasure.

You know what you want and how to get it while complying with the required rules. You get what you want through your enthusiasm and ability to communicate. Therefore, you naturally tend to innovate, promote and solicit interest of others in your projects. You influence others through your optimism, your charisma and your dynamism, which give you a position of power and a recognition that you need, and which you may have a tendency to abuse by putting yourself too much at the forefront of things.

Possibilities and the future are more attractive to you than the reality of the present or the past. Challenges and opportunities are important elements of your success. The projection of your dreams and your creativity stimulate you. Your search for innovation and the unexpected as well as for change, and your small interest for details may lead you to feel stifled by structure and routine. However, when necessary, you rely on your ability to reflect and analyze.

You love varied activities in a relationship-oriented environment and you may be afraid of monotony

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and of silence in the inside and/or the outside when they are not structured. You need to handle several projects at the same time, and without this you quickly get bored with routine. You have the remarkable ability to start up and promote these many projects simultaneously and to solicit other people's enthusiasm and participation. However, when one of these starts concretely taking shape, you risk losing interest in it, and you may have the tendency to find another one.

You aren't very much of a "down to earth" type, and you don't have a very strong sense of the concrete and the tangible. You are the Opposite of someone who "needs to see it to believe it." You have nothing against rational order, but also you do not particularly look for emotional harmony which bores you. You tend to avoid these things, since you don't like monotony and the status quo, which you consider inert. You are particularly at ease in what others might consider to be chaotic because you enjoy situations that are constantly changing, leaning on your sense of order.

You run the risk of not sufficiently and necessarily taking into account, either others, which may make you seem autocratic, or the situation, which might also make you seem utopian.

Your highest risk of conflict is with your Opposite, the "COORDINATING", whom you might consider to be permissive and/or technocratic, dull and boring because his/her discrete introversion and well-grounded side contrast with your outgoing intuition.

Your Opposite

Your Opposite is described in the masculine, as a generic term, but represents either a woman or a man.

The following general characteristics refer to your opposite typology, among the 68 positions on the AeC Wheel. They allow you to better understand your Opposite's qualities, but they need to be refined according to each person.

They are also addressed to you and your "Shadow," as Carl Gustav Jung called it. This is analogous to a photographic negative. It represents the aspects of yourself that may be not very developed, unknown or hidden, and that it is suggested you become acquainted with and perhaps accept.

Your Opposite is rather the "COORDINATING" type. His primary colour is Green closely followed by Blue. His third colour is Yellow. This is also his asset but perhaps his difficulty to deal with this complexity.

First of all, one of his primary characteristics is his ability to be well-grounded when reviewing even the smallest details, which allows him to be perceived as deeply and discretely dependable. A fundamental part of his sense of practical and concrete experimentation makes him want to test everything. He is the kind of person people can really rely on.

This is his way of reconciling and managing his twin emotional and rational elements of introversion, his ability to take into account sensitive individuals without forgetting analytical facts. This is an important part of this asset as well as, in the same time, this difficulty. With a nature that is more on the introverted side, he likes to coordinate people and activities. He seeks justice and well-being for individuals without forgetting accuracy of facts and quality of work. He also has a convivial and relationship-oriented side.

Others are reassured by his objectivity, prudence, diplomacy and subtlety, which allow him to step back and be discrete. This is what he is looking for but he tends to abuse this behaviour. He wishes to feel useful in a secure environment while bringing a certain amount of spontaneous uniqueness.

He knows how to be a good listener and work in a team. He listens with patience and subtlety and moves forward with methodology, prudence and tenacity. He works in a smooth manner, without taking great risks, which makes him somewhat dependable. He can have trouble facing pressure and competition. Moreover, he may have difficulties being directive. He prefers to influence rather than force others.

His penchant towards discipline and agreement along with his attention to detail may cause him to fear chaos and innovation as well as conflicts and abrupt changes. This is because he seeks out emotional harmony but also rational order. Patience and diligence help him to accomplish his daily tasks. He is more comfortable with present and past realities than he is with a hypothetical future because he doesn't like vague, ambiguous or improvised situations.

Your Opposite doesn't express himself easily and his reserve shows patience, attentiveness, loyalty, in-depth and subtle analysis and methodology. This reserve can also be interpreted as rigid conservatism

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because he can be critical towards what he sees as extroverted emotional excesses or a lack of procedural control. At the same time, He has a mischievous side which astonishes him and others when it emerges.

His dependability and his moderate degree of realism naturally lead him to coordinate people and procedures. These qualities may be perceived, by him and by others, as a lack of originality and imagination, and he may be seen as too reserved and not very enthusiastic when its mischievous side doesn't emerge.

He runs the risk of not sufficiently and necessarily taking into account, either himself, which may make him appear as permissive, or others, which may also make him appear to be technocratic.

His highest risk for conflict is with you, the "PROACTIVE", whom he might consider to be eccentric, autocratic and/or utopian, because your outgoing intuition contrasts with his discrete and well-grounded introversion.

Specific characteristics of your Natural Style

The following characteristics help you to qualify and refine your type. They refer to your answers to the questionnaire and your Profile will be generated among thousand of others.

They mention, among other things, the perceptions that others may have about you. Even if these don't always correspond to what you are, it is nevertheless important for you to be aware of them.

Paul has a strong creative and abundant spontaneity that is not bogged down by details, which may make him seem rather unique. He also has a nature that respects rules and procedures, which may make him seem fairly conventional. One of Paul's assets, and perhaps also difficulties, is knowing how to reconcile and manage these two opposing facets of his personality.

Paul has a fairly outgoing, affectionate nature and is quite demonstrative and enthusiastic. He can be quite open and optimistic and has a definite skill at brightening others with his radiance. He likes to be their ray of sunshine even more for being recognized as such. Paul seeks a wide scope of tasks and duties. He is particularly comfortable in an constantly changing environment.

Paul may be categorized as pretty rational. He has a certain tendency towards quick action supported by concrete results, as well as for taking the risks that go along with this. Others may perceive him as a fairly pragmatic, driven and impatient person. He also has a relatively reflective nature and may step back and analyze information before making prudent decisions. He may also be perceived as a relatively measured and analytical person. One of Paul's assets, and perhaps also difficulties, is knowing how to reconcile and manage these two opposing facets of his personality.

Paul has a rather controlling, direct and somewhat provocative nature. Conflicts do not scare him. He doesn't manifest listening at all and can show himself to be not willing to achieve consensus, maybe due to a lack of time. Others may perceive him as a person who is rather directive and not attentive.

Paul doesn't like things that are stable, coherent and harmonious as a result of emotional feelings rather than a rational explanation, which makes him seem effervescent. At the same time and paradoxically, he has an inclination to order, planning and organization. Others may perceive him as a person who is relatively organized.

Paul has a sure extroverted constituent. He determinedly seeks challenges that energize him when executing the impressive goals that he sets for herself. Sometimes, he feels invincible. Others may perceive him as somewhat harsh with himself as well as with others. At the same time and paradoxically, he also has a nature that is somewhat motivating and relationship-oriented, that goes right along with his search for pleasure. His enthusiasm for communication may also make him appear fairly friendly. One of Paul's assets, and perhaps also difficulties, is knowing how to reconcile and manage these two opposing facets of his personality.

Perceptions

It is important to understand that others can perceive us differently and more harshly than we perceive ourselves, especially when we are under stress. The more they are different from us and get nearer to our Opposite, the more it is possible.

Even if the perceptions that others may have about you don't always correspond to what you are, it is nevertheless important for you to be aware of them.

This page informs you of the potential differences between these two perceptions.

Under normal circumstances, you perceive yourself as rather :

- ▲ Motivating
- ▲ Positive
- ▲ Innovative
- ▲ Intuitive
- ▲ Charismatic
- ▲ Dynamic

In a more or less stressful situation, others may also perceive you as rather :

- ▼ Elusive
- ▼ Utopian
- ▼ Impulsive
- ▼ Indiscrete
- ▼ Unstable
- ▼ Narcissistic

The Do's to better interact with you

This section describes what should be done to better interact with you, in a descending order.

We recommend that you show this to people around you and especially to those with whom you have difficulties communicating.

The person you interact with should :

- Not hesitate to switch from one activity to another even though it may seem inconsistent
- Not lose any time
- Be concrete and decisive
- Talk in terms of actions and results
- Challenge you
- Bring you solutions, not problems
- Allow you time to chat and relax a bit
- Compliment you
- Not be too formal
- Be optimistic. You find pessimistic people disconcerting.
- Be clear, precise and logical
- Not become too familiar
- Not get swayed by emotion

The Don'ts to better interact with you

This section describes what shouldn't be done to better interact with you, in a descending order.

We recommend that you show this to people around you and especially to those with whom you have difficulties communicating.

The person you interact with should avoid :

- Showing a sincere interest in you, which makes you uncomfortable
- Getting emotionally involved
- Having a slow and monotonous rhythm
- Leaving too much to chance and not enough to personal responsibility
- Being hesitant
- Deciding for you
- Lacking confidence
- Playing on feelings too much
- Claiming your ideas as his/her own
- Talking to you about austerity
- Being impersonal and focused only on the task
- Being introverted
- Saying things without proving them
- Being casual
- Talking too much about his/her state of mind

Keys to motivating

People succeed better when they can express their abilities in an environment which gives them the potential to do so.

Please check, in a descending order, if this is the case, as this will help you to better understand how to succeed, but also confront the difficulties with which you may have to deal.

Paul wishes :

- ♥ A wide range of tasks
- ♥ To be free from routine tasks and follow-up
- ♥ More time in the day
- ♥ Activities outside of work so that he doesn't experience any downtime
- ♥ To face challenges that stimulate his will to win
- ♥ The possibility of exercising his natural authority and acting as appropriate
- ♥ To be recognized for his results
- ♥ Few controls that impede his action
- ♥ A pleasant atmosphere
- ♥ People that recognize his contributions
- ♥ The freedom to express his uniqueness
- ♥ Missions that excite him
- ♥ A job which requires accuracy
- ♥ Clear instructions
- ♥ A road map and few organizational changes
- ♥ Logical arguments

Keys to managing

This section introduces some elements, in a descending order, to help you give the best of yourself thanks to an adapted way of managing.

Talk about this with your manager so that he/she may be able to adapt his/her way of managing you.

Paul needs :

- More harmony in his everyday life
- Vacations or periods of decreased activity
- A budget to establish his purchasing priorities
- To know the foreseeable results in order to achieve them
- Difficult tasks that motivate him because they don't allow for any excuses
- To adapt his energy level to the intensity of the situation
- To measure his impact on others
- A personal recognition
- To express his enthusiastic uniqueness within a framework that moderates it
- A convivial and relationship-oriented atmosphere that favours relaxation
- A realistic task
- Few changes in the organization
- A predictable and structured environment

Your areas for improvement

You will find below some suggestions, in a descending order, on how to improve yourself concerning your Natural Style.

Don't take into consideration the order of proposal of these suggestions. Here again, this profile is your Profile. It takes into account different parts of yourself which can sometimes be in opposition. These are more or less still present according to the personal development you have already done concerning yourself.

Choose one, two, or three of these recommendations and create an action plan to help you to follow them.

Paul may tend :

- To suffer potential family or health problems because of his hectic pace
- Always juggling too many things at once
- Not to finish his projects because he keeps adding new ones
- To be inconsistent because of multiple stops and starts, and changes in course
- To set high standards for others and for himself
- To rely on crisis situations
- To have a hard time delegating, since no one is as efficient as he is
- To focus on results while forgetting the importance of people, processes or details
- To act impulsively
- To give too little attention to details
- To trust everyone
- To have trouble organizing and managing his time
- To want detailed explanations before making any changes to make sure that he understands
- To worry more than is necessary
- To let others decide

Indicators

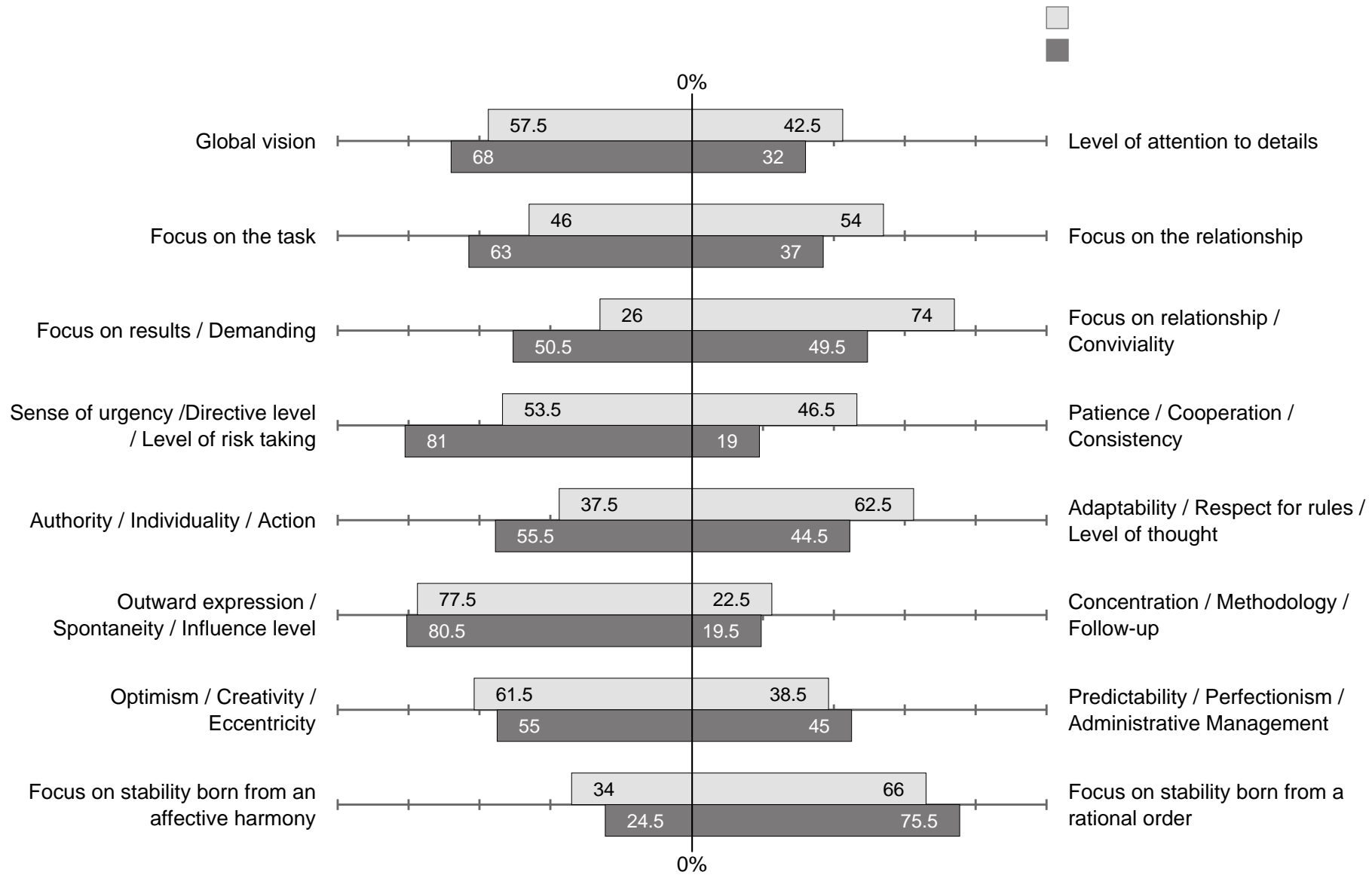
This page is designed to summarize and simplify this job profile into 16 indicators, compared 2 by 2, which don't measure the intensity of the colours, as it is the case with the graphs, but the ratio existing between them.

These indicators are represented as percentages of ratios from 0 to 100 on two graduated scales corresponding to the Natural and Adapted Styles. These are :

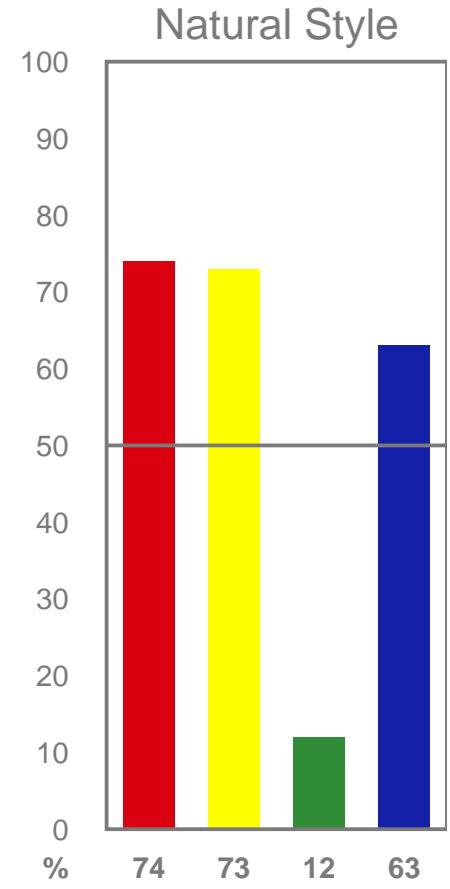
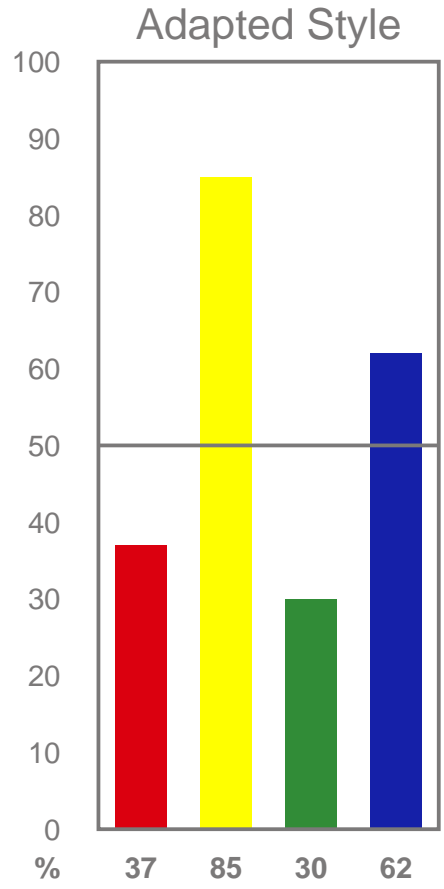
- Global vision
- Level of attention to details
- Focus on the task
- Focus on the relationship
- Focus on results/Demanding
- Focus on relationship/Conviviality
- Sense of urgency/Directive level/Level of risk taking
- Patience/Cooperation/Consistency
- Authority/Individuality/Action
- Adaptability/Respect for rules/Level of thought
- Outward expression/Spontaneity/Influence level
- Concentration/Methodology/Follow-up
- Optimism/Creativity/Eccentricity
- Predictability/Perfectionism/Administrative Management
- Focus on stability born from an affective harmony
- Focus on stability born from a rational order

So you can quickly view your strengths and your weaknesses in compensation.

Here again, there are no good or bad indicators, just a visual and quantifiable representation of the dynamics existing between each one of the two poles concerning your natural and adapted styles.



Indicators

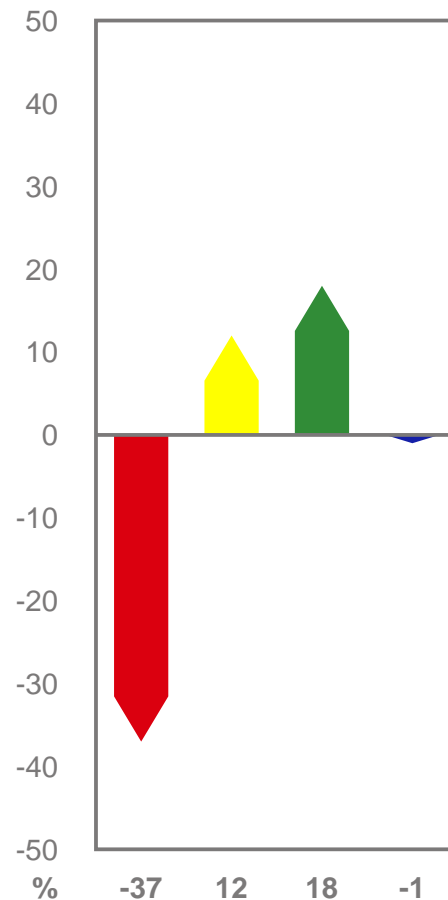


Your Colours

Comparison between your Natural Style and your Adapted Style

This section gives you the opportunity to discover, analyze and understand the differences that may exist between your Natural Style, which describes who you are, and your Adapted Style, which is how you may appear. **It helps you to become aware of the tension that may arise in a gap between your two styles, and to understand if your ability to adapt is :**

- **rather a conscious strategy to win because the environment is asking you to do so,**
- **rather a survival strategy which you are more subjected to and less aware of because the environment doesn't give you the choice, which may reveal a more or less intense discomfort.**



General meaning of the Colors that increase (unlike those that decrease)

Red : more demanding with oneself and others, result oriented, aggressive and interventionist

Yellow : more expansive, friendly, relational and spontaneous

Green : more cooperative, orderly, focused, consistent, stable, coherent, nuanced and patient

Blue : more focused on the rules and procedures, perfectionist, precise, providing and thoughtful

General meaning of the Colors that decrease (unlike those that increase)

Red : more accommodating, attentive and peaceful

Yellow : more incisive, factual, logical, solitary, reserved and controlled

Green : more effervescent, fast and multi-tasking

Blue : more fearless, innovative and independent

Your Styles on the AeC Wheel

Each person is unique. The AeC Method is based on William Moulton Marston's research and work, "Emotions of Normal People" published in 1928, of Carl Gustav Jung's "Psychological Types" published in 1921 and of Eduard Spranger's « Types of men » published in 1928.

William Moulton Marston bases his theories on four main characteristics: Dominance, Inducement, Steadiness and Compliance linked with the four colours Red, Yellow, Green and Blue.

Carl Gustav Jung defines two attitudes (introversion and extraversion) and four functions (thinking, feeling, sensation and intuition), identifying eight distinctive types.

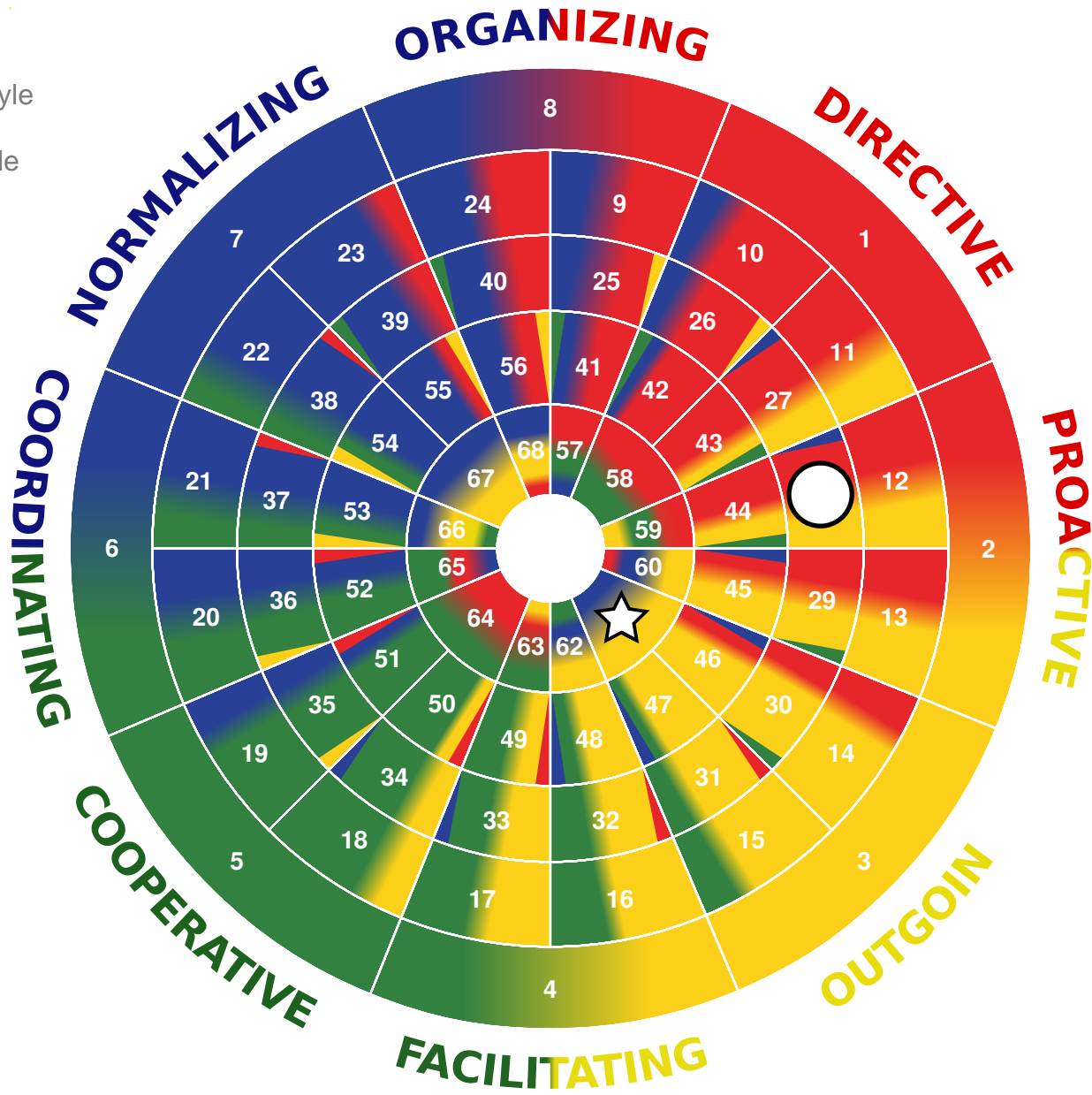
The AeC Wheel is a visual presentation of 68 main combinations of these four colours based on their differences in intensity and grouped according to the eight different types, concerning your natural style and your adapted style. **It only takes into consideration the intensities above 50% and cannot be dissociated from the graphs.**

Your **Styles** on the AeC Wheel :

Adapted Style : **Outgoing** position 61

Natural Style : **Proactive** position 28

- ☆ Your Adapted Style
- Your Natural Style



Your Position on the Wheel

The Values which moderate the Colours

The Values are not observable. They inform us of our deep Motivations. They trigger the "Why" in how we act in a certain way rather than another way expressed by behaviour. This one is about "How" we really act in a certain way. They qualify the colours linked with behaviour and give you a wider and global view of your Profile.

The **Theoretical** Motivation concerns the search, understanding and systematization of objective truth with intellectual knowledge.

The **Aesthetic** Motivation gives priority to subjective feeling at the expense of objective rationality. It concerns the capacity to feel the outer and/or inner beauty, literally specified as being the contrary of anaesthesia.

The **Economical** Motivation concerns the search for usefulness, profitability and return on investment.

The **Altruistic** Motivation concerns the selfless action in order to help others.

The **Individualistic** Motivation concerns the search for power and for control of one's own life.

The **Traditional** Motivation concerns all persons having a strong system of beliefs, values and universal principles above them. It situates the individual in a framework tested by time and which is beyond him.

They correspond to universal Values found in philosophy: Truth, Beauty, Usefulness, Love, Power and Unity. These deep Motivations can be opposed and analysed two by two: Theoretical – Aesthetic, Economical– Altruistic, Individualistic – Traditional. You will find on the following page these six Values developed by **Eduard Spranger** with, in which concerns yourself, their degree of intensity for each one taken apart as well as the representation, in the form of indicators, of these three pairs of values.

In the same way there are not good and bad Colours, there are not good and bad Motivations. Money is needed to help people and to keep the meaning of the economic reality. Aestheticism needs a rational counterbalance which gives it a structure and Individualism is necessary to be able to enter the service of principles and organizations that are beyond itself. Each Motivation has its strengths and its weaknesses.

A high Theoretical Motivation :

- ☆ Highly appreciates when the truth can be proven, validated and systematized
- ☆ Has a great need to learn and acquire intellectual knowledge
- ☆ Is very respectful of rational theories
- ☆ Tries to achieve expertise in his studies and in professional/personal fields
- ☆ Asks a lot of questions to satisfy his need to understand
- ☆ Likes to be cultivated by reading and training

A medium Aesthetic Motivation :

- ☆ Enjoys beauty and harmony in his personal and professional environment
- ☆ Enjoys self-realization
- ☆ May be intuitive, creative, sensitive and deep
- ☆ Appreciates artistic expression and creativity

A medium Economical Motivation :

- ☆ Appreciates value and return on investment
- ☆ Knows how to use his resources
- ☆ Has a sense of economic reality

A low Altruistic Motivation :

- ☆ May tend to have emotional distance and detachment concerning the well-being of others
- ☆ Has the ability to dissociate the human factor

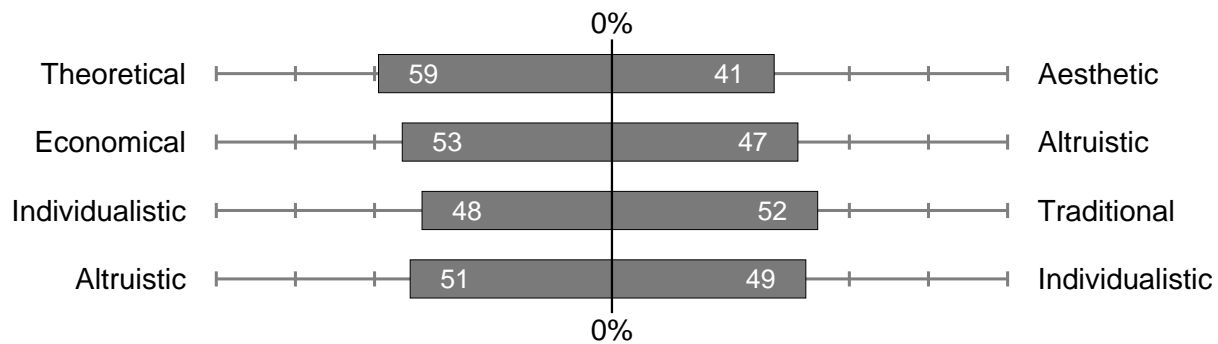
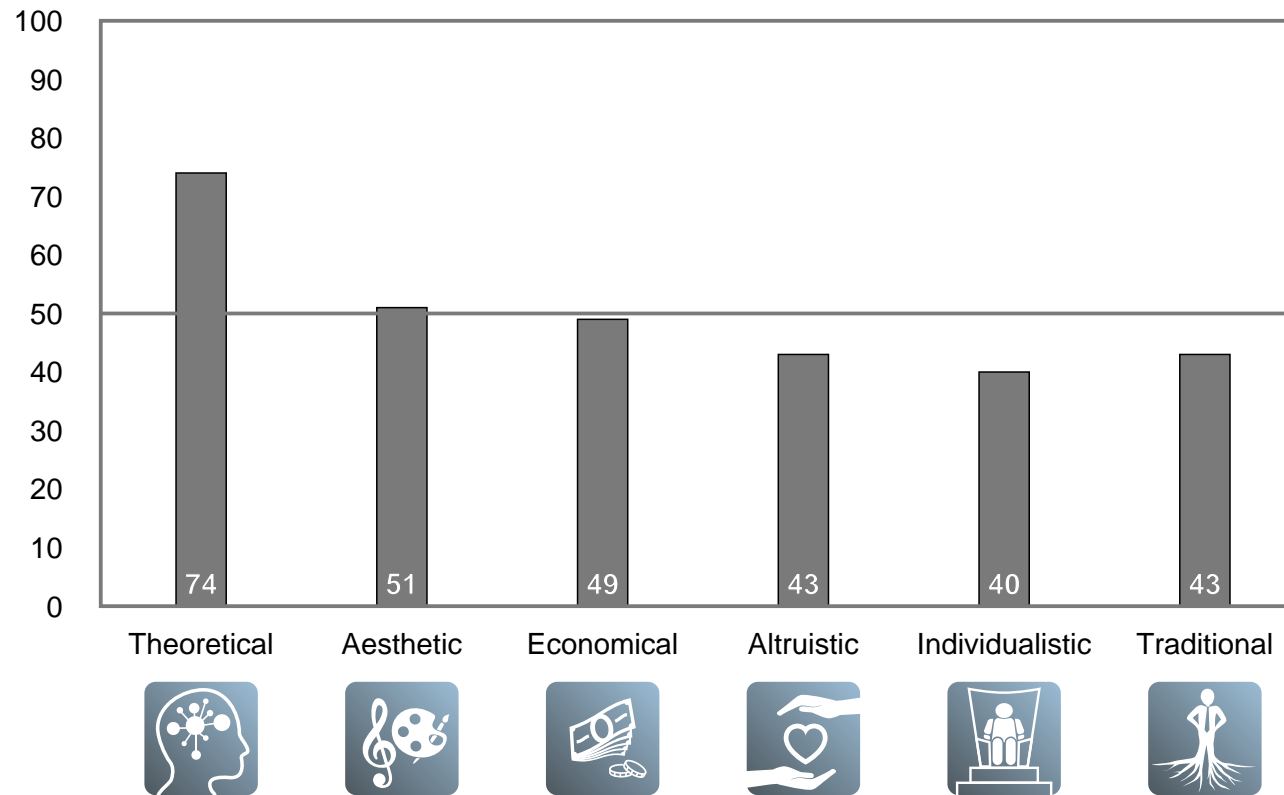
A low Individualistic Motivation :

- ☆ Can be a great team player
- ☆ Has a tendency to be humble and modest
- ☆ Easily lets the power and recognition go to others
- ☆ May tend to forget himself
- ☆ Is reluctant to want power
- ☆ Accepts authority with ease

A low Traditional Motivation :

- ☆ Gives little weight to traditional reference systems
- ☆ His value system does not influence his life and may change often
- ☆ Is tolerant and open to the values of others
- ☆ Is more flexible and open to beliefs different than his own

- ☆ May tend to seek proof of the insights he has
- ☆ Has a great need to acquire useful knowledge in order to generate results
- ☆ Uses his intellectual resources easily in a practical way
- ☆ Appreciates finding solutions
- ☆ Is oriented mainly towards facts and data rather than others and feelings
- ☆ Analyzes data with objectivity and composure
- ☆ Seeks to have a lot of intellectual knowledge but does not seek recognition through it
- ☆ Has an open mind to face to the discovery of new knowledge



Your Values