



Simplified profile

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AEC DISC Simplified Profile

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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.

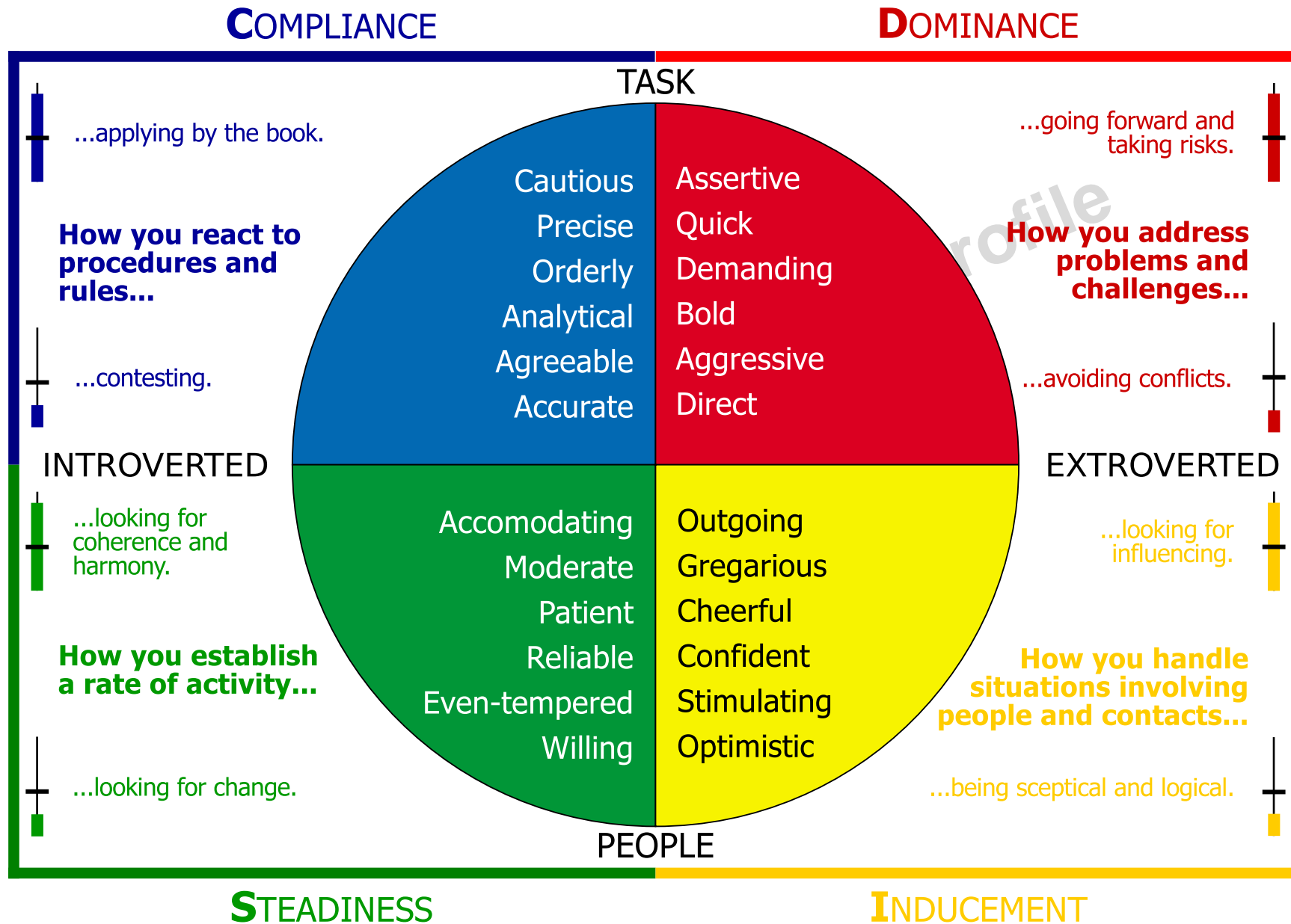
Innovative, but widely accepted, it summarizes Carl JUNG's work about the psychological types and the DISC theory associated with the research on behaviours and colors by William MARSTON: The Color Method®.

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

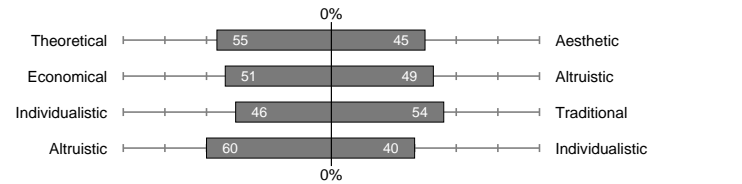
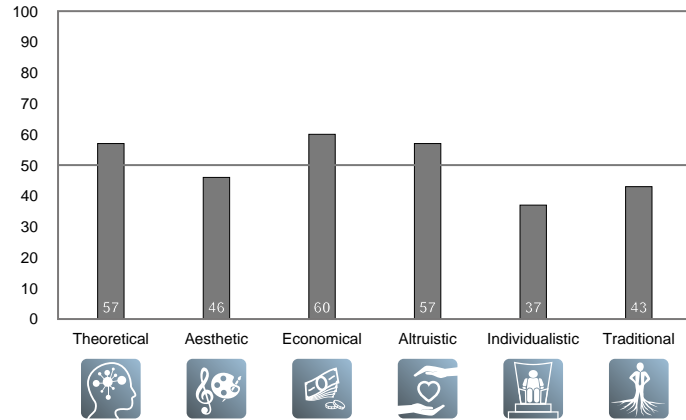
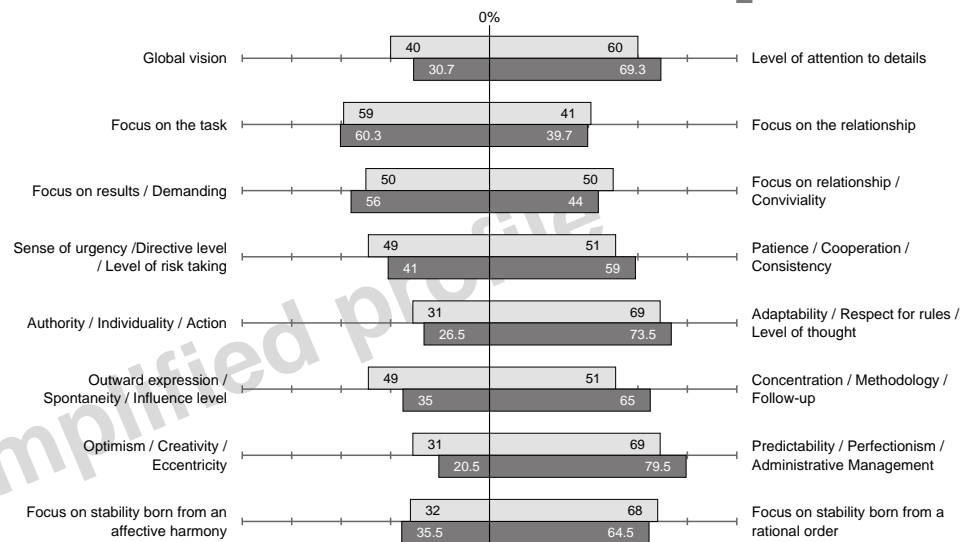
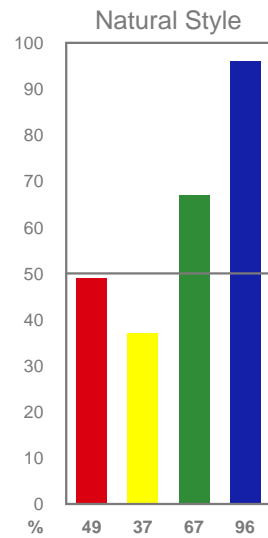
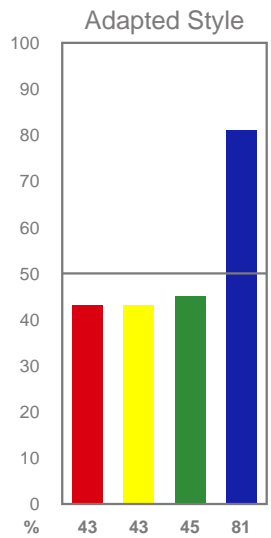
If you are concerned by the cryptic meaning of some sentences or words, do not hesitate to rewrite them using your own words, which may make more sense for you.

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



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.

- ☆ Skilled and competent in his area of expertise
- ☆ Defines, clarifies and gathers information, and criticizes and tries it out
- ☆ Is very analytical and insightful
- ☆ Is very focused on details
- ☆ Pays close attention to the quality of his work
- ☆ Is a good listener
- ☆ Is steady, patient and understanding
- ☆ Is methodical, consistent and persevering
- ☆ Is conciliatory and able to minimize conflicts
- ☆ Is factual and logical
- ☆ Is serious
- ☆ Doesn't get carried away by emotion
- ☆ Is open-minded
- ☆ Is cooperative, for the most part
- ☆ Encourages consensus

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 peaceful component (Red below 50) of your behaviour :

- ☆ Softly shows your intellectual rigour
- ☆ Goes with your quiet need for a return on your investment
- ☆ Consolidates your altruism
- ☆ Emphasizes your moderate need for self-assertion
- ☆ Emphasizes your tolerance of others' value systems

A solitary, incisive and logical component (Yellow below 50) of your behaviour :

- ☆ Emphasizes your need for understanding and intellectual knowledge
- ☆ Emphasizes your search for a carefully calculated profitability
- ☆ Is moderated, in a seemingly distant way, by your consideration for others
- ☆ Is moderated, in its austere aspect, by your minimization of self-promotion
- ☆ Is linked with your understanding of different points of view

A conciliating and harmonious component (Green above 50) of your behaviour :

- ☆ Manifests your objective search for facts in the pursuit of consensus
- ☆ Makes viable and emphasizes, in constancy and duration, your search for usefulness
- ☆ Emphasizes your interest and your listening skills where others are concerned
- ☆ Makes stronger your moderate need for self-assertion

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☆ Is linked to your search for a consensus consistent with it

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

- ☆ Emphasizes your need for structured knowledge
- ☆ Ensures, by taking calculated risks, your search for profitability
- ☆ Is linked with your emotional desire to help others within a rational formalized framework
- ☆ 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 global 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 "NORMALIZING" type on the AeC Wheel which is at the end of your Profile. Your primary colour is Blue. Your secondary colour is Green. They have to be nuanced according to their intensity in connection with the intensity of the two other colours Red and Yellow.

Your main characteristics are your rigor, your ability to step back, your seriousness, your respect for rules, your precision with even the smallest details and your ability for clear analysis. You approach people and situations with diplomacy, in a rational and organized manner and need time to do that. You also know how to be sensitive towards others even if this is not one of your strongest qualities.

You know how to use the rules, procedures and laws to express your creativity from a solid and objective perspective. You are more at ease analyzing procedures than you are at getting the results they generate. You have the ability to objectively step back from a situation. This is particularly valued in times of crisis.

Your ability to take calculated risks in a prudent and well-thought out manner is one of your best qualities. You only make final decisions after having gathered all the information you need, and sometimes, you may get mired in the details. Your demand for quality may be seen as being perfectionist and critical even if you know how to pay attention to others.

You appreciate a stable, clearly defined and structured environment with specific instructions. You prefer to avoid sudden variations in your field and, generally, avoid anything unexpected or unplanned. Your penchant towards discipline and agreement along with your attention to detail may cause you to fear chaos and innovation as well as conflicts and abrupt changes. This is because you seek out order and are wary of anything that threatens it.

This order is made up of logic based on facts, numbers and rules. In a certain way, you are the gatekeeper of the laws you use to innovate. You are the type of person that allows the human race to fly in airplanes by focusing on the law of gravity.

You do not easily express yourself and your reserve comes from flexibility, patience, prudence and being deeply analytical. You do not like what appears to you to be irrational or disorganized, or emotional expressions of the human soul, especially if they are conveyed without restraint. Your rigor does not allow you to be carried away by emotion to the point where you are often a harsh judge of yourself and others. This strength may also be one of your weaknesses.

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Your search for perfection and your desire to rationally and meticulously explore every possible alternative before making a "good" decision may cause you to be uncomfortable in relationships with others, the complexity of which disorients you because they lack clear-cut rules. Your lack of ease in relationships may also be perceived as inflexible conservatism since you can be critical towards what you consider to be emotional excesses from which you have a tendency to protect yourself with excessive rationalism.

One area in which you could improve would be to become more open to human sentiment which is not easily found and quantified. You can easily feel it but you may have difficulties to act on it.

You run the risk of not sufficiently and necessarily taking others into account, by using rules and procedures to protect yourself from them, which may make you appear to be technocratic.

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 :

- Be prepared in advance with attention to every detail
- Provide you with tangible data supported by figures
- Maintain physical distance from you
- Respect rules and procedures
- Be careful not to talk about subjects that may create conflicts
- Express his/her personal feelings with ease, sincerity and composure
- Create a friendly, non-threatening environment
- Give you the time you need to trust him/her
- Give you personal reassurances
- Control his/her emotions
- Not be spread too thin
- Take the time to get your agreement
- Give you the time to ask questions
- Confirm your participation

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 :

- Being disorganized or confused
- Bringing up questionable evidence
- Contradicting himself/herself
- Being informal, personal, or too casual
- Being impulsive
- Being incoherent
- Showing himself/herself to be insensitive
- Being too quick and abrupt
- Offering assurances or guarantees that he/she can't honour
- Forcing you to make a decision
- Playing too much on feelings
- Touching you when he/she is talking
- Repeating himself/herself
- Showing impatience
- Being directive
- Speaking with strong intonation

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.

Thomas may tend :

- To criticize any approach that he doesn't consider completely logical or factual
- To be trapped by workplace procedures and methods
- To seem cold and distant compared to the emotional side of others
- To be distrustful and pessimistic with respect to any new project
- To hesitate to act without a prior model
- To have trouble deciding because he must make the right decision
- To maintain the status quo and wait for instructions before acting
- To take his time before accepting changes
- To be happy with things as they are
- To have trouble setting priorities
- To resist any pressure forcing his to pick up his pace
- To be withdrawn and to lack sympathy
- To be too concentrated
- To seem too distant
- Not to laugh enough
- To seek to avoid any antagonistic atmosphere
- To hesitate to act on new problems

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

→ To be on the defensive when there's a risk

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Your areas for improvement

Indicators

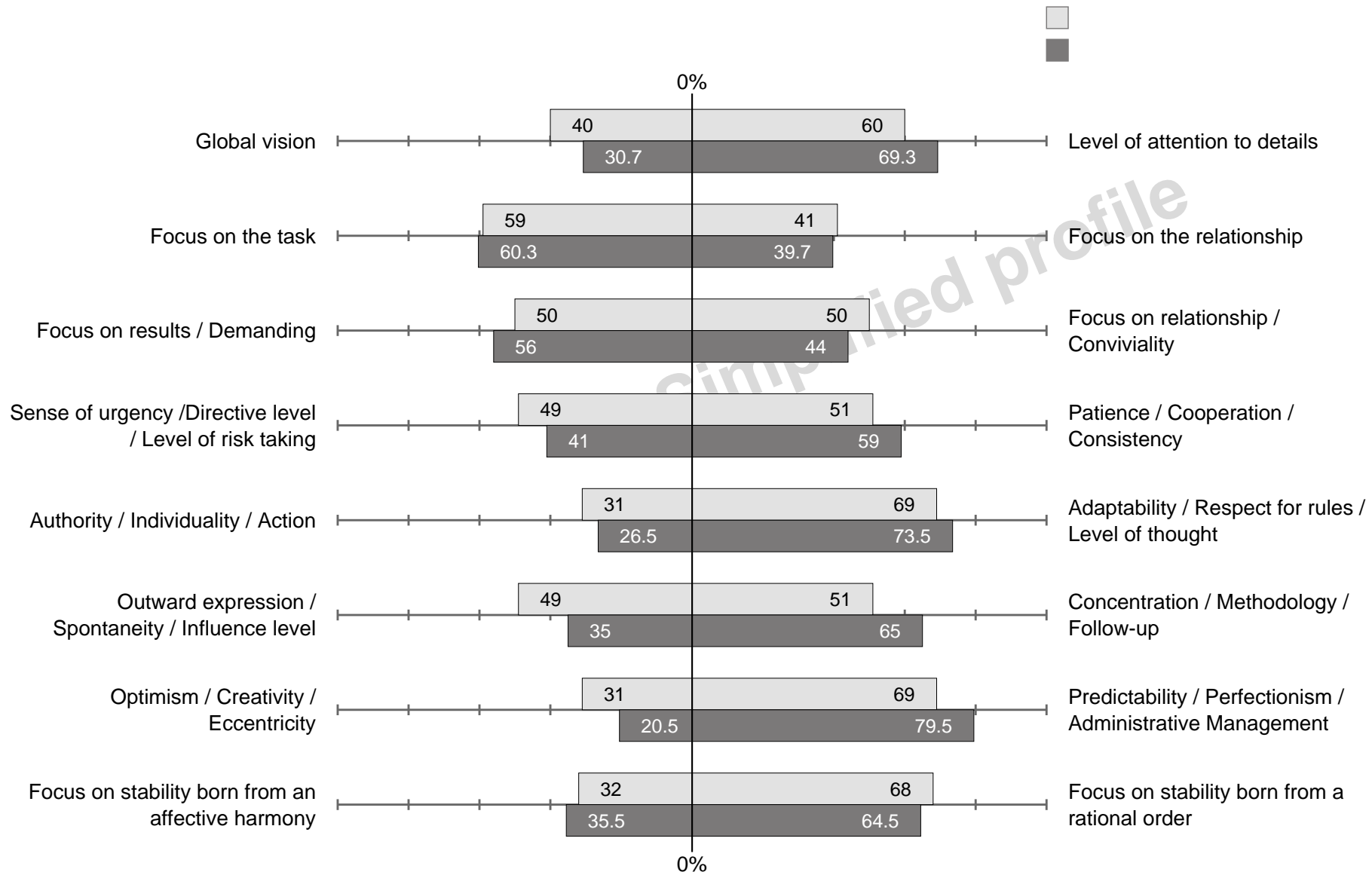
This page is designed to summarize and simplify this job profile into 16 indicators, compared 2 by 2, which don't measure the intensity of the colours, as it is the case with the graphs, but the ratio existing between them.

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 :

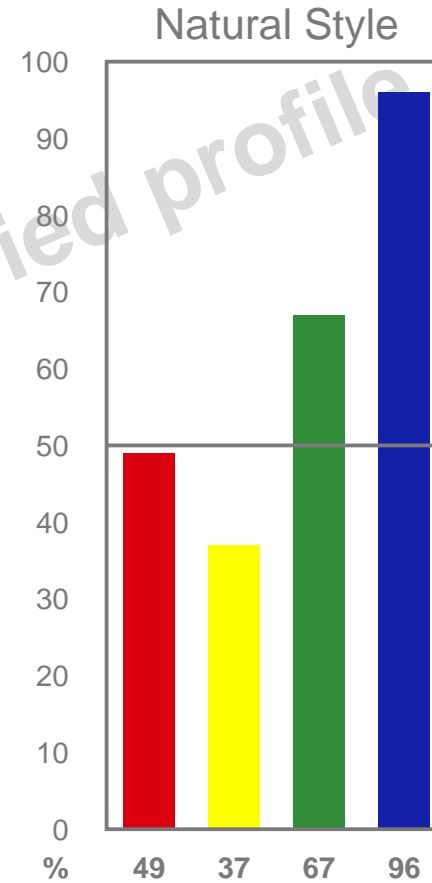
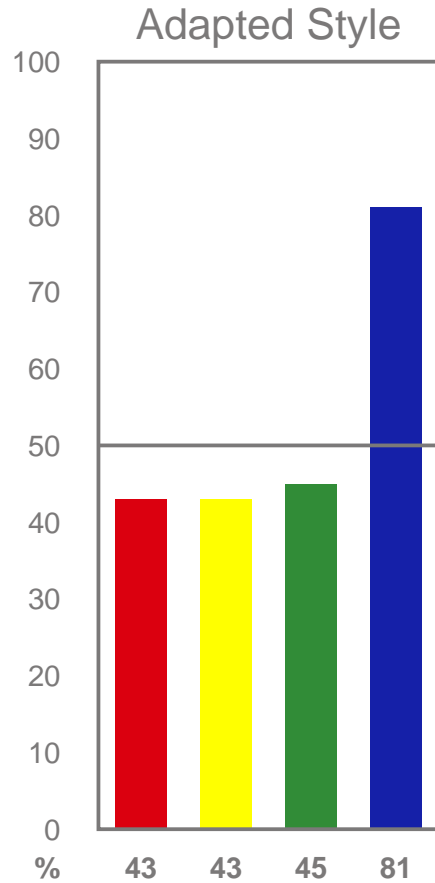
- Global vision
- Level of attention to details
- Focus on the task
- Focus on the relationship
- Focus on results/Demanding
- Focus on relationship/Conviviality
- Sense of urgency/Directive level/Level of risk taking
- Patience/Cooperation/Consistency
- Authority/Individuality/Action
- Adaptability/Respect 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

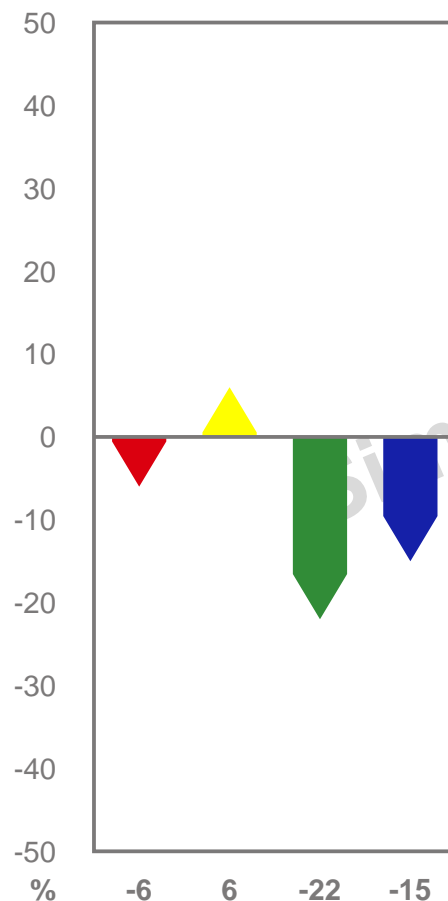


Your Colours

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 : **Normalizing** position 7

Natural Style : **Normalizing** position 22

- ☆ 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 high Economical Motivation :

- ☆ Tries to find utility and return on investment in all areas
- ☆ Has an excellent business sense
- ☆ Is very practical

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- ☆ Does not lose his money or time
- ☆ Makes money with great ease
- ☆ Greatly appreciates the capitalization of all his resources to create results

A high Altruistic Motivation :

- ☆ Likes to get involved, to help and serve others
- ☆ Has a strong need to feel useful to others
- ☆ Loves giving of himself and performing selfless actions
- ☆ Has a great sense of humanism and social justice
- ☆ Seeks to develop the potential of others
- ☆ Greatly appreciates contributing to the well-being of others

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

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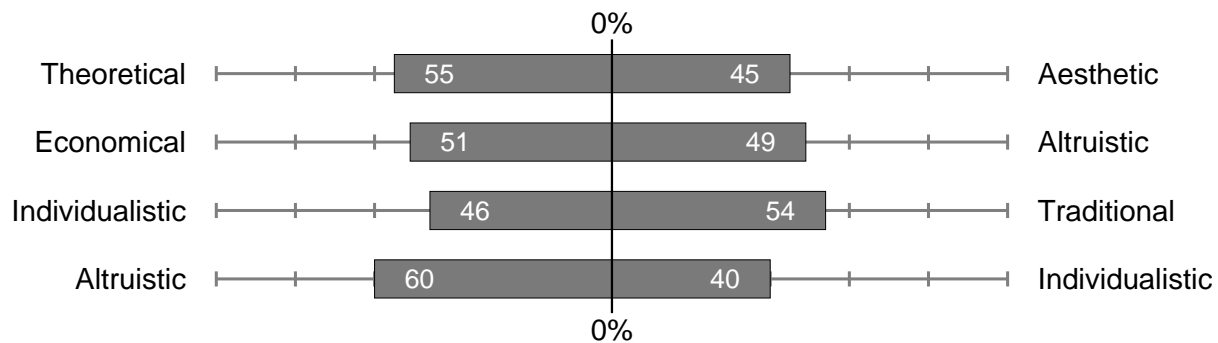
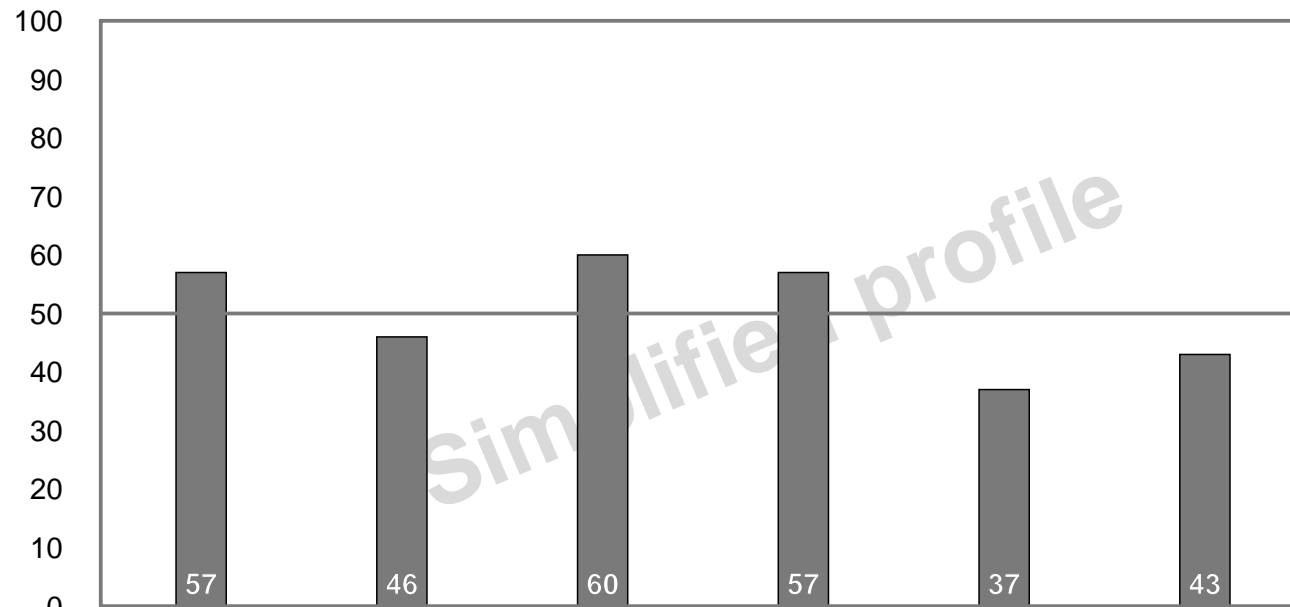
☆ Accepts authority with ease

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

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Your general characteristics



Your Values