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Trainer - Company Z

Table of contents

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This profile is designed to discover, analyse and understand the differences that may exist between the natural behavior of a person, which refers to what she is, and the behavior that is expected from her for a specific job in order for her skills to be used efficiently.

Every single job requires some kind of adaptation to the work environment. It can express in :
■ *a conscious strategy to succeed because the environment requires it,*
■ *a survival strategy that a person is more subjected to and that is less conscious because the environment doesn't give the choice and which may reveal a more or less intense discomfort.*

This comparison helps you to become aware of the adequacy factors between natural style of the person and the concerned job, but also the stress level that may exist due to the disparities between the graphs. This comparison is presented in the following way :
■ **A summary written report** of these 2 graphs and their possible differences.

■ **A simplified schematic summary of the Job Graph with 16 indicators,** compared 2 by 2. Each one refers to the person's natural and adapted style and the job graph.

■ **Two numbered indicators,** represented on measured scale from 0 to 100, help to analyze the risks related to the disparities between the natural style of the person and the job grah.

■ **The three graphs** of the person's natural and adapted style and the job.

■ **The positions of these three graphs represented on the Arc En Ciel DISC wheel.**

Presentation of the Profile

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Global overview of the Job

This is a global overview of the concerned Job.

It describes its requirements as well as the behaviours required from the person who occupies it, for an optimal efficiency.

These ones are expressed in terms of :

- answer to the problems and the challenges, authority sense, decision taking
- relationship skills of communication and influence
- management of the activity and change levels, persistency and listening
- quality requirements and respect for rules and procedures

☆ Acceptance of change for the sake of innovation

☆ Very apparent high level of trust spawning enthusiastic communication.

☆ Unique choice of words in expressing oneself

☆ Strong influential and persuasive skills

☆ Tact and skill in decision making

☆ Numerous and diverse relationships

☆ Optimistic approach to problem solving

☆ Flexibility and agility to perform tasks

☆ Self-confidence and mastery of verbal skills

☆ Resolution of human issues

☆ Diverse and friendly working environment

☆ Strong ability to motivate others.

☆ Flexible time management

☆ Articulation of thoughts and ideas

☆ Few rules and procedures to follow

☆ Power and authority

☆ Occasional routine work

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☆ Ability for innovation

☆ Love of risk taking

☆ Unique way of thinking

☆ Test of rules and procedures

☆ Opportunity to test new ideas

☆ Tolerance to question procedures

☆ Challenging the status quo

☆ Ability to work on many different projects

☆ Job which may change

☆ Ability to adapt to change

☆ Ability to juggle many things at once if necessary

☆ Quick rhythm of work

☆ Limited ability to motivate oneself and seek out challenges

☆ Authority limited to job responsibilities

☆ Safe and predictable missions

☆ Contributes to changes that are driven by others

☆ Moderate contribution to decision making

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- answer to the problems and the challenges, authority sense, decision taking
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- quality requirements and respect for rules and procedures

☆ Quite and peaceful approach to change and crisis

☆ Controlled time management

Global overview of the Natural Style :

This is an overview of the concerned person's Natural Style.

It describes its behaviours and needs favouring for the best her succes in terms of :

- **_answer to the problems and the challenges, authority sense, decision taking_**
- **_relationship skills of communication and influence_**
- **_management of the activity and change levels, persistency and listening_**
- **_quality requirements and respect for rules and procedures_**

☆ Maintain the established order

☆ Follow up of rules and procedures with perfection

☆ Strong ability to focus on details

☆ Careful analysis and consideration in facing risks

☆ Perform administrative tasks with a structured approach

☆ Necessity to be diplomatic and cooperative

☆ Profound analysis of problems

☆ Analytic approach to tasks

☆ Rigorous analysis of facts and data

☆ Focus more on quality than efficiency

☆ Tidy, organized and clean work space

☆ Authority limited to area of expertise

☆ Very high level of quality control and standards

☆ Cautious before committing to general policies

☆ Highest respect for safety rules

☆ Task planning

☆ Follows instructions accurately

Global overview of the Natural Style

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Global overview of the Natural Style :

This is an overview of the concerned person's Natural Style.

It describes its behaviours and needs favouring for the best her succes in terms of :

- *answer to the problems and the challenges, authority sense, decision taking*
- *relationship skills of communication and influence*
- *management of the activity and change levels, persistency and listening*
- *quality requirements and respect for rules and procedures*

☆ Clearly defined expectations

☆ Specialized missions and activities

☆ Traditional and cautious approach to problems solving

☆ No sudden and abrupt changes

☆ Very high level of tolerance for conflicts

☆ Needs examples to follow

☆ Quite and peaceful approach to change and crisis

☆ Controlled time management

☆ Predictable work environment

☆ Avoid sudden and unplanned changes

☆ To work in a team and identify with it

☆ Considerable attention and listening skills

☆ Avoid and minimize confrontations and conflicts

☆ Strong ability to patiently follow directives

☆ Regular pace in repetitive tasks

☆ Working methodically to avoid problems

☆ To be able to remain at the same stable job

Global overview of the Natural Style :

This is an overview of the concerned person's Natural Style.

It describes its behaviours and needs favouring for the best her succes in terms of :

- *answer to the problems and the challenges, authority sense, decision taking*
- *relationship skills of communication and influence*
- *management of the activity and change levels, persistency and listening*
- *quality requirements and respect for rules and procedures*

☆ Time needed to focus on one task at a time

☆ Consistently respect established standard work procedures

☆ Harmonious and stable work environment.

☆ Looking for consensus with others

☆ Satisfaction of maintaining the level of standards achieved

☆ Maintaining regular tasks and standard performance

☆ Professional stability

☆ Few or no conflicts between people

☆ Few changes or advanced planning/organized changes

☆ Helpful and guiding approach

☆ Ability to work alone

☆ Conscientious approach to professional tasks

☆ Unique choice of words in expressing oneself in a favourable environment

☆ Limited working relationships

☆ Logical approach to problems

☆ Realistic time management
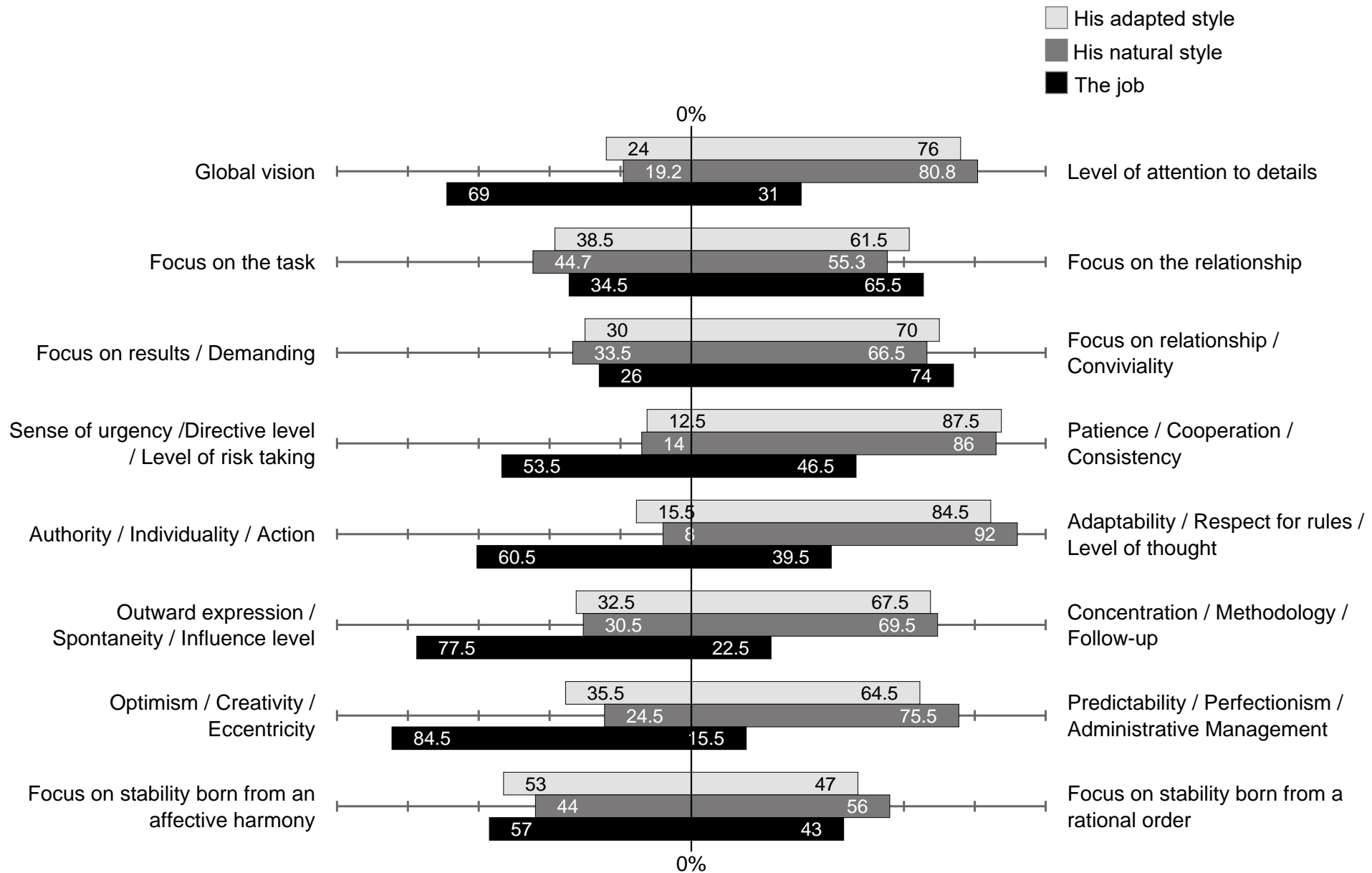
☆ Cautious approach to new ideas

Global overview of the Natural Style :

This is an overview of the concerned person's Natural Style.

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☆ Trust based on facts

☆ Shows few emotions

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This page describes the two following indicators, evaluating the adequacy and risk level factors, which must be independently taken into account because each corresponds to a different way of analyzing the gaps between the graphs :

The first indicator (50) refers to the difference between the two graphs of the person's natural style and of the job for each of the four colours, independently analysed by percentage.
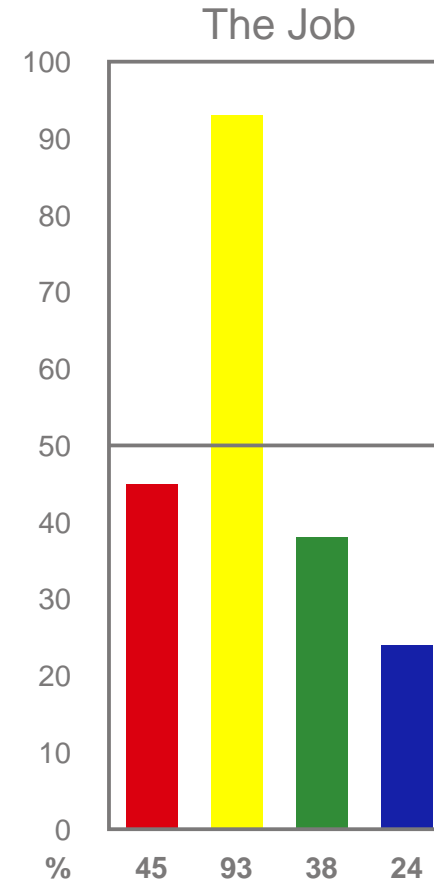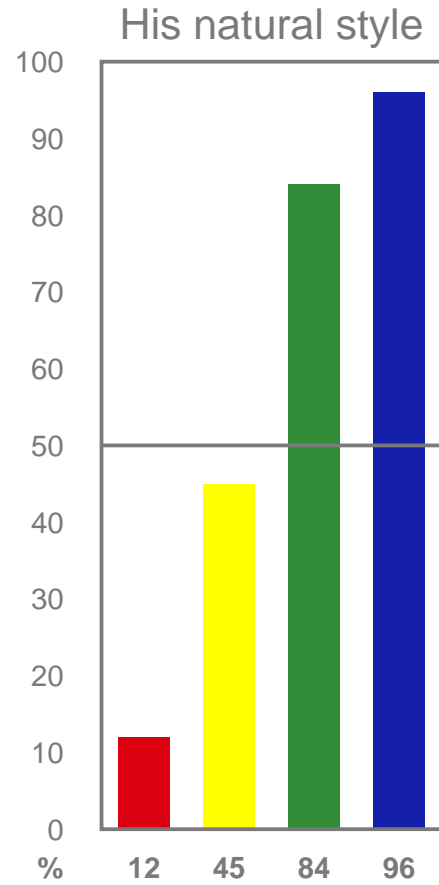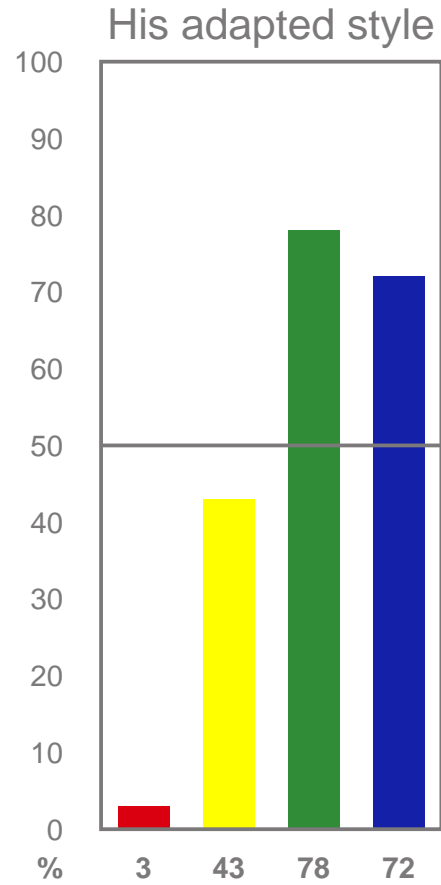
The second indicator (55) refers to the difference between the two graphs of the person's natural style and of the job for each of the four colours, analysed side by side by percentage.

The lower the numbers and the closer they are to zero, the closer the graphs are to each other and the lower the risk level.
The higher the numbers and the closer they are to 100, the further apart the graphs are to each other and the higher the risk level.

From 0 to 5: low risk level
From 5 to 10: risk level becoming significant
From 10 to 15: significant risk level
From 15 to 25: risk level becoming high
From 25 to 100: high risk level

INDICATOR 1 : 50
INDICATOR 2 : 55

Adequacy and risk level factors

Charts

His adapted style

%	3	43	78	72

His natural style

%	12	45	84	96

## The Job

%	45	93	38	24

Comparison Job/Person

This section is designed to discover, analyse and understand the differences that may exist between the natural behaviour of the person and the behaviour that is expected for a specific job in order for the skills to be used efficiently.It compares the shifts of the four colours according to theses ones of the job increase or decrease in comparison with theses ones of the natural style of the person.

It helps to become aware of the risks of stress which may exist between theses differences and to view the possibilities and conditions of and adaptation as well as the sensitive areas requiring a particular awareness.

| % | 33 | 48 | -46 | -50 |
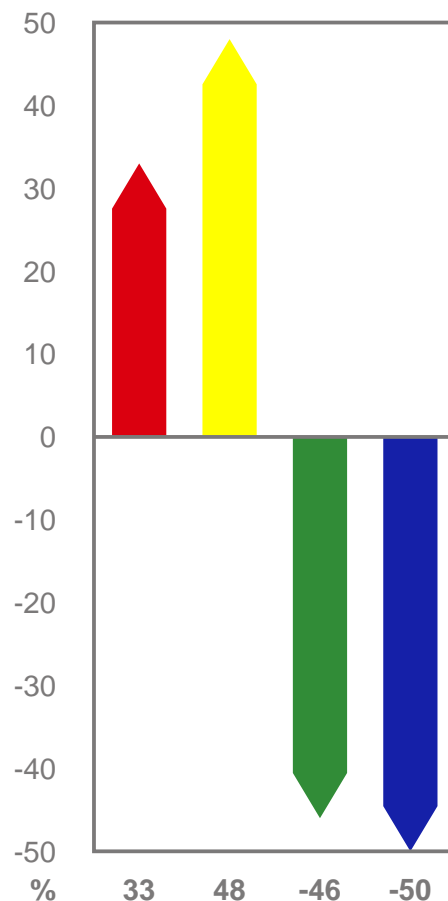
General meaning of the Colors that increase (unlike those that decrease)

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

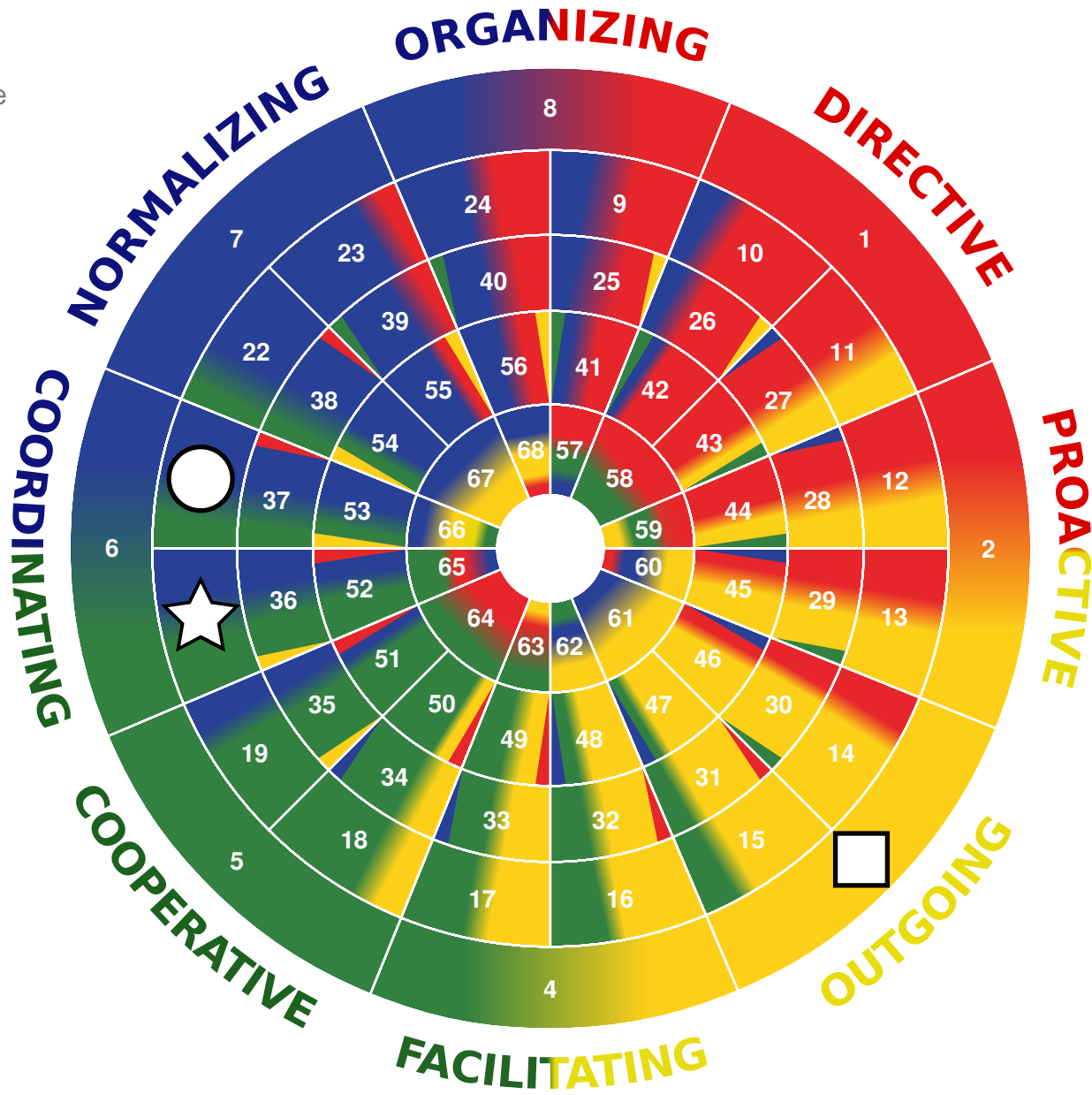*General meaning of the Colors that decrease (unlike those that increase)*

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

Comparison Job/Person

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Positions on the Wheel

Stéphanie MARTIN

His adapted style

His natural style

The Job