



Recrutement Profile

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AEC DISC Recrutement 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.

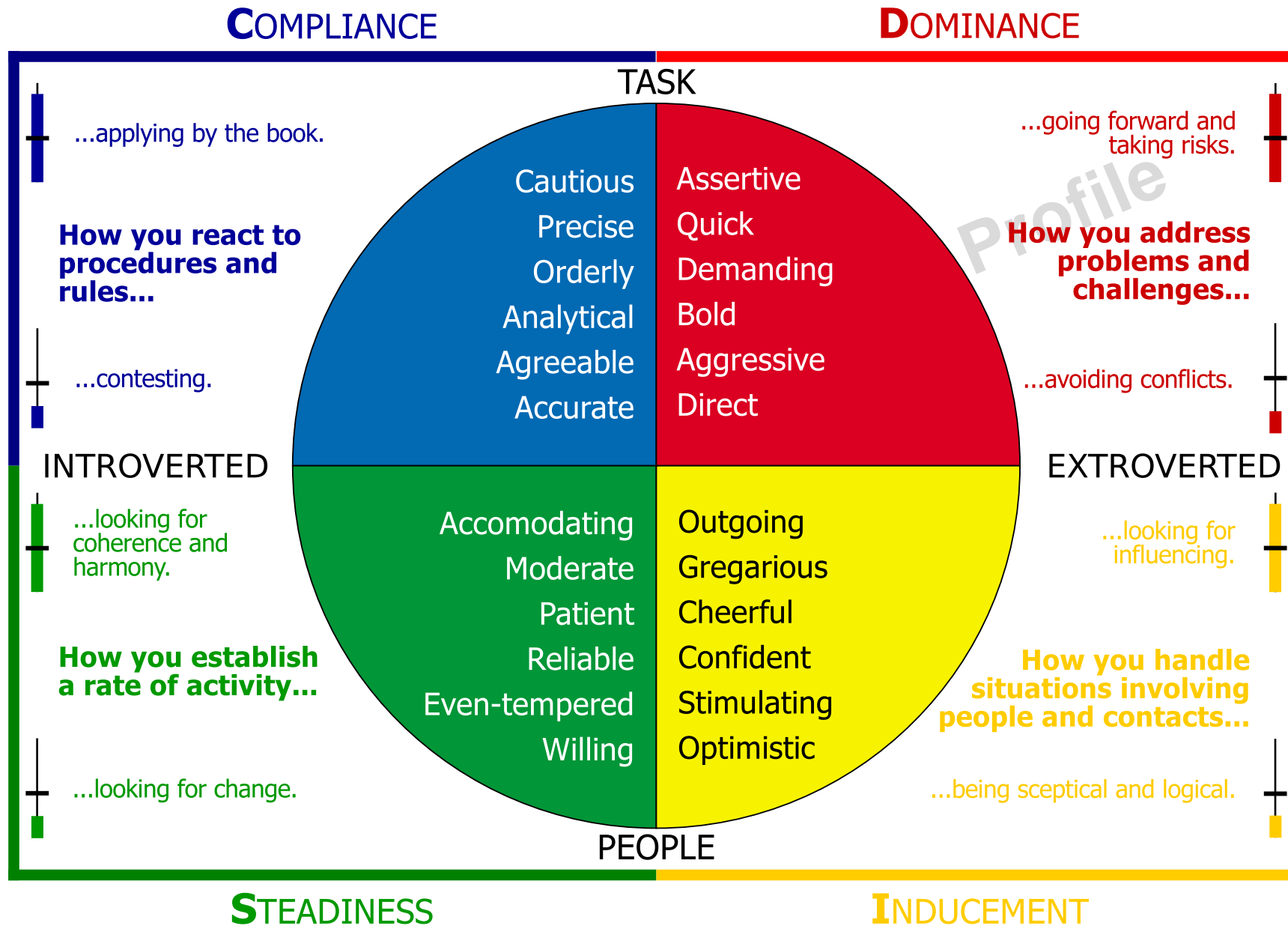
Innovative, but widely accepted, it summarizes Carl JUNG's work about the psychological types and the DISC theory associated with the research on behaviours and colors by William MARSTON: The Color Method®.

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

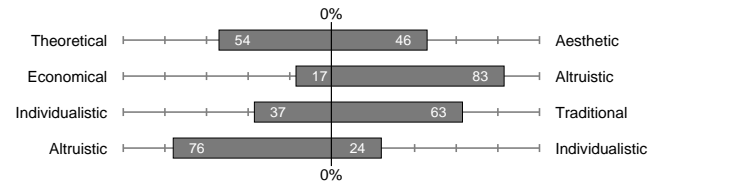
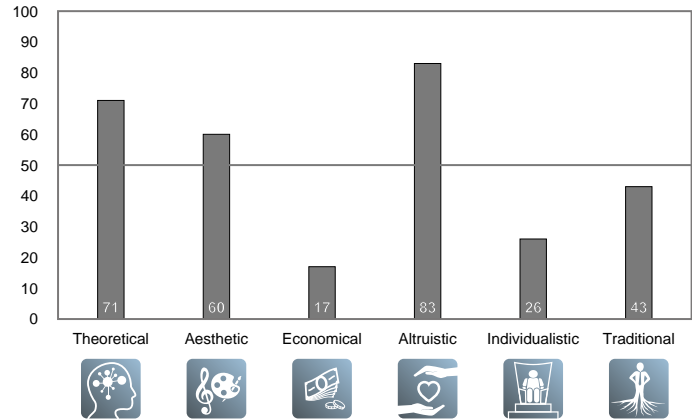
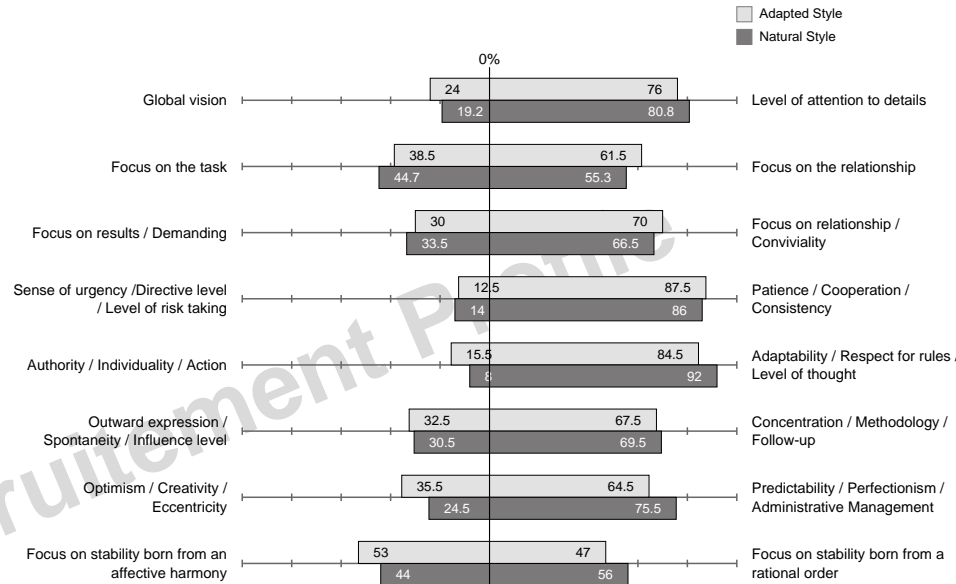
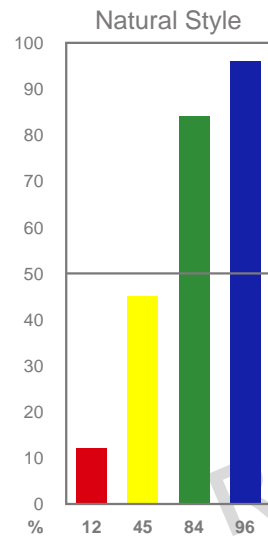
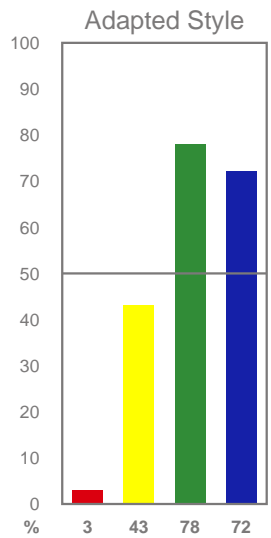
If you are concerned by the cryptic meaning of some sentences or words, do not hesitate to rewrite them using your own words, which may make more sense for you.

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 her 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 her work
- ☆ Is placid and adaptable
- ☆ Demonstrates a high-degree of open-mindedness
- ☆ Is respectful of authority
- ☆ Cooperative core team member
- ☆ A very reliable and consistent member of a team
- ☆ Works for a leader and a cause
- ☆ Is very attentive and listening
- ☆ Is very stable
- ☆ Looks for harmony very persistently and patiently
- ☆ Is factual and logical
- ☆ Is serious
- ☆ Doesn't get carried away by emotion

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.

- ☆ Very structured work environment
- ☆ Follow up of rules and procedures with perfection
- ☆ Very high level of quality control standards
- ☆ Particularly tidy, organized and clean work space
- ☆ Very moderate contribution to decision making
- ☆ Environment favouring a quite and peaceful approach to change and crisis
- ☆ Very few conflicts
- ☆ Great ability to work in a team and identify with it
- ☆ Very stable and predictable environment
- ☆ Maintaining of regular tasks and standard performance
- ☆ No sudden or unplanned changes
- ☆ Logical and factual approach to problems
- ☆ Unique choice of words in expressing oneself in a favourable environment
- ☆ Limited working relationships

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
- ☆ Strengthens your sensitivity
- ☆ 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
- ☆ Expresses, paradoxically in an austere appearance, your sensitive nature
- ☆ 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
- ☆ Goes with your search for beauty
- ☆ 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
- ☆ Can overshadow your fine perception which contrasts with its strict rationality
- ☆ 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 "COORDINATING" type on the AeC Wheel which is at the end of your Profile. Your primary colour is Blue closely followed by Green. These two colours have to be nuanced according to their intensity in connection with the intensity of the two other colours Red and Yellow.

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

This is your way of reconciling and managing your twin rational and emotional elements of introversion, your ability to take into account analytical facts without forgetting sensitive individuals. This is, at the same time, your asset and perhaps your difficulty. With a nature that is more on the introverted side, you like to coordinate activities and people. You seek accuracy of facts and quality of work without forgetting justice and well-being for individuals.

Others are reassured by your objectivity, prudence, diplomacy and subtlety, which allow you to step back and be discrete. This is what you are looking for but you tend to abuse this behaviour. You wish to feel useful in a secure and structured environment.

You know how to be a good listener and work in a team. You listen with patience and subtlety and move forward with methodology, prudence and tenacity. You work in a smooth manner, without taking great risks. You can have trouble facing pressure and competition. Moreover, you may have difficulties being directive.

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 rational order but also emotional harmony. Patience and diligence help you to accomplish your daily tasks. You are more comfortable with present and past realities than you are with a hypothetical future because you don't like vague, ambiguous or improvised situations.

You don't express yourself easily and your reserve shows patience, attentiveness, loyalty, in-depth and subtle analysis and methodology. This reserve can also be interpreted as rigid conservatism because you can be critical towards what you see as extroverted emotional excesses or a lack of procedural control.

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Your dependability and your moderate degree of realism naturally lead you to coordinate procedures and people. These qualities may be perceived, by you and by others, as a lack of originality and imagination, and you may be seen as too reserved and not very enthusiastic.

You run the risk of not sufficiently and necessarily taking into account, either others, which may make you appear to be technocratic, or yourself, which may also make you appear as permissive.

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Your general characteristics

Indicators

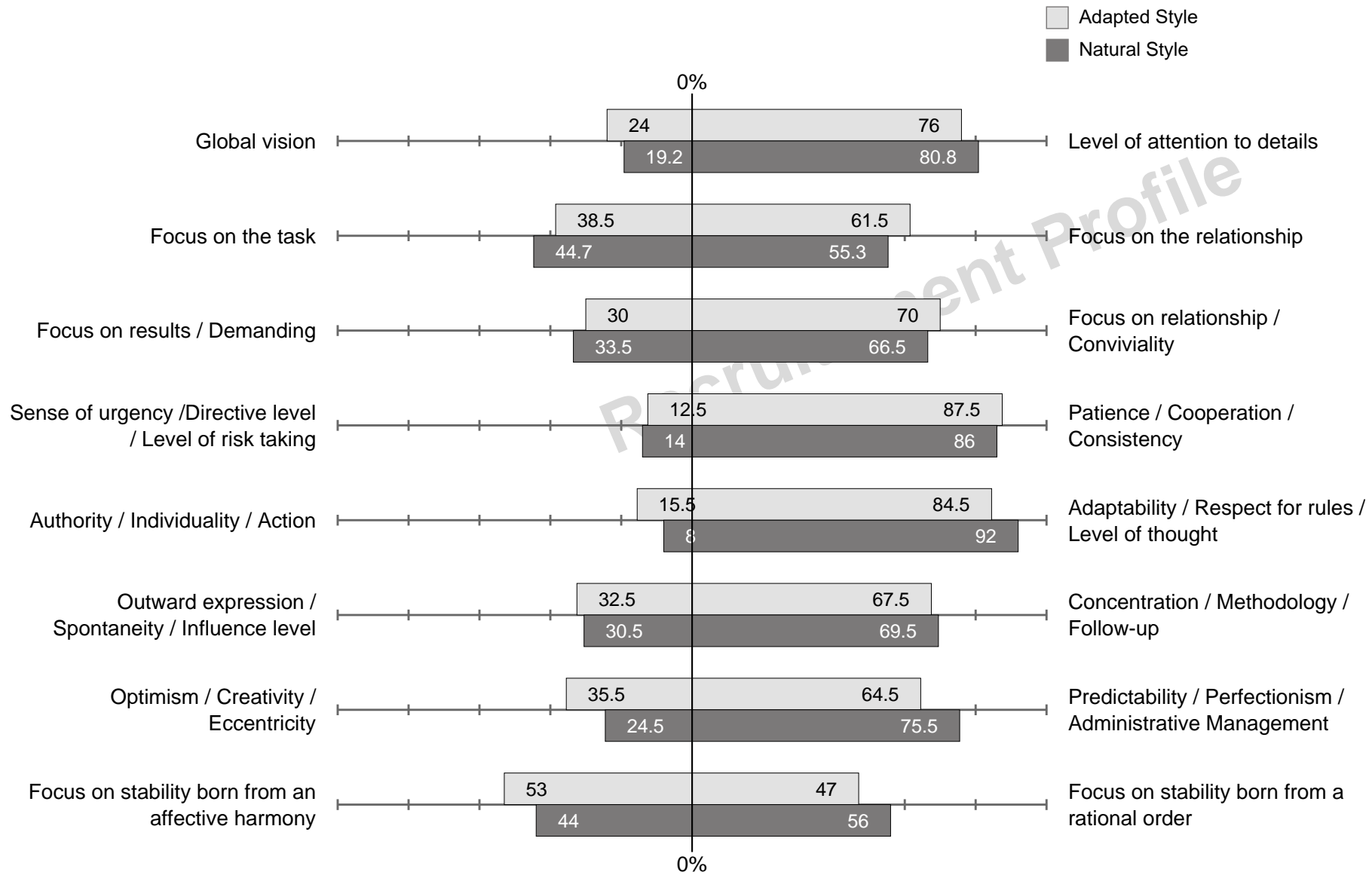
This page is designed to summarize and simplify this job profile into 16 indicators, compared 2 by 2, which don't measure the intensity of the colours, as it is the case with the graphs, but the ratio existing between them.

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 :

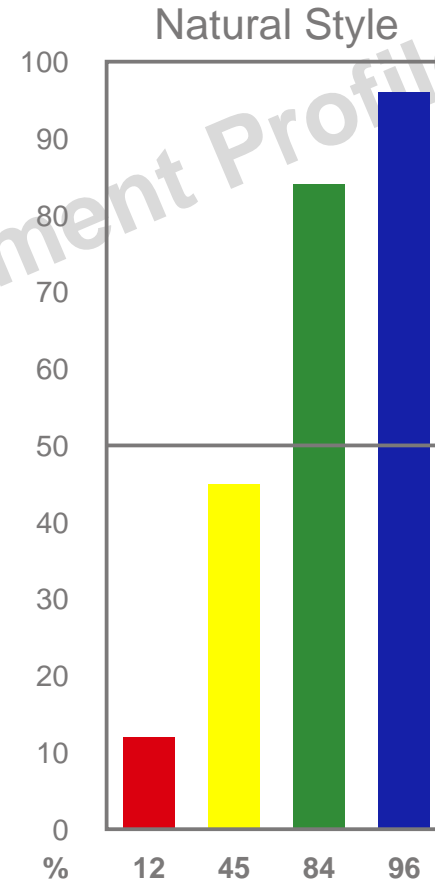
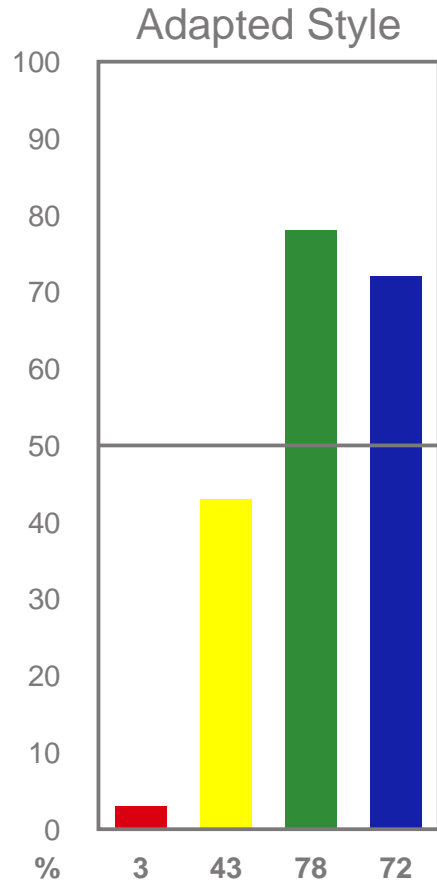
- Global vision
- Level of attention to details
- Focus on the task
- Focus on the relationship
- Focus on results/Demanding
- Focus on relationship/Conviviality
- Sense of urgency/Directive level/Level of risk taking
- Patience/Cooperation/Consistency
- Authority/Individuality/Action
- Adaptability/Respect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



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Your Colours

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.

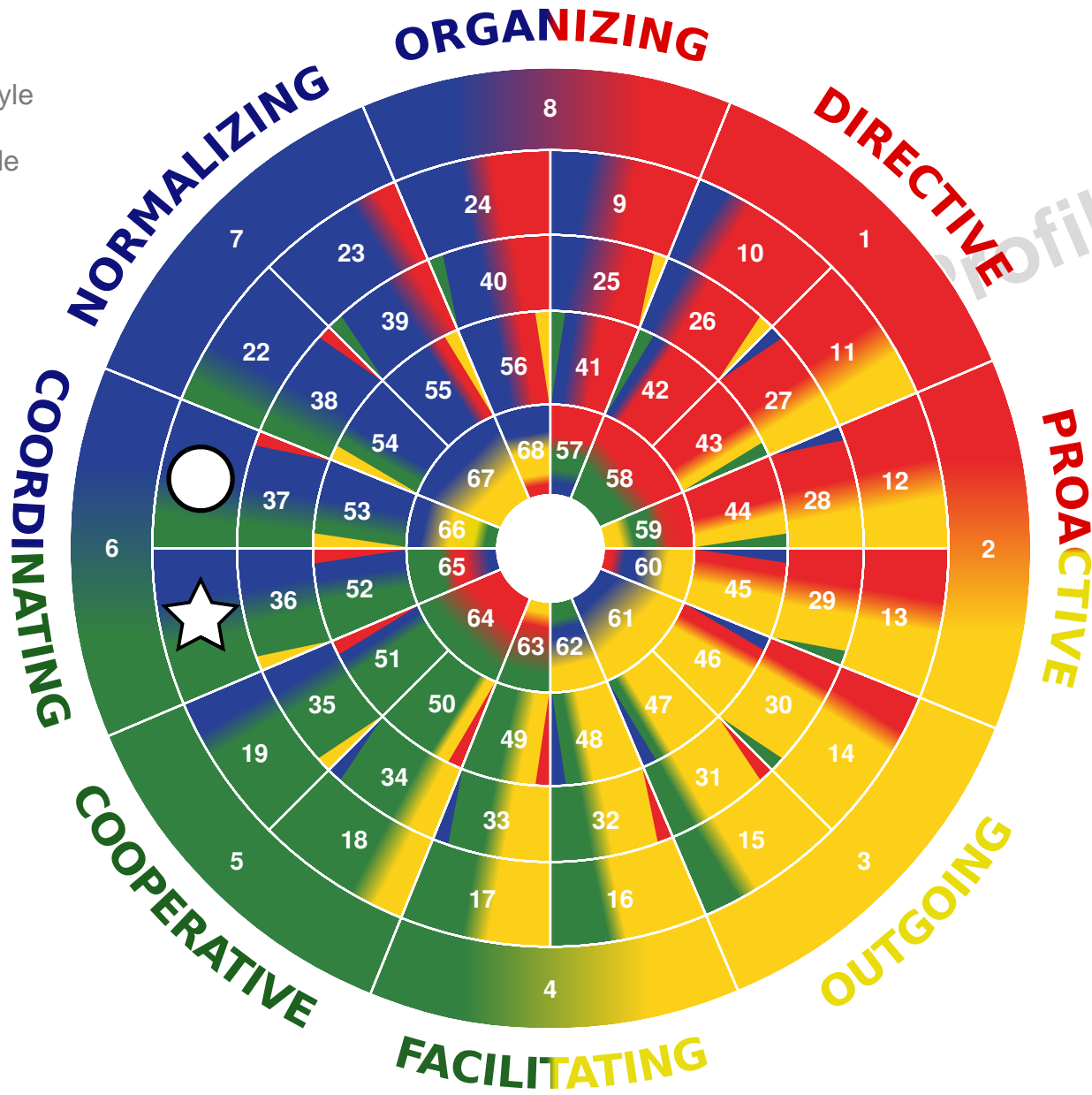
The AeC Wheel is a visual presentation of 68 main combinations of these four colours based on their differences in intensity and grouped according to the eight different types, concerning your natural style and your adapted style. **It only takes into consideration the intensities above 50% and cannot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

Your **Styles** on the AeC Wheel :

Adapted Style : **Coordinating** position 20

Natural Style : **Coordinating** position 21

- ☆ 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 her studies and in professional/personal fields
- ☆ Asks a lot of questions to satisfy her need to understand
- ☆ Likes to be cultivated by reading and training

A high Aesthetic Motivation :

- ☆ Has a deep need to express herself in harmony
- ☆ Has an excellent ability to see inner and outer beauty in all its forms
- ☆ Has a fundamental need for aesthetics in her life
- ☆ Has strong feelings, sensitivity and intuition

A low Economical Motivation :

- ☆ Has a tendency to be unconcerned with material and economic gains
- ☆ Finances can be for her a source of conflict or stress

A high Altruistic Motivation :

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- ☆ Likes to get involved, to help and serve others
- ☆ Has a strong need to feel useful to others
- ☆ Loves giving of herself 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 herself
- ☆ Is reluctant to want power
- ☆ Accepts authority with ease

A low Traditional Motivation :

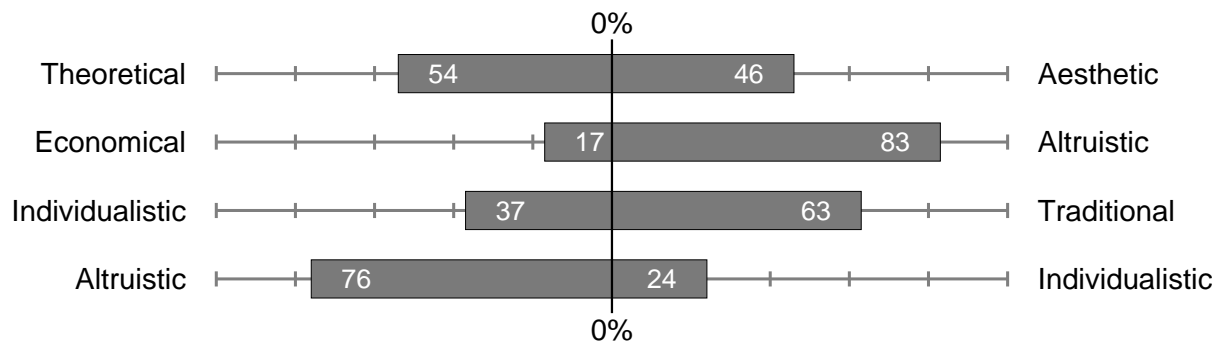
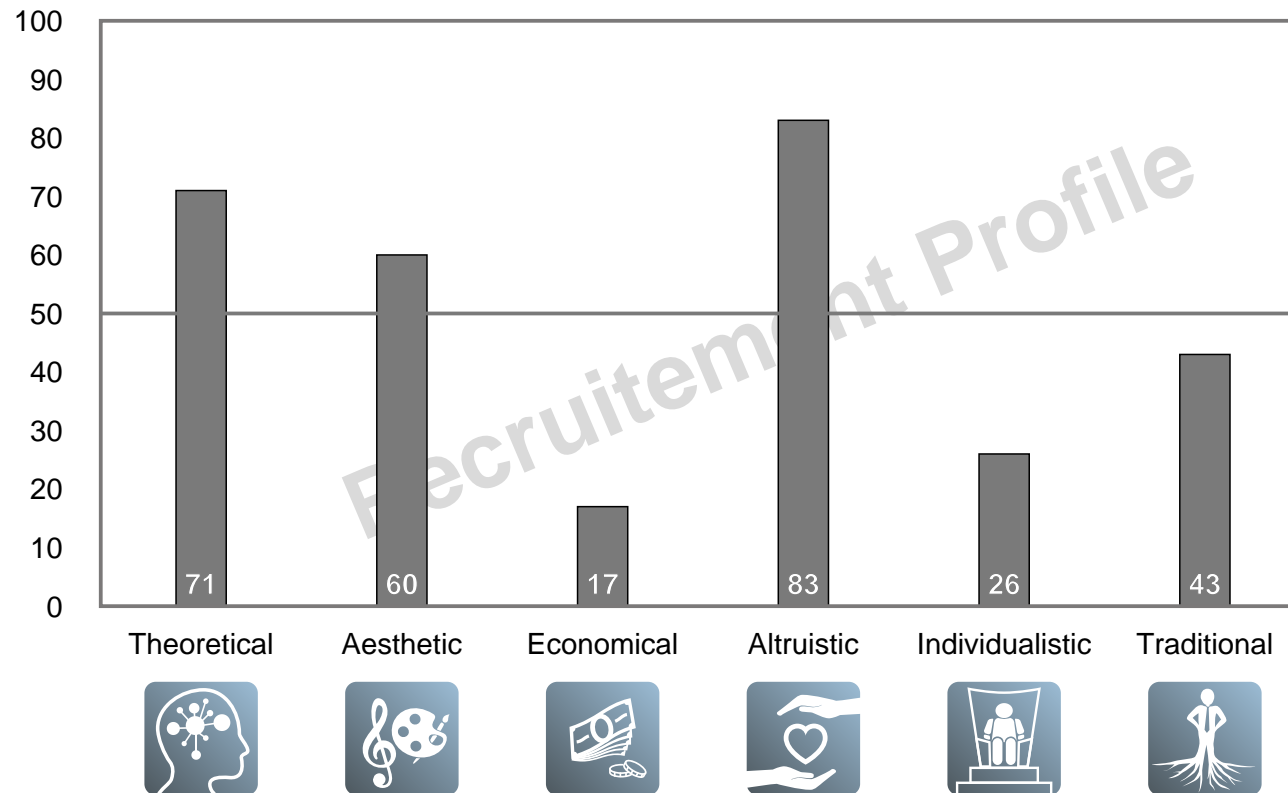
- ☆ Gives little weight to traditional reference systems
- ☆ Her value system does not influence her life and may change often

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- ☆ Is tolerant and open to the values of others
- ☆ Is more flexible and open to beliefs different than her own

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Your general characteristics



Your Values