



Analysis report

Candidate : Aurélien Guillon

Date : Jan 10, 2025

Questionnaire duration : 3 min

Time of completion : 1 min

[▶ Explainer video](#)

The results of this analysis are based on a questionnaire that reveals the candidate's personality. The analysis model used results from a scientific combination of several psychometric approaches and cognitive sciences. The questions of the questionnaire are based on Lickert scales and not forced choices. Additionally, control tags in the test, indication of improvement axes for each profile, and the possibility for candidates to leave their feedback on the analysis limit social desirability, ignorance, and Forer effect biases. Only people with specific training are capable of identifying these different types of biases.

Reminder: Evaluating candidates with this analysis does not replace a recruitment process with interviews, discussions, and situational assessments

Legend

The person who took this questionnaire had the opportunity to give qualitative feedback on their analysis.



Not at all agree



Disagree



Does not express an

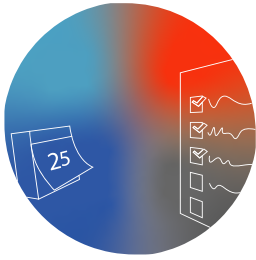
opinion



Agree



Completely agree



Aurélien Guillon

This person falls into the category of **Effective Organizers**

Exceptionally loyal, dedicated, meticulous and patient in carrying out their duties

 [Explainer video](#)

Practical

Ordered person

Stable

Ideal profile environment

 [Explainer video](#)

 Free

 Versatile

 Hierarchical



Prefers to work in a hierarchical environment, with a framework and rules. Needs to be accompanied as a junior.

"Likes things to be square."

 Mutual Aid

 Versatile

 Challenge



Likes challenge and competition. Quite solitary in achieving his/her goals.

"Likes to win."

 Urgency

 Versatile

 Regular



Prefers to work regularly with to-do lists rather than work that arrives unexpectedly.

"Taking your time is the rule for things to be well done."



Prefers



Hierarchical work environment



Does not prefer



Customer service as retail or careers focus on human interactions

Personality synthesis

[Explainer video](#)

Representation of the personality in 12 dimensions.

Ordered
Has the ability to organize and structure.



Disciplined
Likes order.



Logical
Is reasonable in his/her choices.



Practical mind
Likes the concrete.



Calm
Is discreet and a good listener.



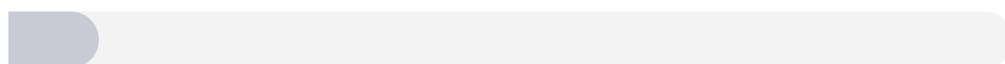
Spontaneous
Has a high capacity for adaptation.



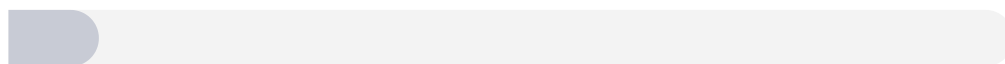
Rational
Shows good sense.



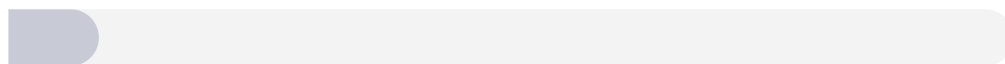
Diplomat
Skilled in dialogue and negotiation.



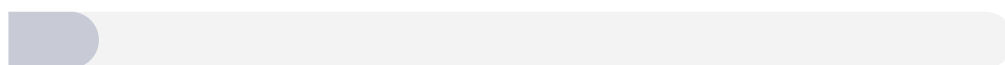
Flexible
Likes change and the unexpected.



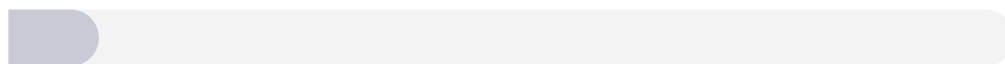
Empathic
Listens to his/her emotions and those of others.



Intuitive
Trusts his/her instinct.



Social
Has an easy contact with others.



Jobs

[▶ Explainer video](#)

Here is a list of jobs and types of careers in which it has been observed that this type of personality remains the longest with a level of performance above average.

Judge

Lawyer

Auditor

Annuitant

Accountant

Military leader

Doctor / Dentist

Policeman / Detectives

Administrator / Manager

Programmer or systems analyst

Business and organizational strategist

Work habits

[▶ Explainer video](#)

When it comes to the workplace, effective organizers are almost a stereotype of the model, hard-working, dedicated employee. In all positions, the effective organizer personality type seeks structure, clearly defined rules, and respects authority and hierarchy. Responsibilities are not a burden for effective organizers. The trust placed in them is an opportunity to prove that they are the right person for the job.

On the other hand, the change that comes with taking on new responsibilities or losing old ones is often a major struggle for effective organizers. This presents itself differently in different positions of authority but it is one of the biggest challenges effective organizers have to overcome. Insensitivity is also a recurring theme for these personality profiles.

Profile soft skills

Profile strengths

[▶ Explainer video](#)


Willpower

Patient and determined.



Appreciate the order

Unclear guidelines and people who break established rules lower their motivation.



Organized

Methodical and organized



Direct

Integrate in their relationships with others.



Very responsible

Able to answer for his actions, to assume them and to bear the consequences.



Quiet

Keep their feet on the ground and make clear and rational decisions.



Effective

Fulfill their duties to the people and organizations with which they are involved.



Versatile

Able to adapt to a wide variety of situations, collect data and apply with controlled execution.



Practical mind

Voluntary activities aimed at concrete results.



Honest

Pure and simple honesty.



Willpower and respectfull

Faithful, humble and polite.



Stable

Is not subject to change.



Stubborn

The facts are the facts. They tend to resist any new idea that is not supported by themselves. This decision-making process can make it difficult to accept their mistakes.



Follows the rules

They think things work better with clearly defined rules. They don't try to bend these rules or try new things. An unstructured environment is very uncomfortable.



Judgment

Opinions are opinions and facts are facts.



Often blame themselves unreasonably

Load themselves with extra work and responsibilities and think that the responsibility for delay or failure is theirs alone.



Uncomfortable without structure

An unstructured environment without clear processes is very uncomfortable.



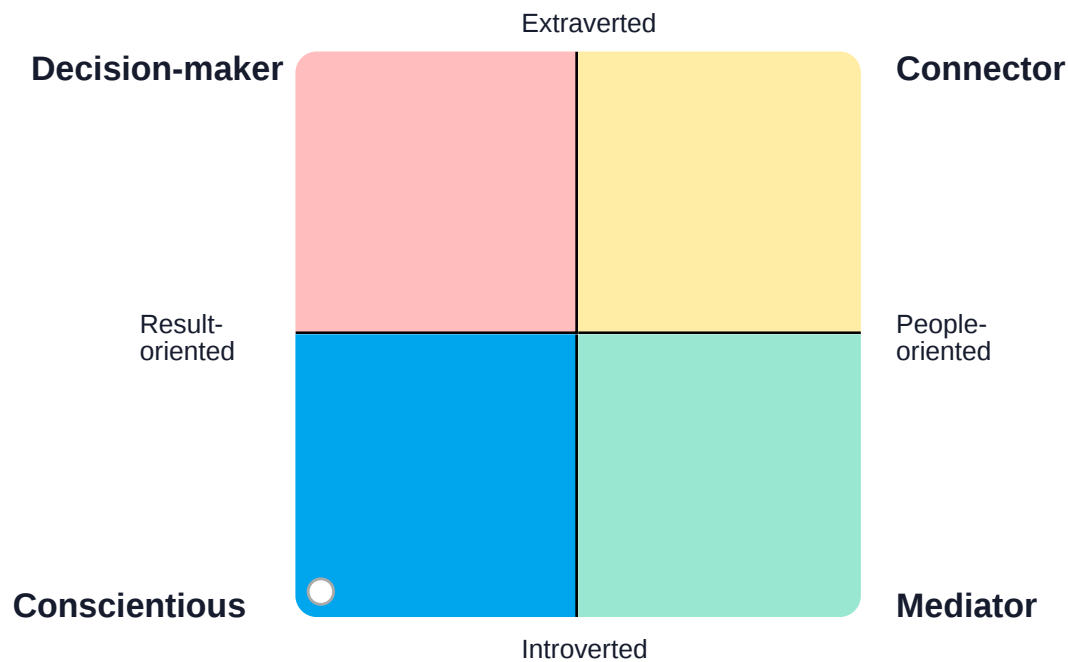
Insensitive

They are not intentionally harsh. They can hurt the feelings of the most sensitive with their honesty.

4 COLORS Behavior and personality

[▶ Explainer video](#)

Main profile



Conscientious (blue) : likes to think before acting. He/she can be perceived as cold and indifferent. He/she manifests a strong desire to know and understand what surrounds him/her. He/she has difficulty responding to authoritarian pressure and prefers to communicate in writing.

Values autonomy

Is reflective and factual

Likes details

Afraid of making mistakes

Takes the time necessary to make decisions

Seeks perfection

4 COLORS Behavior and personality

[▶ Explainer video](#)

Innate profile

Natural and spontaneous behavior.

Adapted profile

Behavior modified by learning to meet the expectations of the environment or specific situations.

47.8%

25%

25%

2.3%

Conscientious

Introverted

Logical

Meticulous

Rigorous

Precise

Methodical

Organized

Perfectionist

Decision-maker

Extraverted

Logical

Decisive

Authoritative

Focused

Direct

Competitive

Energetic

Mediator

Introverted

Empathic

Patient

Loyal

Calm

Devoted

Constant

Attentive

Connector

Extraverted

Empathic

Sociable

Optimistic

Friendly

Extraverted

Collaborative

Charismatic

As an employee

[▶ Explainer video](#)

Effective organizers crave responsibility, making them the go-to subordinates for odds and ends and unpopular projects. Often seen as jacks of all trades, effective organizer personalities can competently tackle any project that comes with a playbook. On the other hand, it makes them reluctant to let go of their responsibilities even when they are overloaded or when there are better people for the job. The seriousness of effective organizers' approach to their work makes them surprisingly sensitive to criticism, leading to a sometimes vexing level of inflexibility.

Stubbornness aside, or perhaps because of it, effective organizers are probably one of the most productive subordinates. They respect authority and hierarchy, and have no problem following orders and instructions. Punctuality is unlikely to be an issue, nor is meeting project deadlines. Although effective organizers may need clearly defined milestones and well-defined responsibilities, they are exceptionally loyal, dedicated, meticulous and patient in carrying out their work.

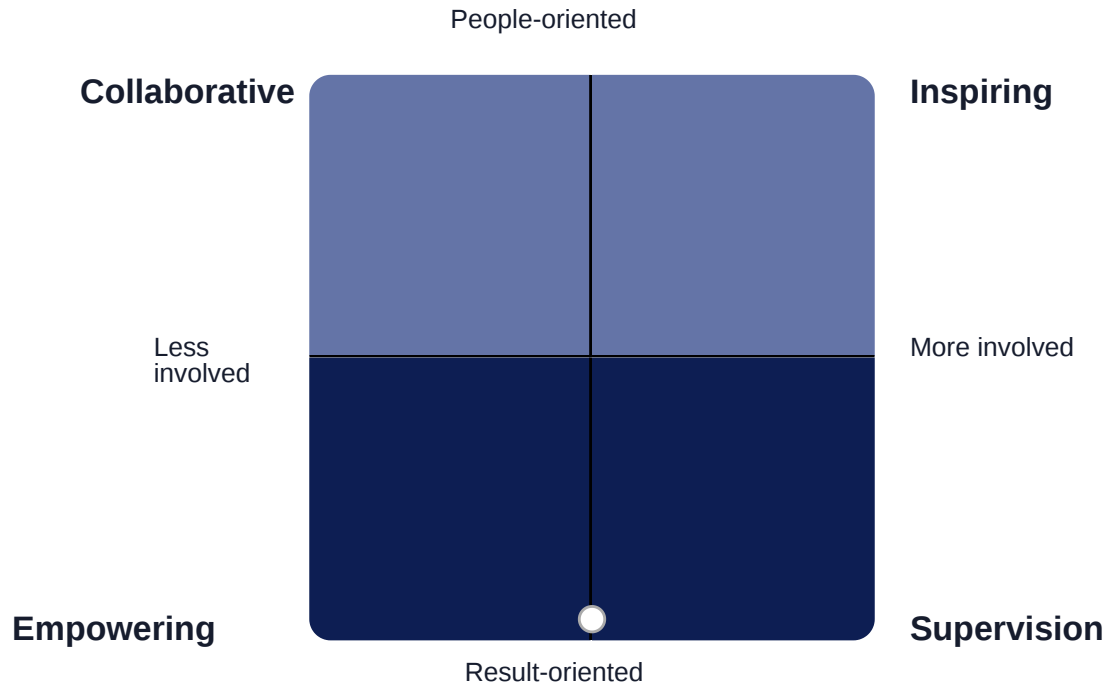
As a colleague

Efficient organizers ensure that projects are completed on time and in good order. Calm and methodical, effective organizers stay calm when the going gets tough, but expect their colleagues to share their approach. Significantly different types, especially the more emotional ones, confuse effective organizers with their need for emotional support and openness, or their ability to drop something, half-done. For effective organizers, either something was done right or it was done wrong, and sugarcoat it or walk away isn't going to fix the problem.

Effective organizers value peace and security in the workplace, and the easiest way to achieve this is to simply work alone. Innovations, brainstorming, theories and new ideas disrupt a comfortable state for these personality profiles although they are perfectly capable of it. Once the details have been worked out and an implementation plan established, effective organizers are an indispensable part of the team to put the ideas into practice.

As a manager Management styles

▶ Explainer video



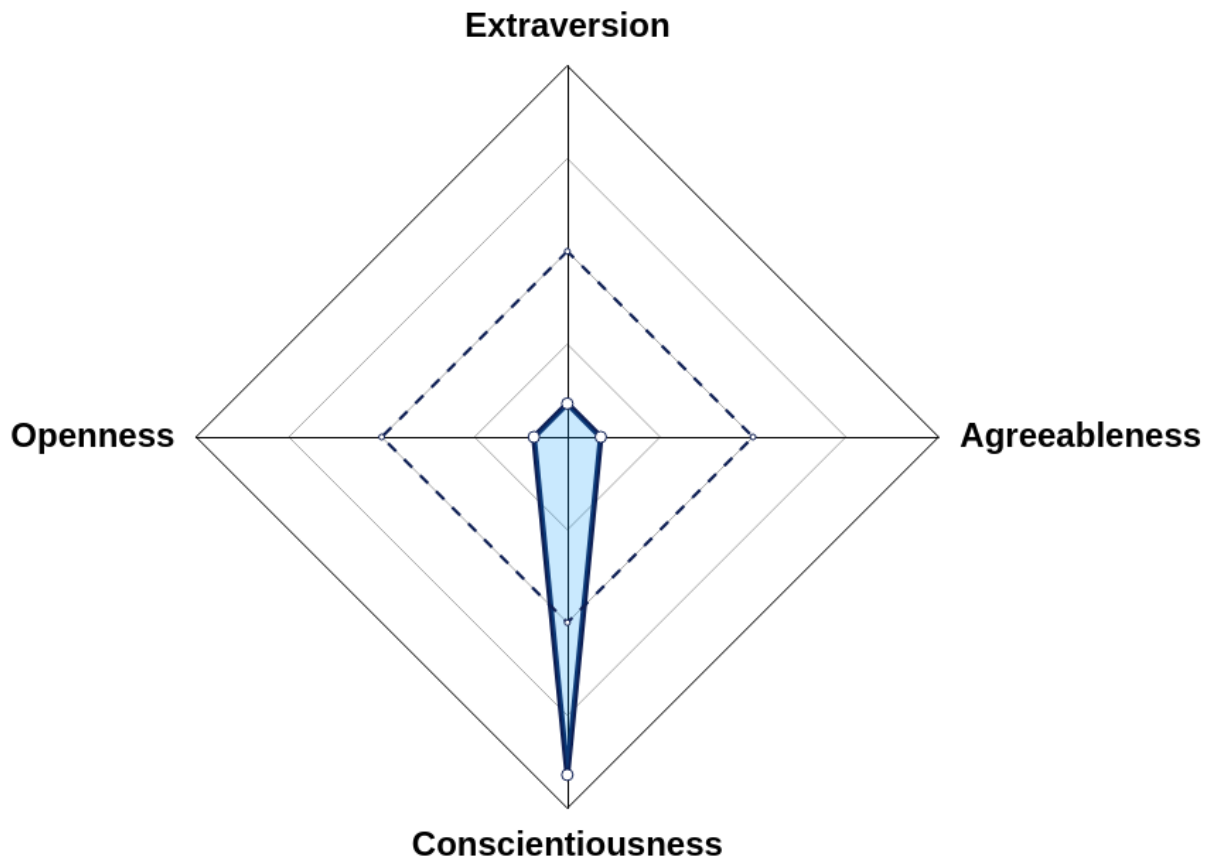
Supervision : In supervisory management, also known as authoritarian management, the manager assumes full authority and hierarchical superiority. He gives clear, strict directives to his subordinates, without worrying too much about their feedback or questions. This is organizational, vertical and results-oriented management. Here, the supervisory manager does not seek to win the trust of his teams or ensure their well-being, but will nevertheless closely monitor and control performance

Empowering : Empowering management, also known as consultative management, is a type of management that gives employees total autonomy. This type of management gives employees a great deal of freedom: they are heavily involved in decision-making, and have a great deal of day-to-day responsibility. As for the empowering manager, he doesn't hesitate to delegate, and generally takes a back seat to let his teams take control of the various actions. However, they remain available to respond to their colleagues' requests. His role is therefore more strategic than operational

BIG 4 Personality traits

[▶ Explainer video](#)

Big Five (or OCEAN) refers to a descriptive model of personality in five central traits, empirically proposed by Lewis Goldberg in 1981 and then developed by Costa and McCrae in the years 1987-1992.



Decisively conventional in his/her way of being, comfortable with protocols and resistant to change.

Decisively turned towards his/her inner world with a need to isolate to regain balance and energy. Prefers solitude and struggles with social demands.

Decisively competitive with a high capacity to assert oneself in conflict, even at the cost of appearing insensitive.

Important sense of priorities and highly proactive, possesses a strong capacity to control impulses and behaviors focused on clear and precise objectives.

Neuroticism, which characterizes a persistent tendency to experience negative emotions, is not displayed due to its discriminatory nature.

BIG 4 Personality traits

[▶ Explainer video](#)

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Activity style

Extraversion - Conscientiousness +

Workaholics

Usually hardworking and methodical, these people tend to focus on the work to be done and complete it slowly but surely until it is finished. In their professional life as in their leisure activities, their pace is usually measured. While it can be somewhat difficult to speed them up, they can be counted on to complete the task entrusted to them.

Learning style

Openness - Conscientiousness +

Applied

These people are rather applied, methodical, and organized, and respect generally all the rules. However, their lack of imagination sometimes pushes them to follow instructions step by step. They tend to excel when it comes to memorizing, but often struggle with questions that do not have a single correct answer. They usually need structure and a well-defined framework.

Attitude style

Openness - Agreeableness -

Resolved partisans

These people often have firm and immutable beliefs on social and moral issues. Generally greatly skeptical about human nature, they often advocate strict discipline and a muscular approach to social problems. They generally expect everyone to strictly respect the established rules.

Interaction style

Extraversion - Agreeableness -

Competitors

These people tend to consider others as potential adversaries. Rather suspicious and distant, they often remain on their guard. They generally prefer respect to friendship and rarely reveal their private life. For any interaction with them, it may be wise to give them the space they seem to need.

Character style

Agreeableness - Conscientiousness +

Determined individualists

These people tend to be primarily concerned with their own needs and interests. They often show efficiency when it comes to serving their own projects. They can succeed in highly competitive contexts because they tend to pursue their own interests resolutely.

Interest style

Extraversion - Openness -

Homebodies

Usually, the interests of these people are activities that they can undertake alone or in small groups. Rather solitary and not very adventurous, they can, for example, turn to activities such as gardening, DIY, TV shows, or collections.

NEGOMAP Conflict management

[▶ Explainer video](#)

The NegoMAP model provides a global vision of the preferred postures of people in conflict situations. It allows understanding the behaviors adopted by individuals, responding better to them, and advancing the negotiation.

Compromise

Proposes solutions where each party gives in on part of their demands.



Withdrawal

Avoids addressing the problem or getting involved in the discussion.



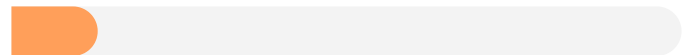
Confrontation

Tries to dominate the discussion and impose one's ideas.



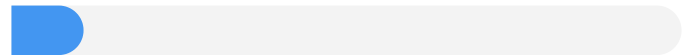
Accommodation

Quickly gives in and accepts the demands of others to maintain harmony.



Collaboration

Actively engages with others to find a common solution.



Compromise (33%) : Proposing solutions where each protagonist gives in on part of their initial demands. The objective is to find a middle ground, where no party loses out, but everyone has to make an effort.

Withdrawal (30.6%) : Choosing to withdraw from the discussion, thus avoiding direct engagement in the conflict or involvement in a dialogue. This strategy involves letting time act, hoping that the problem will resolve itself, that tensions will dissipate over time.

Confrontation (24.6%) : Attempt to dominate the discussion and impose one's own ideas or solutions. The priority is given to results, and the objective is to make the other party accept one's proposals, even if it may cause some tension.

Accommodation (6.4%) : Seeking a quick end to the debate by accepting the other party's demands, even if it means giving up certain of one's own positions. The main objective is to maintain harmony and preserve human relationships, without necessarily expecting a concession from the other party.

Collaboration (5.4%) : Seeking active engagement with the other party to find a solution that is beneficial for all parties involved. This approach aims to create a win-win situation, where each party gets what they want or at least part of what they want.

4D Personality traits

[Explainer video](#)

Responsible, sincere, analytical, reserved, realistic, orderly. Hardworking and trustworthy with good practical judgment.

How the profile gains energy



This profile draws energy from the inner world, isolates to reflect

- Can be described as private or reserved.
- Prefers a slower pace with time for contemplation.
- Tends to internalize things.
- Prefers to observe rather than be the center of attention.

Strengths

- Reflective
- Calm
- Attentive

Areas for effort

- Lack of reaction
- Tendency towards boredom
- May appear distant

How the profile gathers information



This profile gathers a lot of information before making a decision

- Focuses on reality and concrete things
- Pays attention to facts and details
- Prefers ideas with practical applications
- Likes to describe things literally

Strengths

- Pragmatic
- Realistic
- Sensible to details

Areas for effort

- Prefers established processes over novelty
- May appear too down-to-earth
- Tendency towards overly detailed presentations

How the profile makes decisions



This profile makes decisions logically and rationally

- Makes decisions using logical reasoning
- Values justice and fairness
- Likes to find flaws in a problem
- Can be described as reasonable and balanced

Strengths

- Logical
- Objective
- Organized

Areas for effort

- May appear cold
- May appear overly competitive
- May appear overly critical

How the profile takes action



This profile will tend to act within the rules and respecting established frameworks

- Likes things settled
- Thinks rules and deadlines should be respected
- Prefers detailed step-by-step instructions
- Makes plans and wants to know what he/she is getting into

Strengths

- Punctual
- Organized
- Foreseeing

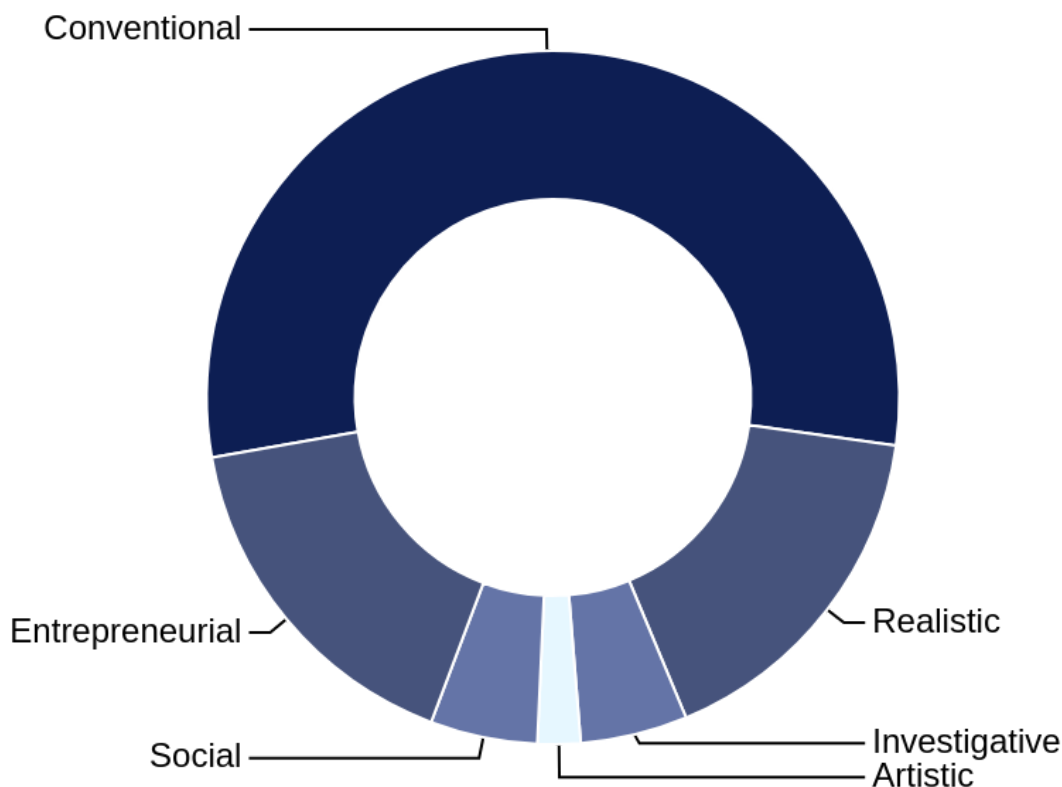
Areas for effort

- May appear too rigid
- May appear too demanding
- May appear too perfectionist

RIASEC Professional interests

[▶ Explainer video](#)

The RIASEC model or Holland code, developed by psychologist John L. Holland, is a theory on careers and vocational choices that relies on psychological types. It identifies 6 types of personalities in the professional environment that are linked to professional interests.



Conventional (55%):

Enjoys working in structured environments where rules and processes are clear. Prefers organized and methodical tasks, with a strong sense of reliability.

Realistic (16.5%):

Likes to be involved in concrete and practical activities. Prefers physical or technical projects that require pragmatism and efficiency.

Entrepreneurial (16.5%):

Likes to take responsibility, take on challenges and achieve ambitious goals. Enjoys leading, convincing and evolving in dynamic environments.

Investigative (5%):

Enjoys analyzing, understanding and solving complex problems. Prefers activities involving reflection, exploration and in-depth research.

Social (5%):

Likes to interact with others and contribute to their success. Appreciates activities focused on mutual assistance, advice or training, by valuing people.

Artistic (2%):

Enjoys exploring and expressing ideas through creativity. Enjoys innovative environments where emotions can be conveyed through visual, written or audio forms.