

Comparative report

Name : Compare

Date : Jan 11, 2025

Type : Comparative group

3 profiles analyzed :

- William Evieux
- Aurélienaa Guillonaa
- Paul Bonneville

Legend

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



ANALYZED GROUP

Personal information

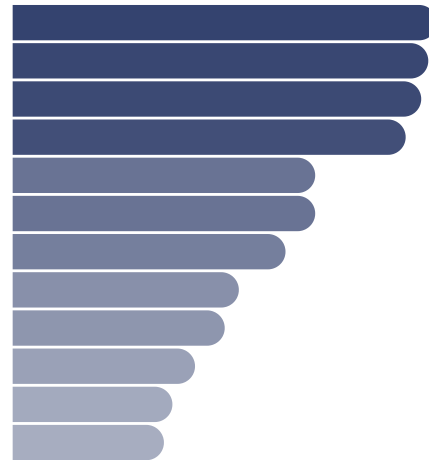
First name Last name	Email	Phone	Year of birth	Sex	Date of completion
William Evieux	wevieux@gmail.com	0641817185	1999	M	Aug 5, 2024
Aurélienaa Guillonaa	guillon.aure52l@gmail.com	0635780834	1987	M	Dec 11, 2024
Paul Bonneville	pbonnevillep@gmail.com	0633354976	1966	M	Oct 25, 2024



William Evieux - Imaginative Cartesian

Solving puzzles through innovation. Tireless idea generator with great intelligence and keen imagination

- Intuitive** Trusts his/her instinct.
- Calm** Is discreet and a good listener.
- Rational** Shows good sense.
- Logical** Is reasonable in his/her choices.
- Diplomat** Skilled in dialogue and negotiation.
- Flexible** Likes change and the unexpected.
- Disciplined** Likes order.
- Spontaneous** Has a high capacity for adaptation.
- Ordered** Has the ability to organize and structure.
- Empathic** Listens to his/her emotions and those of others.
- Social** Has an easy contact with others.
- Practical mind** Likes the concrete.



Strengths

-  **Original**
Propensity to love experimenting with new styles and constantly finding new ways to stand out.
-  **Direct**
Frank person with a direct language.
-  **Open minded**
Motivated by curiosity and an intense desire to learn. Receptive to new ideas and ways of doing things as long as these ideas are supported by sound reasoning.
-  **Analytical skills and abstract thinking**
Offers creative and counter-intuitive ideas.
-  **Appreciates objectivity**
Want to understand what is really going on under the surface of things.
-  **Enthusiastic**
Passion, craze, frenzy.
-  **Imaginative**
Comes up with creative and counter-intuitive ideas that most people wouldn't think of. Not all of these ideas are feasible, but the willingness to think outside the box can produce remarkable innovations.
-  **Curious**
Always looking for new activities.
-  **Rational**
In accordance with reason, based on a good method.
-  **Impartial**
Who demonstrates justice, equity, who takes no sides in his judgment and observes strict objectivity.
-  **Intellectual**
Has a pronounced (or excessive) taste for things of the mind.

Areas for effort

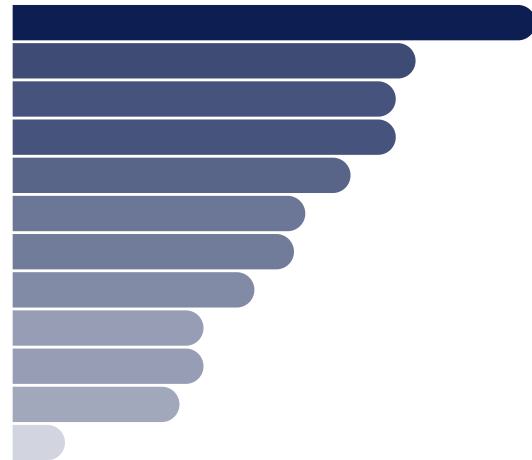
-  **Do not like imposed rules**
Aversion to imposed rules that he or she does not understand with a tendency to break them in order to reach the goal more quickly.
-  **Shy**
Shyness is the reaction we feel when faced with the gaze of another, when we are afraid of not making a good impression, of giving a good self-image. Shyness is linked to the gaze of the other in new situations, or with a new challenge.
-  **Neglect to eat and drink in pursuit of their passion**
These personalities are constantly on the lookout for problems to solve, subjects to learn, and new ways to approach things.
-  **Condescending**
This type of personality sees rationality as the key to a better and happier world. As a result, they may inadvertently come across as callous or mean, even though their intentions are usually good.
-  **Complicated to make a decision**
Perfectionist, intensive analysis of various options for a situation does not lead to a decision.
-  **Insensitive**
This type of personality sees rationality as the key to a better and happier world. As a result, they may inadvertently come across as callous or mean, even though their intentions are usually good.



Aurélienaa Guillonaa - Creative humanist

They need opportunities to learn and grow alongside people that they help and contribute to the well-being of mankind on a personal level

- Disciplined** Likes order.
- Ordered** Has the ability to organize and structure.
- Empathic** Listens to his/her emotions and those of others.
- Calm** Is discreet and a good listener.
- Diplomat** Skilled in dialogue and negotiation.
- Intuitive** Trusts his/her instinct.
- Practical mind** Likes the concrete.
- Rational** Shows good sense.
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- Social** Has an easy contact with others.
- Spontaneous** Has a high capacity for adaptation.
- Flexible** Likes change and the unexpected.



Strengths

-  **Natural leaders**
Timid leaders.
-  **Creative**
Love to find the perfect solution.
-  **Insightful**
S'efforcent généralement de dépasser les apparences et d'aller au cœur des choses. Cela peut leur donner une capacité presque étonnante à comprendre les véritables motivations, sentiments et besoins des gens.
-  **Appreciate the conclusions**
They need to see that their efforts generate accomplishments.
-  **Altruistic**
They tend to think about how their actions affect others, and their goal is to behave in a way that will help people around them and make the world a better place.
-  **Idealist**
Can be persuasive and inspiring communicators, their idealism can persuade the most skeptical.
-  **Diplomat**
Knows how to conduct business with tact.
-  **Empathic**
Intuitive faculty to put oneself in the place of others, to perceive what they feel.
-  **Team spirit**
Shows altruism and solidarity with the members of his group.

Areas for effort

-  **Too sensitive**
Emotional and very vulnerable to criticism.
-  **Shy**
Shyness is the reaction we feel when faced with the gaze of another, when we are afraid of not making a good impression, of giving a good self-image. Shyness is linked to the gaze of the other in new situations, or with a new challenge.
-  **Too perfectionist**
Continually fixate on imperfections and wonder if they should look for something better.
-  **Frustrated by lack of objectives**
Tendency to be motivated by a sense of having a greater purpose in life.
-  **Watch out for burnouts**
People with this personality type can burn out if they don't find a way to balance their desire to help others with necessary self-care and rest.
-  **Impatient**
Find it tedious or unnecessary to break down their big visions into small, manageable steps.



Paul Bonneville - Friendly leader

Helping others is important but a tendency of not to refuse even if it does not appeal to him(her)

Diplomat Skilled in dialogue and negotiation.

Disciplined Likes order.

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

Intuitive Trusts his/her instinct.

Social Has an easy contact with others.

Ordered Has the ability to organize and structure.

Rational Shows good sense.

Spontaneous Has a high capacity for adaptation.

Flexible Likes change and the unexpected.

Logical Is reasonable in his/her choices.

Practical mind Likes the concrete.

Calm Is discreet and a good listener.



Strengths



Reliable

Fulfill their promises and responsibilities.



Natural leaders

Determined and inspiring



Warm

Allow others to express themselves fully.



Charismatic

Natural ascendant causing strong adhesion in other people.
Determined and inspiring, they often find their place in leadership roles to be of service to others.



Organized

Methodical and organized



Altruistic

Sincerely believe that if they bring people together, they can make a better world.



Idealist

Possess a deep desire to be a force for positive change.



Diplomat

Knows how to conduct business with tact.



Empathic

Intuitive faculty to put oneself in the place of others, to perceive what they feel.



Tolerant

They recognize the right to speak one's own truth.

Areas for effort



Too idealistic

They tend to have clear ideas about what is good and what is not. It can come as a shock to them to see behavior outside of their core values, such as truth or justice.



Too disinterested

Is not preoccupied with self-interest, does not act out of self-interest.



Too sensitive

Emotional and very vulnerable to criticism. They tend to take other people's problems as their own.



Paralysis to make a difficult choice

Indecision is linked to a lack of self-esteem. It is an unrealistic desire to be able to control everything, without having to bear the consequences. The undecided is very often afraid of failing, and of give up all the opportunities available to him.



Trying to fix problems it cannot fix

They put pressure on themselves to right any wrongs they encounter.

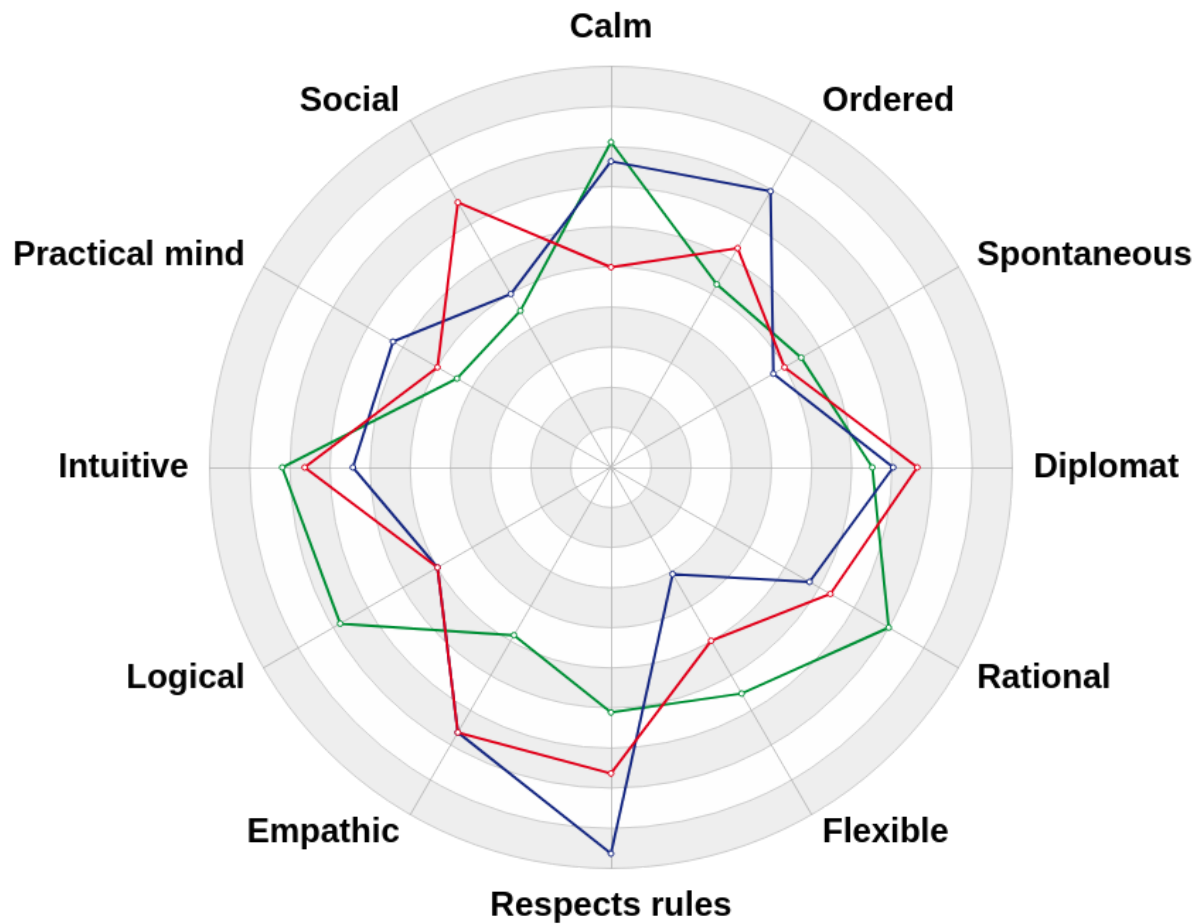


Fluctuating self-esteem

Result both from the gaze on oneself and from the gaze of others.

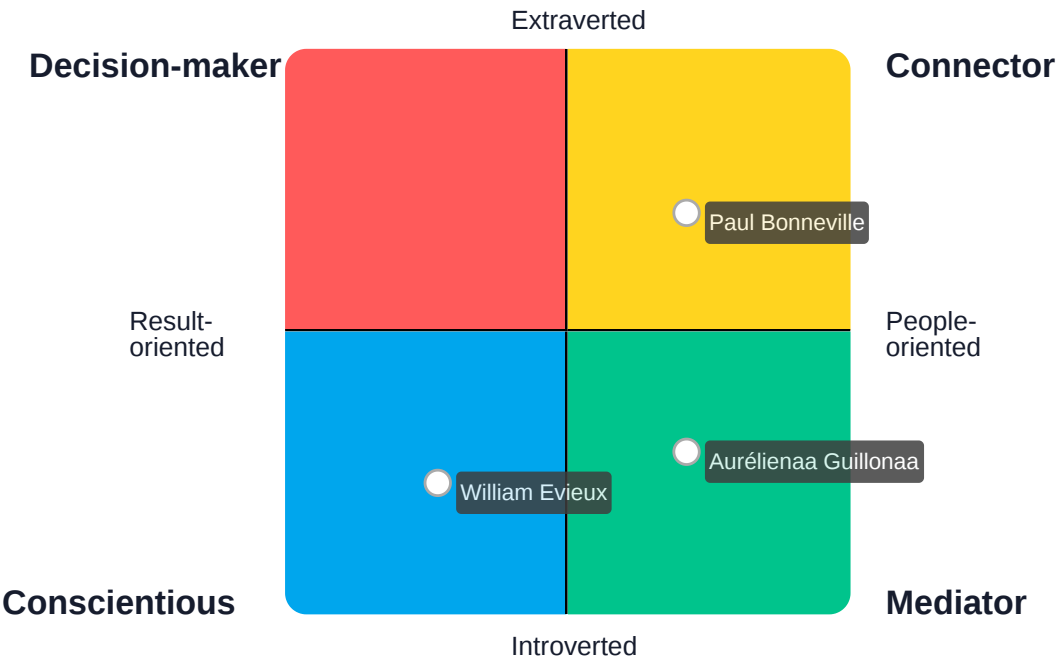
RADAR

The RADAR is a 12-dimension representation allowing for the simple comparison of personality profiles.



■ William Evieux
 ■ Aurélienaa Guillonaa
 ■ Paul Bonneville

4 Couleurs



First name Last name	Type
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William Evieux

Conscientious

Aurélienaa Guillonaa

Mediator

Paul Bonneville

Connector

4 Colors graph legend

The Decision Maker overflows with energy, he/she is centered on action and always on the move. Of a rather positive and factual nature, he/she is extraverted, tenacious, and knows how to focus on the results to be achieved. He/she approaches others in a direct and authoritative manner.

- 👍 Has a macro vision
- 👍 Is frank
- 👍 Accepts challenges
- 👍 Gets straight to the point
- 👍 Speaks loudly
- 👍 Likes action

The Connector is concerned about having good personal relationships. Generally positive and extraverted, he/she enjoys the company of others and believes that life should be fun. Radiating and friendly, he/she approaches others in a convincing and democratic manner.

- 👍 Enthusiastic and optimistic
- 👍 Likes to collaborate and persuade
- 👍 Does not appreciate being ignored
- 👍 Delegates easily
- 👍 Struggles to finish tasks
- 👍 Follows fashion and trends

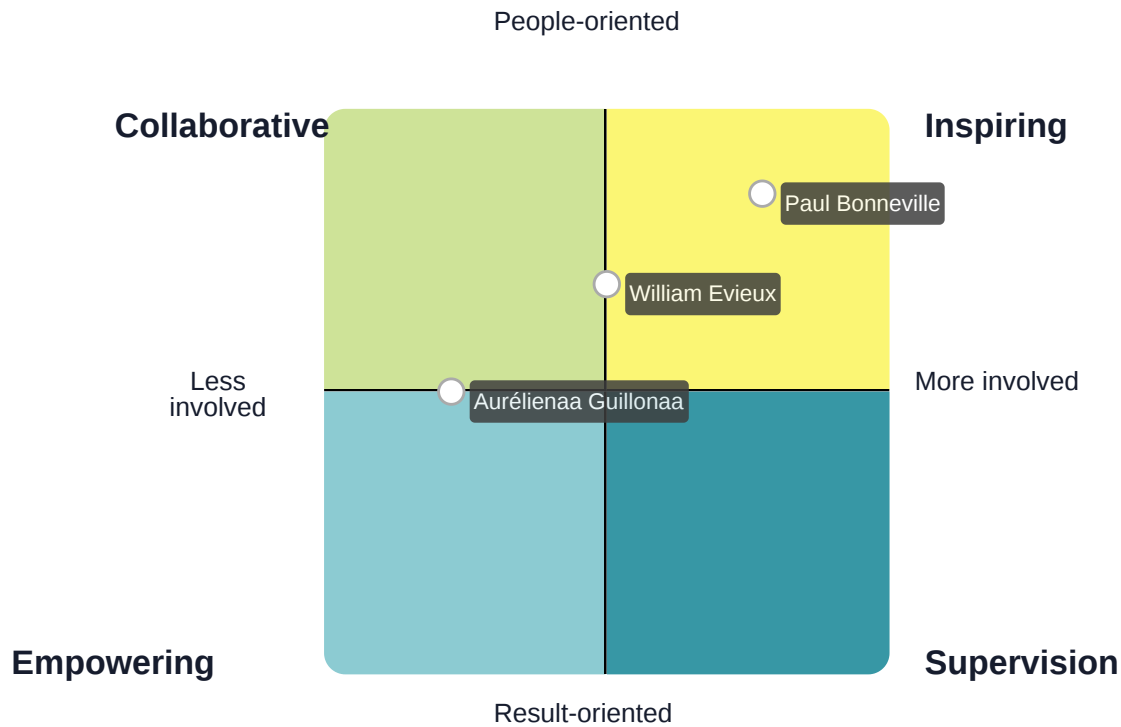
The Mediator appreciates stability and can fight for a cause with obstinacy. He/she applies himself/herself to be serious and reliable. He/she does not easily respond to ambiguity or impersonal structures and can be shy in the way he/she approaches others.

- 👍 Does not like to be under pressure
- 👍 Acts calmly
- 👍 Provides support
- 👍 Is humble and committed
- 👍 Speaks softly
- 👍 Unwilling to change

The Conscientious 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

MANAGEMENT



First name Last name

Type

William Evieux

Collaborative
Inspiring

Aurélienaa Guillonaa

Collaborative
Empowering

Paul Bonneville

Inspiring

MANAGEMENT graph legend

Collaborative Collaborative management is one of the new management methods on the rise, particularly in start-ups. Here, people are at the center. The collaborative manager emphasizes employee involvement in the day-to-day running of the company, and in strategic decision-making. It's a horizontal, cross-functional form of management that disregards hierarchical codes. The manager's role is more that of coach and guide than that of leader. He puts everyone on an equal footing. It's a real bond of trust and closeness that is established

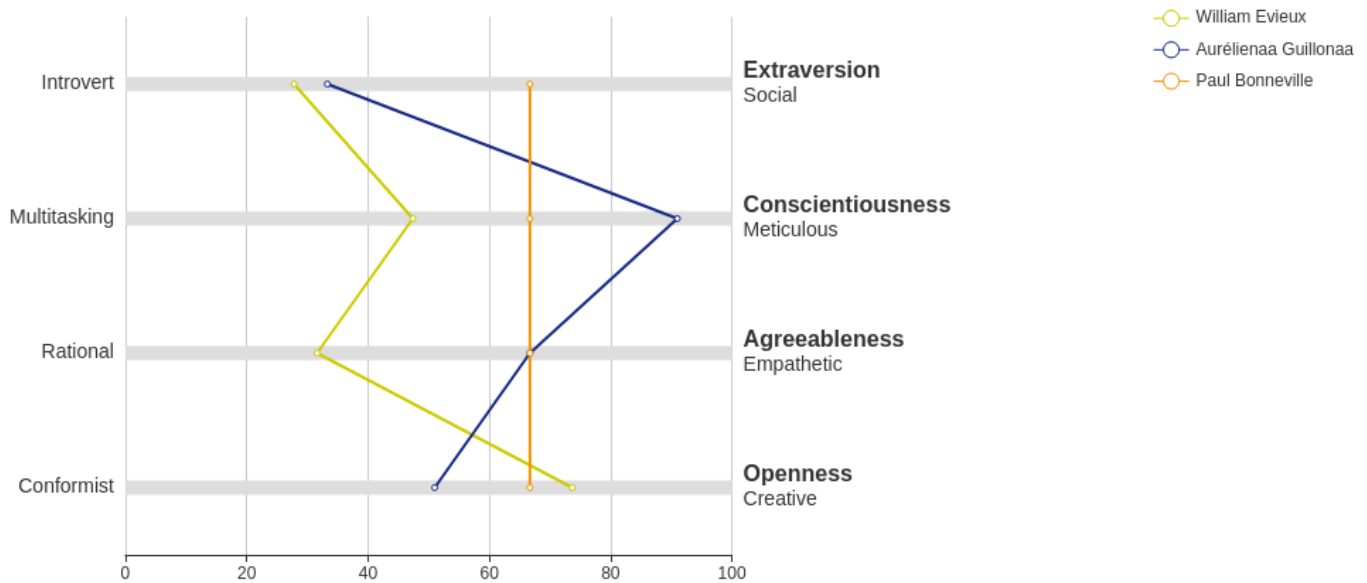
Inspiring Inspiring management values the human aspect more. It's a paternalistic form of management: the manager is focused on achieving results, while at the same time ensuring that his teams are united around clear objectives and tightly-focused directives. They retain full control over decisions, but are also attentive to their team's questions and suggestions. The inspiring manager is also an educator, explaining his or her directives and ensuring that employees understand them

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

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

BIG 4

In psychology, Big Five refers to a descriptive model of personality in five central traits, empirically proposed by Lewis Goldberg in 1981 and then developed by Costa and Mc Crae in the years 1987-1992. The model is sometimes called the 'OCEAN model,' an acronym of its different dimensions.



Extraversion

People who score high are extraverted, lively, sociable, talkative, confident, joyful, and appreciate social interactions. People who score low are reserved, calm, unobtrusive, and less dependent on social life. In the Big Five system, extraversion is defined as outward-oriented activity and should not be seen as a 'prosocial behavior.' Extraversion does not describe, for example, how much a person genuinely cares about others. It only considers the general level of outward-oriented activity. Introverted people are not asocial, but they simply need less stimulation and prefer to spend more time alone.

Conscientiousness

People who score high are well-organized, hardworking, disciplined, efficient, conscientious, and orderly in their relationship to things and time. People with low scores are distracted, disorganized, have difficulty finding the motivation to accomplish their work and duties, are not bothered by incompleteness and lack of accuracy, and are disorganized regarding their environment and schedule. However, people with low conscientiousness are often more spontaneous and playful, while high conscientiousness can predispose to work addiction and perfectionism.

Agreeableness

People who score high are tolerant, gentle, kind, indulgent, agreeable, altruistic, and obliging. Because it is very important for them to get along well with others, they have flexible opinions and dislike criticizing or judging. People with low agreeableness are skeptical, stubborn, quarrelsome, interested, and abrupt. People with low agreeableness also tend to defend their views and opinions to the bitter end and criticize others. People with high agreeableness are therefore usually more appreciated than those with low agreeableness. However, agreeableness is not always useful in situations that require making difficult or objective decisions. Studies have shown that a low degree of agreeableness can have many advantages for leaders and lawyers.

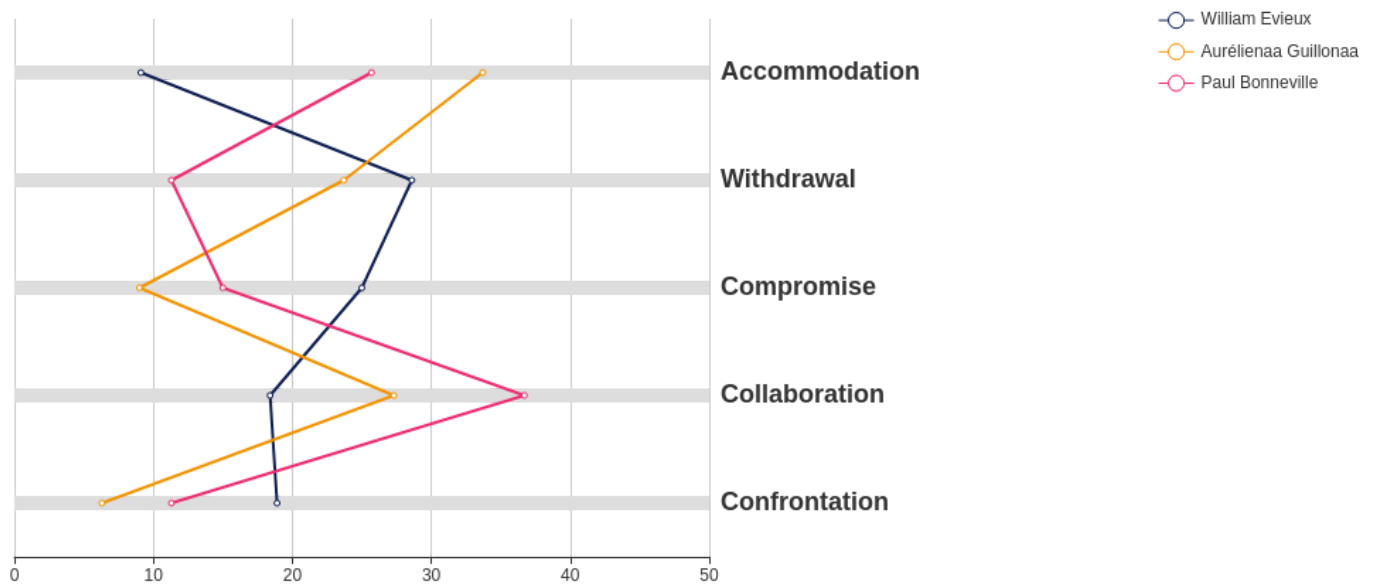
Openness to experience

People who score high are distinguished by their unconventional, creative, intellectual, curious, and overflowing imagination. They like to hear new and unusual opinions. People who score low are conventional, traditional, and do not appreciate foreign and unfamiliar things. Intellectual activities leave them cold, and they do not like to be confronted with strange opinions and ideas. Studies have shown that a high level of openness to experience can be just as beneficial as a lower level, depending on the task to be accomplished. People with a high level of openness to experience typically tend to get better results in creative activities or research, while lower levels of openness have their advantages in accounting, police, and sales.

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

NEGOMAP

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.



Accommodation

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.

Withdrawal

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.

Compromise

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.

Collaboration

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.

Confrontation

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.