



Pro DISC^{p4} profile

Arnaud Legrand

Group Blue Elec
November 2nd, 2018

BLUE-ELEC

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Summary

Arnaud Legrand's report (Blue Elec SA)

Group: Blue Elec

Date of the test: November 2nd, 2018

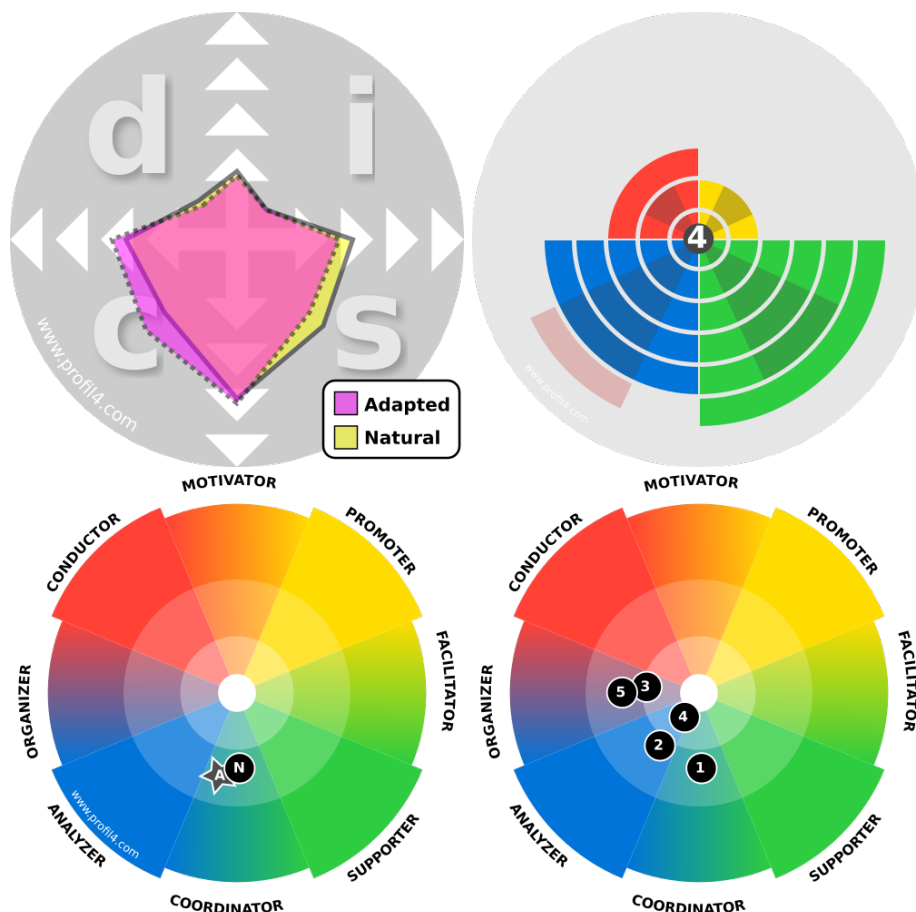
Report generation date: December 9th, 2019

Duration of the test: 14 minutes.

Adapted: 15-13-32-40

Natural: 17-13-38-32

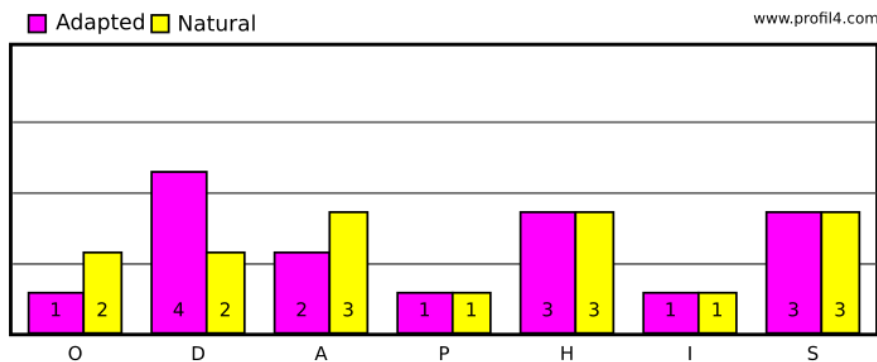
Arnaud's profile is made up of four colors, which vary in brightness. Arnaud's adapted profile is marked blue. Arnaud's natural profile is marked green. Please note: Arnaud appears to have a blue profile, but their genuine profile is green.



Generally speaking, we can say that Arnaud:

- has a reserved and distant attitude.
- dresses in an understated style.
- enjoys working alone.
- writes detailed, precise e-mails, attaching several documents. Expects these to be read.
- collects details and needs them to do their job right.
- struggles to take decisions out of fear of getting things wrong. Needs to have all the necessary elements in hand and tends to put off deadlines until all variables are known.
- tackles people and situations with diplomacy, in a rational and well-ordered way.
- respects social conventions and demonstrates courteousness.
- is uncomfortable with physical contact.
- respects rules, procedures and laws.
- is a perfectionist.
- struggles under pressure and can be blocked by it.
- needs time to process and analyze information before he can react.
- puts other people's interests/needs in front of their own.
- is uncomfortable with compliments, particularly in public.
- sees himself as a member of a tribe.
- can deal with adversity: but may have a disproportionate reaction if things go too far.
- would give anything to defend their tribe.
- is (very) uncomfortable with conflicts.
- can't say no.
- cares about moral values.
- doesn't like change.

The ODAPHIS (Objective, Deliberation, Altruism, Pleasure, Harmony, Influence and Security) index focuses on the factors which are the most likely to determine Arnaud's behavior depending on the context.



Introduction

A unanimous conclusion: everybody is unique, including Arnaud, and sees the world from their own particular perspective. We all communicate and behave in our own way. As a result, we all make the same communication mistake: talking to others the way we would like them to talk to us. Whereas the ideal policy would be to **talk to others the way they want us to**.

The golden rule: adapting to your contacts But first you have to know their profile! In a long-term relationship, this is relatively simple, as you've had time to get to know each other. In the short-term, it's not so easy. Good managers know how to adapt instinctively. Experts have drawn on their recommendations and their experience to identify different behavior and communication profiles, and this has led to the DISC model!

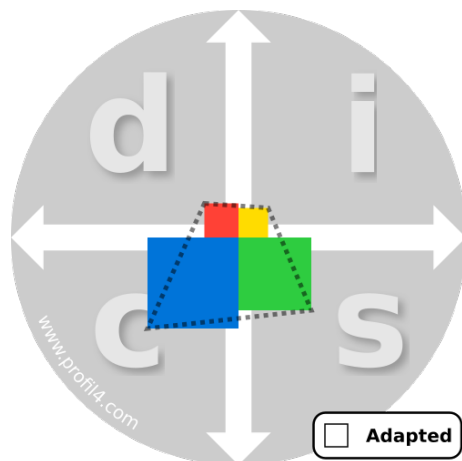
Profile identification with **DISC^{p4}** This evaluation tool is used to improve productivity, teamwork and communication. The model focuses on modes of communication and behavior. It is NOT an IQ test. It does NOT measure intelligence, proficiency, mental health, personal values etc. **DISC^{p4}** profiles describe human behavior in different situations, for instance in response to stress, challenges, complex issues, crises, procedures etc.

Aim: Knowing your own profile and that of your co-workers is key for more efficient communication, both written and oral. It allows tasks and objectives to be allocated more effectively and helps identify needs and constraints etc. It also allows managers to choose the best team-members for each context.

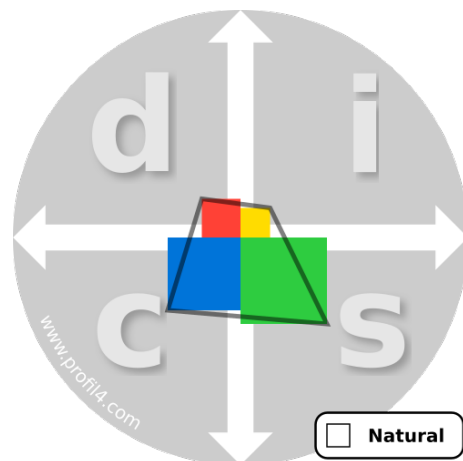
Results

Natural and adapted styles

Arnaud took a Pro **DISC^{p4}** test on November 2nd, 2018. The test took 14 minutes in total. Arnaud's answers have determined his **DISC^{p4}** Pro adapted and natural profiles

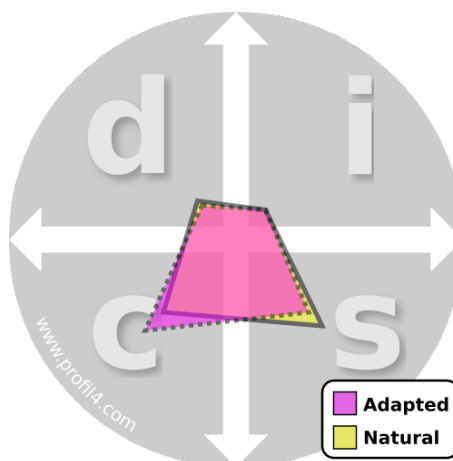


The "adapted style" (here 15-13-32-40) represents your "public persona". This is how you present yourself to those around you. Jung referred to it as "the mask". It's the personality you choose to reveal to others; the way you want to "appear".



The "natural style" (here 17-13-38-32) represents your "private persona". It reveals the aspects of your behavior which have been chosen subconsciously and are the least likely to vary or be influenced by your expectations or those of other people.

The next wheel is the superposition of the adapted profile and the natural profile of Arnaud, which makes it possible to compare them.



It is perfectly normal for your adjusted profile and your natural profile to differ. This is the sign that, whether you are aware of it or not, rightly or wrongly, you feel the need to adjust to your surroundings, co-workers, constraints, objectives etc. For example, an accountant will tend to show off their conscientious nature, whereas a salesperson will act especially friendly and a team leader will take charge of things.

Note : If the differences between your profiles are too great, this may indicate you took too long over your answers during the test. In this case, it's best to take it again and try to answer as fast as you can.

DOMINANT profiles are full of energy, action-oriented and in constant motion. They are naturally positive and factual, sometimes aggressive, outgoing and persistent and they easily focus on their aims. They adopt a top-down, direct approach in their dealings with others.

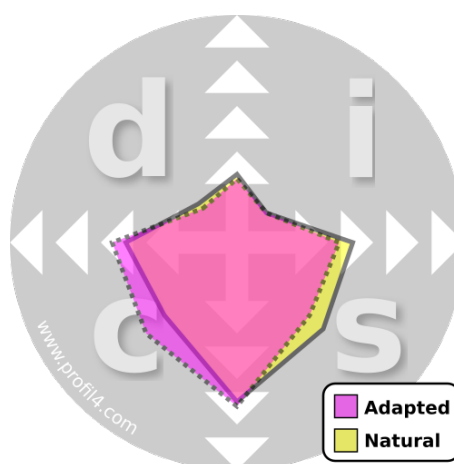
INFLUENTIAL profiles care about getting on well with people. Generally positive and extroverted, they enjoy other people's company and believe life should be fun. Cheerful and friendly, they deal with others in a convincing and democratic manner.

CONSCIENCIOUS profiles like to think before they act. They may seem cold or indifferent. They demonstrate a strong desire to know and understand their environment. They struggle to respond to pressure from above and prefer to communicate in writing.

STABLE profiles like their life to feel coherent and may fight obstinately for a given cause. They are earnest and reliable. They don't respond well to ambiguity or impersonal structures. They may be shy in their dealings with others.

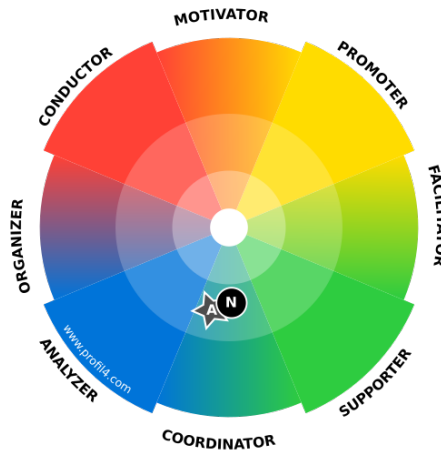
Arnaud's profile is made up of four colors, which vary in brightness. Arnaud's adapted profile is marked blue. Arnaud's natural profile is marked green. Please note: Arnaud appears to have a blue profile, but their genuine profile is green.

The octo-distribution wheel, below, combines Arnaud's profile according to the four **DISC** p4 components with its intensity profile on the extrovert-introvert and task-person axes.



Tendencies

The tendencies wheel, below, shows Arnaud's more specific orientation.



CONDUCTORS are attracted to results and challenges. They enjoy being tested. They take firm, expeditious, quick decisions. They assert their level of responsibility. Bold and self-motivated, sometimes brusque, they expect a lot of others and themselves.

PROMOTORS are attracted to social interaction. They have a huge network of contacts. Optimistic and friendly, they forge ahead and influence those around them. They are talkative and eloquent.

SUPPORTERS are attracted to harmony. They think of others before themselves and talk in a calm fashion. Paternalistic and protective, they prioritize feelings and seek consensus, but may sometimes explode.

ANALYZERS are attracted to rules and procedures. They take safe, cautious decisions after analyzing and evaluating the facts and the (quantifiable) data in a rational way. They can seem mechanical. They come up with and respect quality standards.

MOTIVATORS have an extroverted attitude. Skilled communicators, they pass their enthusiasm along to their team and their family. They plan for the future and use their intuition to put forward new projects, even if they are risky.

FACILITATORS are people-oriented. They prioritize teamwork in a harmonious environment. Good listeners, they put people first.

COORDINATORS have an introverted attitude. They put up with their environment. Reliable and committed, they coordinate their work and favor diplomacy and cooperation. They care about established roles and procedures.

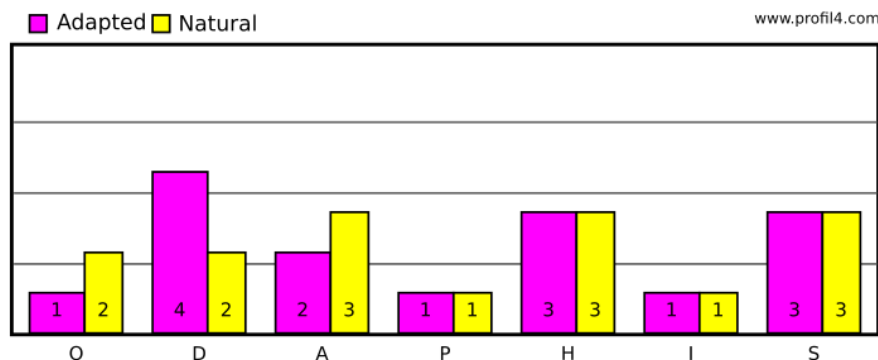
ORGANIZERS are task-oriented. They analyze situations and problems in an objective, result-oriented manner. They demonstrate strong organizational skills.

Motivations

ODAPHIS (BRAPHIS in French) is an acronym which stands for Objective, Deliberation, Altruism, Pleasure, Harmony, Influence and Security. The ODAPHIS index focuses on the factors which are the most likely to determine Arnaud's behavior depending on the context.

Arnaud's index*: Adapted 1-4-2-1-3-1-3 / Natural 2-2-3-1-3-1-3

(*) Each aspect is scored from 0 to 7.



OBJECTIVE Motivated by a need to push past their limits to feel fulfilled; doesn't need approval but cares only about their own success.

Strength: always goes the extra mile
Warning: individualistic

DELIBERATION Motivated by a quest for the objective truth as substantiated by fact and a need to understand and analyze things as a whole.

Strength: promotes the truth
Warning: can be inflexible

ALTRUISM Motivated by the desire to help others to develop their potential without any personal gain; wants to contribute to social justice.

Strength: devoted
Warning: slow decision-maker

PLEASURE Motivated by personal pleasure, enjoyment and variety as well as action taken within a casual, upbeat context.

Strength: doesn't hesitate to act
Warning: struggles with vacuous, temporary things

HARMONY Motivated by the desire for harmony and consistency of all kinds; needs estheticism in their life.

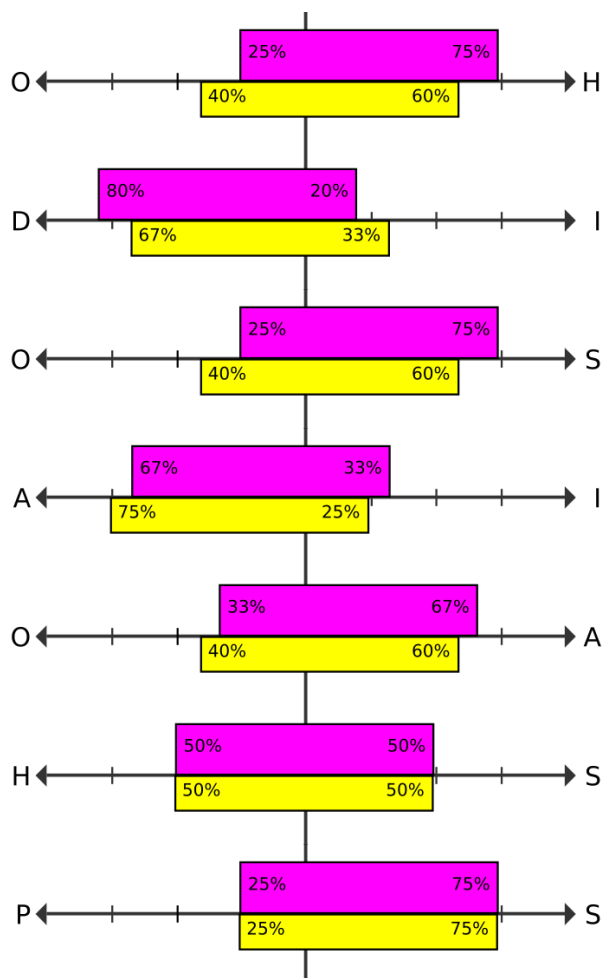
Strength: promotes well-being
Warning: scared of conflicts

INFLUENCE Motivated by the quest for power and control; prioritizes efficiency and return on investment.

Strength: commitment and determination
Warning: insensitive and authoritarian

SECURITY Motivated by a deep-seated need for security and structure; wants to control their surroundings and feel reassured.

Strength: respects the rules
Warning: scared of changes



Emotions

In certain situations, we feel different emotions. They can be either positive or negative. Some people (according to their profile) will welcome and express them easily whereas others will try and avoid them.

The blocks of color below indicate which emotions Arnaud is the most likely to feel.

<i>Positive feelings</i>			
Powerful	Appreciated	Altruistic	Confident
Victorious	Grateful	Welcoming	Mellow
Respectable	Bold	Joyful	Useful
Distant	Beholden	Good	Modest
Proud	Cunning	Indulgent	Dedicated
Determined	Friendly	Congenial	Calm
Motivated	Smiley	Kind	Earnest
Dominance	Influence	Steadiness	Conscientiousness
Annoyed	Disappointed	Tired	Confused
Irritated	Frustrated	Sad	Worried
Angry	Grumpy	Guilty	Preoccupied
Withdrawn	Mistreated	Reprehensible	Embarrassed
Rebellious	Discouraged	Unfair	Useless
Defeated	Resentful	Passive	Mocked
Humiliated	Bitter	Apathetic	Unworthy
<i>Negative feelings</i>			

Conflict management

Turning the conflict with Arnaud into something positive and productive.

Things to know

- He hates conflicts and tries to avoid them
- He doesn't like change, which can make him seem slow
- He sometimes bears grudges
- He is happy to help others and wants the best for them
- The shape discussions take is important to him

Things to do

- >Prioritize smooth, logical steps forward leading to a better and more stable state of play
- >Calm things down, alleviate tension, let him express himself and his feelings
- >Promote the common good and try to find the best, most effective solution for all concerned
- Invest time in talking to him

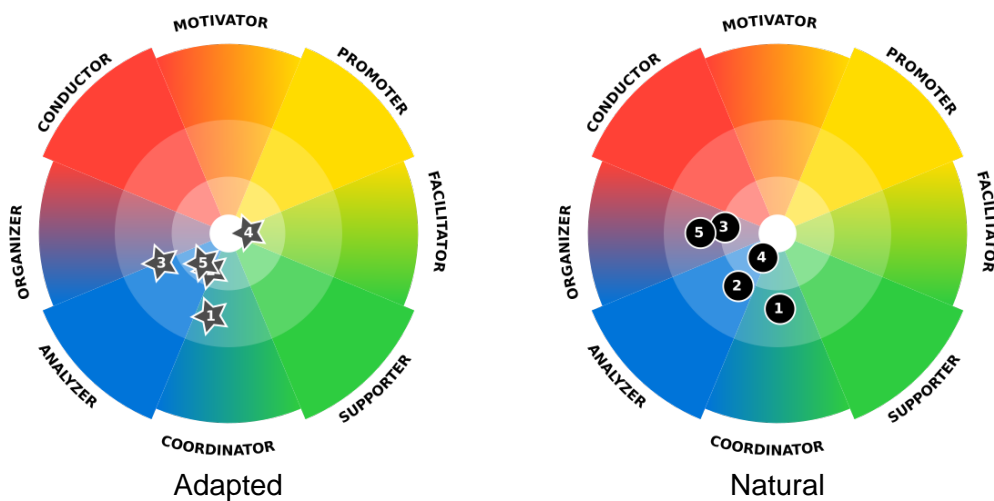
Things to avoid

- Deal with the conflict publically, potentially making it worse
- Think win-lose instead of seeking a solution that works for everyone
- Don't take his opinion into account
- Tell him he is thinking too "emotionally" and lacks rationality
- Try to compete with him

In the group

Along with Arnaud, 5 people* have established their **DISC^{p4}** profiles in the "Blue Elec" group. The two wheels of the tendencies, below, indicate the distribution according to the adapted and natural styles. It can be seen as the map or the temperature of the group.

It is important that Arnaud knows how to position himself in the group. It is also important for Arnaud to know the profiles of the other members of the "Blue Elec" group as this allows him to adapt his behavior and his communication.



The differences between the appropriate and natural profiles of the members of the "Blue Elec" group are (often) indicative of how the group functions, or fails to function. This gives valuable information about the general mood, stress, pressures, etc. Indeed, the unconscious adaptations made at the personal level are transcribed at the level of the group.

(*) Members of the group xxx "Blue Elec": **1** Arnaud Legrand **2** Lucie Loulou **3** Olivier Bartoni **4** Marion Legrand **5** Elodie Boulanger

Annexes

Online documentation

In addition to this report, please consult our [memos](#) and our online [documentation](#) on [profil4.com](#)

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