

We thank you for taking the test and for your support and participation.  
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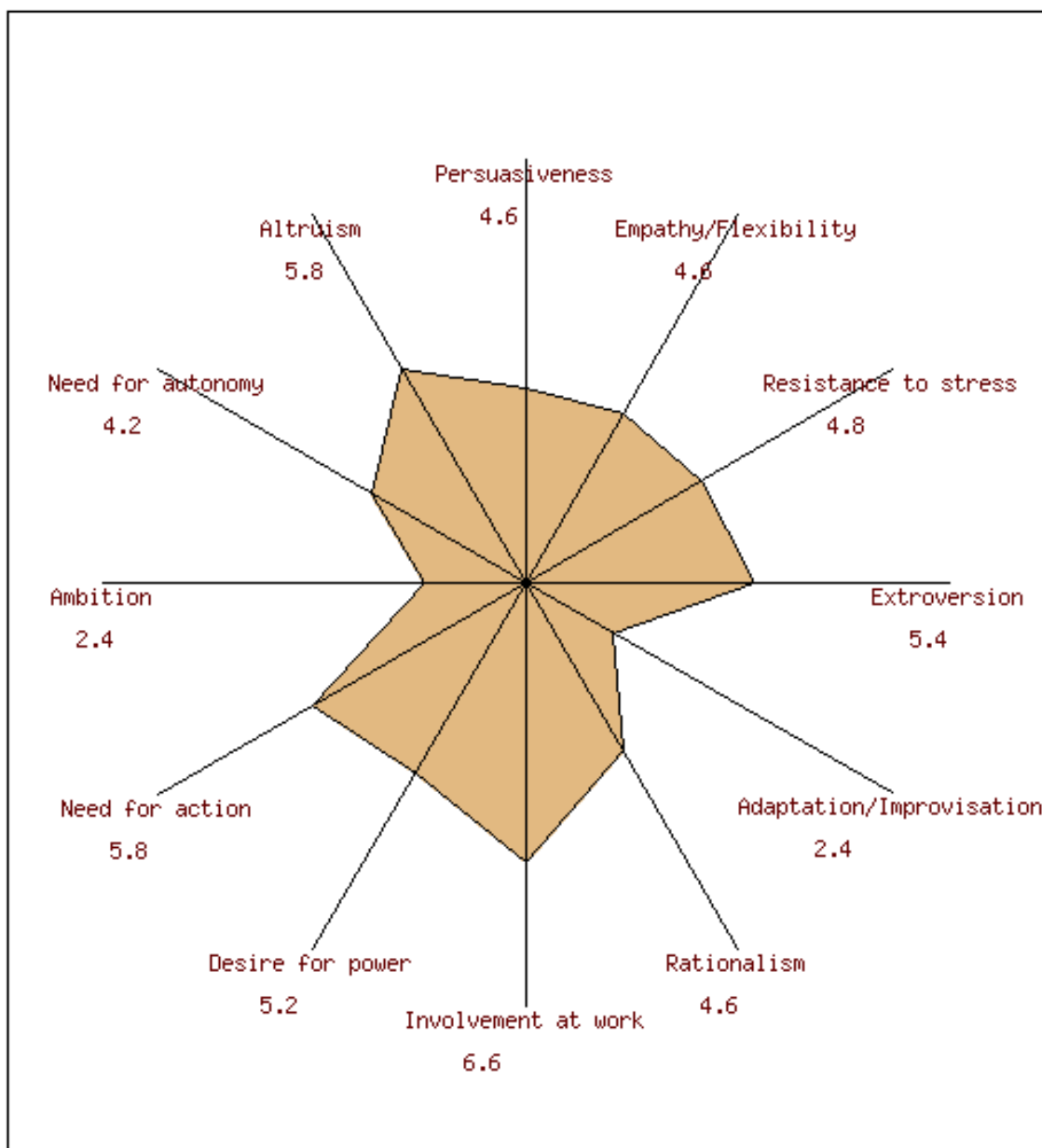
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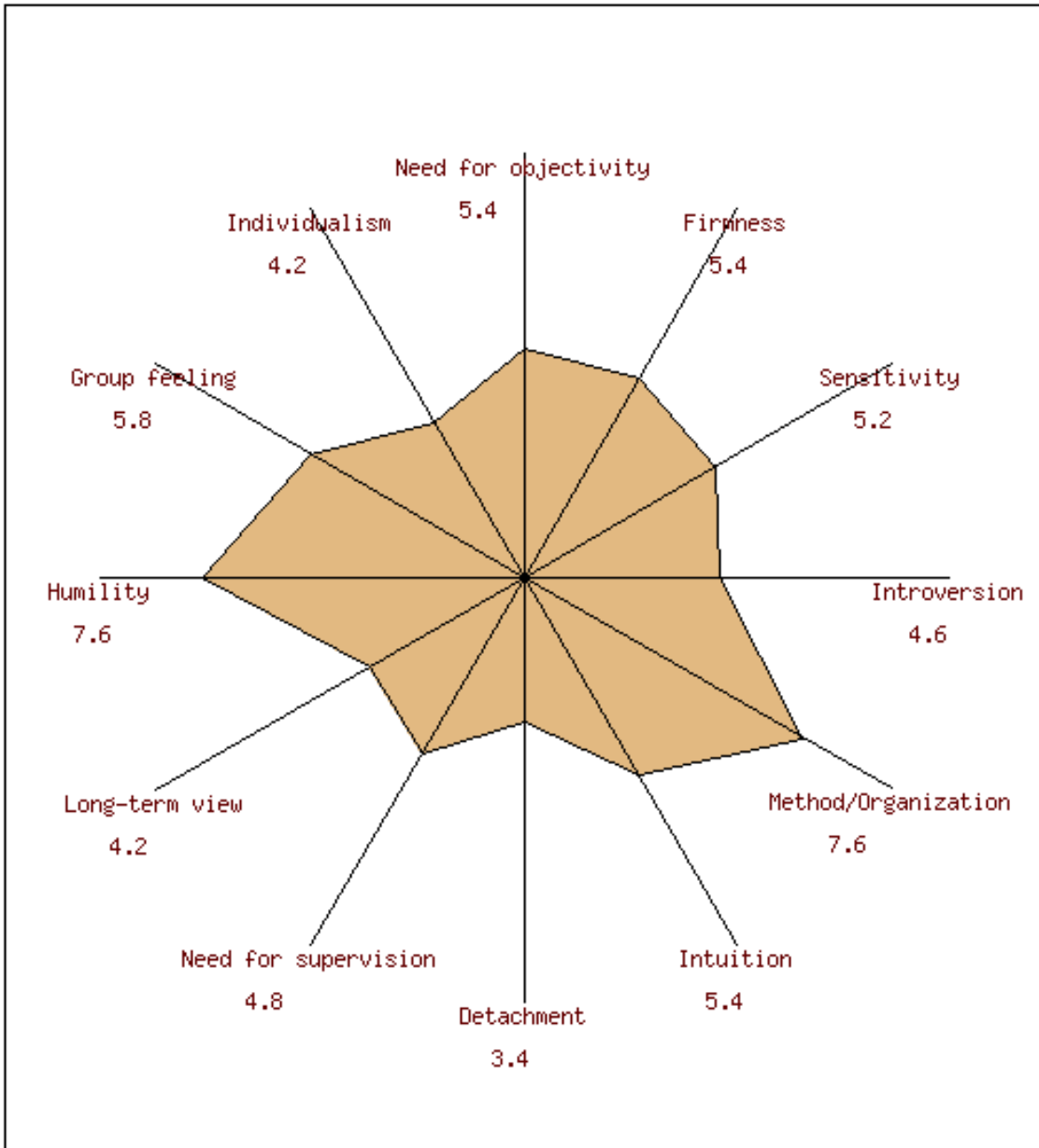
## The Graph

Your principal results (score out of 10)



## The inverted graph

### Opposing factors



## The Comments

### Need for objectivity

### Persuasiveness

You are demanding and strive to maintain strong professional standards for yourself and your employees. You are direct and objective. You speak and act with poise and get your point across clearly. You are diplomatic and seek to establish harmonious relationships. You are convincing and your actions and words earn respect.

Strengths: Moderate and diplomatic, you are a good conversationalist.

Weaknesses: You may lack tact when it comes to questioning others.

Areas for improvement: Do not hesitate to be more persuasive.

### Firmness

### Empathy/Flexibility

Although easygoing, you do not compromise without sufficient reason. You believe in dialogue and express your opinions with determination. You do not accept anything without first having objectively examined it. You accommodate other's ideas but make sure that your interests are protected.

Strengths: Assertive, judicious, and determined

Weaknesses: Sometimes you may fail to keep your commitments if they hinder achieving your goals.

Areas for improvement: Keeping your promises even if it means not meeting some personal goals.

### Sensitivity

### Resistance to stress

Although you may not show it, you are affected by situations and people. While you have a tendency to get nervous, you also know how to manage yourself without outside help. Your sensitivity allows you to generate creative and insightful ideas. You do not need external motivation to work.

Strengths: You are high-strung, but can manage your emotions. You do not need external factors to motivate you.

Weaknesses: Certain circumstances may affect you too much.

Areas for improvement: Taking things less personally.

Bryan HUDSON's profile

Introversion

Extroversion

You are very approachable, a good listener, and inspire confidence in others, causing people to be drawn to you. You contribute to a friendly atmosphere at work, maintaining harmonious communication and professionalism within work groups. Concerned about others, you are a good listener even when you feel overwhelmed by the number of demands.

Strengths: Receptive and a good listener, you are also pleasant and inspiring.

Weaknesses: You could become overwhelmed by too many requests.

Areas for improvement: Being more selective in relationships.

Method/Organization

Adaptation/Improvisation

You work according to your own set of methods and processes. Even if it takes more time, you strive to achieve high quality results by being meticulous.

You like working with clearly defined objectives. In fact, uncertainty and imprecision make you uneasy. You plan ahead, and are unforgiving when it comes to making mistakes.

Strengths: You are organized, meticulous, and very demanding of yourself.

Weaknesses: You lack confidence when a proposal appears too vague.

Areas for improvement: By being more accepting of mistakes, you will be able to take more initiative and improvise in new situations.

Intuition

Rationalism

You are more intuitive than rational and tend to trust your first impressions.

Certain details may miss your attention because you could lack precision.

Strengths: You reason both intuitively and logically.

Weaknesses: You could overlook crucial details.

Areas for improvement: You could benefit from being a little more precise in your reasoning.

Detachment

Involvement at work

Work holds an important place in your life. You adhere to the organization's rules and company activities to involve yourself fully. You are very diligent in carrying out your assignments and your attitude at work is appreciated by colleagues and superiors.

Strengths: You are committed to your work.

Weaknesses: Eager to succeed you could become discouraged if the company does not show appreciation or recognition.

Areas for improvement: Try to moderate your time and energy spent at work.

Bryan HUDSON's profile

Need for supervision

Desire for power

Both sensitive and professional, you have definite potential for leading a team. Your managerial qualities come more from your ability to make every team member feel important rather than from use of authority. You foster an atmosphere of confidence and camaraderie where everyone feels equally significant.

Strengths: You have real potential to direct and manage reasonably-sized teams You instill confidence in others and do not impose yourself as a "boss."

Weaknesses: Since you do not like to use authority, you might not always be able to get your message across, especially to rebellious people.

Areas for improvement: Do not hesitate to be authoritative, when necessary.

Long-term view

Need for action

You seek quick and concrete results. Even if you take time to reflect, you do not get too involved in abstract ideas. For you, an idea is only valuable if it is tangible and realistic. Empirical by nature, you need to have a clear idea of the process to achieve success in your projects.

Short-term projects do not entirely satisfy you because you like to reflect and carefully analyze data.

Strengths: You are dynamic, empirical and can turn an idea into action.

Weaknesses: You may be impulsive in your actions.

Areas for improvement: You could be more organized in planning out your projects.

Humility

Ambition

Prudent and modest, you do not try to show off your abilities. You focus on stability, consistency and order in executing your projects.

You are not ambitious, pushy or opportunistic, and are convinced that success obtained through these means is transient.

Rational and cautious, you follow your own rules. You are aware of your potential and find competition worthwhile only when it is constructive.

Strengths: You demonstrate prudence, modesty, stability and consistency in your work.

Weaknesses: You are a little too cautious, which people may perceive as timid.

Areas for improvement: Taking initiative, even if it means a disruption in harmony.

Bryan HUDSON's profile

Group feeling

Need for autonomy

It is important for you to be well integrated into your professional environment. You find it difficult to tolerate personality conflicts within your team and try to resolve disputes early on.

You like group work as you find it stimulating. You deem mutual respect as essential.

Strengths: You are respectful of established rules and are a good team player, while still maintaining your own identity.

Weaknesses: You avoid voicing your opinions if they differ from those of the group.

Areas for improvement: Becoming aware of your free will, you can develop the power to choose, be more confident in your abilities and assert your views more often in group interactions.

Individualism

Altruism

You are a pleasant and mild natured person. You like to reach out to others and many confide in you.

However, you never lose sight of your personal interests. You are capable of reconciling the altruism and individualism necessary to reach your goals.

Although generous, you are pragmatic and are in no way an idealist.

Strengths: You are generous, often dedicating yourself to others while remaining responsible and pragmatic.

Weaknesses You could make people think that you are more interested in them than you really are.

Areas for improvement: Make sure that both your personal and professional life benefit from your generosity.

## The Detailed Table (Profile Chart)

The following table summarizes your results from the questionnaire.

The column on the right describes the main factor. The column on the left describes the opposite factor. The "X" represents where you stand in relation to the dimension.

Therefore the closer the "X" is to the right, the stronger your tendency for the main factor. The closer the "X" is to the left, the stronger your tendency for the opposite factor. A score in the middle would imply a balance between both sides.

OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR
Need for objectivity					X							Persuasiveness
Loyal, Trustworthy, Genuine, Ethical sense												Persuasive, Expressive, Eloquent, Convincing
Firmness					X							Empathy/Flexibility
Determined, Firm, Decisive, Resolute, Rigid												Adaptive, Open minded, Considerate Listens to other's needs
Sensitivity					X							Resistance to stress
Sensitive, Sympathetic, Susceptible, Thin skinned, No need for external pressure												Emotionally stable, Placid, Tranquil, Resolute, Need for external pressure
Introversion							X					Extroversion
Shy, Sober, Inhibited, Impersonal Discreet, Appreciates a calm environment												Cheerful, Sociable, Outgoing, Interactive, Participates in a lively working environment
Method/Organization			X									Adaptation/Improvisation
Methodical, Structured, Systematic, planned, Comprehensive, Likes to answer definite needs												Enthusiastic, Motivated, Venturesome, Endeavor
Intuition					X							Rationalism
Spontaneous, Instinctive, Insightful, Subjectivity												logical, Analytical, Coherent, Factual spirit, Objectivity
Detachment								X				Involvement at work
Businesslike, Efficient, Balanced, Emotional detachment												Involved, Dedicated, Workaholic
Need for supervision							X					Desire for power
Perfectionist, Self disciplined, Structure Seeking, Yearn for a hierarchy												Decisive, Planned, Confident, Likes to be in charge of a team
Long-term view							X					Need for action
Foresighted, Inefficient in short term goal, Visionary, Likes complexity, long-term projects												Quick in result, Dynamic, Restless, Inefficient in long term goal
Humility			X									Ambition
Humble / Faithful to commitments												Motivated / Competitive (sometimes opportunistic)
Group feeling					X							Need for autonomy
Affiliative, Cooperative, Team oriented												Self governed, Independent, Individualistic
Individualism							X					Altruism
Tight fisted, Wilful, Egocentric Defends personal interests												Helpful, Selfless, Generous, Service oriented
OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR

## Personalized analysis of the report

The personality traits that are distinct to the profile of Bryan are :

### **Behaviour and Personality :**

- Organised, efficient and methodical (sticks to procedure), has a sense to anticipate and plan ahead

### **Motivations, aspirations and values :**

- Humble, honest and prudent, advances step by step, looks for stability in life, has a great requirement for morals

### **Weaker points, points to develop : Bryan needs to...**

- Learn to take advantage of good opportunities, be a little less ambitious and take conscience of his full potential
- Show more discretion and measurement, respect people who are more reserved than himself, improve his capacity of concentration

### **Main profile of Bryan :**

++ Dedicated

- ∅ A "dedicated " personality is primarily characterized by the need to belong to a group, in which they may, play a social role. Furthermore, such people are troubled neither by established structures, nor hierarchies. They are somewhat outgoing. Their main weakness may be their excessive altruism and devotion, notably if they practise a profession of a commercial nature.

## General Profile

This section offers an analysis of the suitability of your profile in relation to various work-personality profile types. The profiles have been statistically determined.

A perfect correlation corresponds to a rate of 100%. The first two profiles are the most important.

Please note: The interpretation of the profiles should complement the principal results of the 12 standard behavioural dimensions. These profiles correspond to personality types drawn from our research of various population samples and are statistically supported. Since every personality is unique, it is rare for a candidate's profile to correspond exactly to his/her nearest profile-type.

### Behaviour

1	Dedicated	71%
2	Conscientious	66%
3	Cooperative	59%
4	Emotionally engaged	55%
5	Judicious	53%
6	Dynamic	50%
7	Combative	43%
8	Intuitive	34%
9	Independent	29%

#### 1 Dedicated 71%

A "dedicated " personality is primarily characterized by the need to belong to a group, in which they may, play a social role. Furthermore, such people are troubled neither by established structures, nor hierarchies. They are somewhat outgoing. Their main weakness may be their excessive altruism and devotion, notably if they practise a profession of a commercial nature.

#### 2 Conscientious 66%

Individuals characterized by this profile, generally display excellent professional conscience by deeply committing themselves to a company or a project. They are methodical, organized and tenacious in their work. They like likes precision and need to know where they are headed as they prefer to evolve in a steady and structured environment. On the other hand, they can become flustered if tasks and objectives are not clearly defined or are frequently changed. Those with a "conscientious" profile accept hierarchical organization and, even if they are sometimes a little reserved, they appreciate belonging to a close-knit team.

## Bryan HUDSON's profile

- |   |                            |     |
|---|----------------------------|-----|
| 3   | <b>Cooperative</b>         | 59% |
| <p>"Cooperative" people are characterized as having more of a consensual than a combative personality. They search for common ground with others, favouring trusting relationships, based on honesty, to do so. They are selfless and dedicated to others and to their team, than he/she is to personal ambition.</p>   |                            |     |
| 4   | <b>Emotionally engaged</b> | 55% |
| <p>This profile corresponds to certain individuals for whom the personality types "sensitivity" and "involvement at work", are particularly prominent. Sensitive, creative and endowed with a strong intellectual adaptability, such individuals need no external pressure for motivation. As a matter of fact, they are often passionate about their work. He/She/They can, however, lack self-confidence and may encounter certain difficulties in managing his/her/their emotions when confronted with failure. He/She/They may also lose heart easily if his/her/their strong commitment is not valued, or acknowledged by his/her/their employers.</p> |                            |     |
| 5   | <b>Judicious</b>           | 53% |
| <p>"Judicious" people are, by nature, level-headed. They consider action as only having any real value in the medium or long term. They achieve their objectives because of their perseverance and because of their considerable capacity for concentration and reflection.</p>   |                            |     |
| 6   | <b>Dynamic</b>             | 50% |
| <p>A "dynamic" personality is primarily characterized by an energetic and sociable temperament. Such people are friendly, enthusiastic individuals, who are appreciated by their colleagues. More interested in the practical aspects than the theory, "dynamic" individuals like to obtain rapid results in everything they take on. For that matter, Because of this, they tend to avoid long-term projects whenever possible. Quite ambitious, they enjoy diversity at work, seeing it as an effective antidote for boredom and stagnation. They may, however, lack concentration and perseverance on long- term projects.</p>                           |                            |     |
| 7   | <b>Combative</b>           | 43% |
| <p>Combative personalities appreciate negotiations and can be resolute and demanding, which means they are not always easy to get on with. They like to persuade others with finesse and firmness, using ruse wisely. Charismatic and ambitious, they are enterprising, and willing to face their responsibilities in order to stand up for their own interests, and those of their team or organization.</p>   |                            |     |
| 8   | <b>Intuitive</b>           | 34% |
| <p>"Intuitive" people favour a global outlook on things, without over burdening themselves with details that they often deems unnecessary. Always on the move, they enjoy improvising and adapting time and again to new situations, despite the risk of becoming disarrayed. They are easily talked into supervising others and seem quite at ease socially.</p>   |                            |     |

## Bryan HUDSON's profile

## 9 Independent 29%

The main characteristic of the "independent" profile is a significant need for autonomy, associated with a certain level of individualism. It denotes someone who dislikes being conditioned by a group, or by standards, or procedures that are too rigid. Professionally, "independent" people like to be free of all commitment and tend to appear more introverted than outgoing. They are stimulated by creative work, and not afraid to rise to new challenges. Ultimately, they are proficient in self-management, but need to make some considerable effort to accept hierarchy, or even team work.

## How different professions suit your profile

Below, 58 general job clusters, representing the majority of internationally recognized careers, are analyzed with respect to your profile.

A perfect correlation corresponds to a rate of 100%.

Adequacies generally fall somewhere between 60 and 100%.

To see the reference grid of each profession mentioned, click on "details" (html version of your report).

### MANAGEMENT/ FINANCE/ HUMAN RESOURCES / COMMERCE AND CUSTOMER RELATIONS

1 Client advice and sales	63%
2 Executive assistance	62%
3 Accountancy/Management	62%
4 Public institution administration and management	56%
5 Client management and support	55%
6 Technical and logistical project management	54%
7 Career and skills management	52%
8 Project management (construction, city planning)	52%
9 Human Resources Management	51%
10 Pre-sales	51%
11 Purchasing	50%
12 Financial and legal administration	50%
13 Training	49%
14 Law and financial counselling	49%
15 Political coordination and administration management	48%
16 Consumer counselling, technical solution sales	47%
17 Business management	47%
18 Financial assessment	47%
19 Administration and finance	47%
20 Management counselling	46%
21 Commercial tourism careers	45%
22 Art - buying and selling	44%
23 Commerce and representation	43%
24 Private company management, store management	42%
25 Recruitment consulting	39%
26 Trade : financial/insurance sector	38%

## Bryan HUDSON's profile

- |   |   |     |
|---|---|-----|
| 1 | <b>Client advice and sales</b>                                    | 63% |
|   | <i>Store salesperson, product representative, sales attendant</i> |     |

Regardless of the product being sold, those working in this sales sector welcome clients and offer them advice. They must have a thorough knowledge of the products and services they offer in order to meet the demands of their clients. In addition, they play an important role in fostering customer loyalty through their attitude and communication skills. Excellent interpersonal skills are thus essential in this domain, but good organizational skills are also required if the salesperson works in a store.

- |   |  |     |
|---|--|-----|
| 2 | <b>Executive assistance</b>                          | 62% |
|   | <i>Administrative assistant, executive assistant</i> |     |

Assistants are responsible for managing a high number of internal and external demands for their immediate superiors. They are in charge of various files, supervising and coordinating department activities, and facilitating the information flow. This profession requires discretion, a strong sense of initiative, as well as good people and organizational skills. The ability to speak one or more foreign languages is often desirable.

- |   |  |     |
|---|--|-----|
| 3 | <b>Accountancy/Management</b>  | 62% |
|   | <i>Accountant, payroll manager, insurance writer, certified public accountant, treasurer, credit manager, assistant manager for a small- or medium-sized company</i> |     |

Those working in this sector serve a variety of functions. They support company management and individuals in making decisions, accounting, administration and document preparation. These positions require knowledge of several areas: labour law and accounting practices for company operation. They also require strong organizational and interpersonal skills.

### INFORMATION TECHNOLOGY / MARKETING / COMMUNICATION / ART

- |    |   |     |
|----|---|-----|
| 1  | Coordination and preparation of visual communication aids | 62% |
| 2  | Audiovisual and technical                                 | 61% |
| 3  | Technical maintenance and user support                    | 60% |
| 4  | Preserving heritage                                       | 60% |
| 5  | Linguistics professions                                   | 56% |
| 6  | Network and information systems management                | 54% |
| 7  | Market research   | 53% |
| 8  | Fine arts   | 52% |
| 9  | Field marketing   | 51% |
| 10 | Network and information systems design                    | 48% |
| 11 | IT analysis and development                               | 46% |
| 12 | Computing and management                                  | 45% |
| 13 | Art director  | 45% |
| 14 | Audiovisual Production                                    | 43% |

## Bryan HUDSON's profile

15	Writing careers	42%
16	Computer graphics	42%
17	Communications	42%
18	Planning and organization of cultural events	41%
19	On-the-spot journalism	37%
20	Architecture	37%

- 1 **Coordination and preparation of visual communication aids** 62%  
*Desktop publisher, assistant editor, graphic designer/layout artist, head of graphic design department*

These professionals follow the creation of a product (book, brochure, pamphlet, poster, etc.), its production (layout, printing and cost), and control quality. They collaborate with other members of the various sectors of the studio and sales representatives, and stay in contact with clients. Their goal is to meet the requests of their clients by offering quality products at a low price. These positions require good organizational and interpersonal skills, an interest in new technologies, and the ability to handle the unexpected.

- 2 **Audiovisual and technical** 61%  
*Director of photography, sound engineer, film/video editor, special effects technician, camera operator*

This sector incorporates technical jobs into the artistic (specifically audiovisual) domain. Those in this field are involved in producing programs, clips, shows, plays, and films. These professionals are responsible for image quality and/or sound, special effects, and other technical aspects depending on their area of expertise. They work in collaboration with other technicians and the producer to create an atmosphere which meets expectations and production demands. These jobs require technical abilities, but also artistic sensibilities and good listening skills in order to meet the expectations and work within the constraints of the project.

- 3 **Technical maintenance and user support** 60%  
*Telecommunications technician, computer maintenance technician, electronics maintenance technician, hotline support technician*

These jobs all relate to computer networking and telecommunications. Depending on their level of responsibility and their area of specialization, these professionals should ensure maximum use of the network, equipment, or software that they are responsible for. They work at several levels: prevention, security, repairs, user support, design (programs and networks), technology forecasting, implementation, and modernization. Technical knowledge, organization, a service orientation, and independence are essential qualities for this kind of position.

Bryan HUDSON's profile

- |   |                     |     |
|---|---------------------|-----|
| 4 | Preserving heritage | 60% |
|---|---------------------|-----|
- Museum curator, museum technician, archivist, heritage conservator, historical monument architect, restorer, historical guide*

Heritage includes many things: from historical monuments to museum collections, libraries and archival services, but also historical sites and buildings which are protected and preserved, rare areas of knowledge, cinema, photography, etc. These jobs involve an understanding of cultural heritage, its transmission and promotion (archivists, representatives, officers), as well as its preservation (conservators, restorers, etc.). Important qualities for these positions include an appreciation of art, organizational skills, and techniques for managing information.

## OTHER OCCUPATIONS / SPECIFIC FIELDS (tourism, teaching, health ...)

- |    |  |     |
|----|--|-----|
| 1  | Assistants, secretaries, receptionists                 | 66% |
| 2  | Teaching   | 65% |
| 3  | Paramedical Professions                                | 63% |
| 4  | Inspection and administration                          | 60% |
| 5  | Administration: procedural acts                        | 58% |
| 6  | Social services, personal and professional development | 58% |
| 7  | Rehabilitation   | 54% |
| 8  | Investigation and security                             | 52% |
| 9  | Tourism (Chaperoning and leisure)                      | 52% |
| 10 | Legal counseling                                       | 49% |
| 11 | Judicial authorities/Magistrates                       | 49% |
| 12 | Well-being/therapy                                     | 48% |

- |   |  |     |
|---|--|-----|
| 1 | Assistants, secretaries, receptionists | 66% |
|---|--|-----|
- HR assistant, assistant accountant, teacher's aide, administrative secretary, office clerk, medical secretary, steward/stewardess*

Classic secretarial activities involve handling phone calls and mail, maintaining an agenda, organizing meetings and appointments, following up on client projects, administrative work (registration, billing, delivery, inventory), and writing up administrative and/or technical documents. They are generally the first contact person, so they must be sociable, organized, and conscientious.

- |   |          |     |
|---|----------|-----|
| 2 | Teaching | 65% |
|---|----------|-----|
- Elementary/primary school teacher, secondary school teacher, instructor (foreign languages, etc.)*

Whether they teach multiple subjects or only one, a teacher's mission is to stimulate the capacities of their students and to help them acquire knowledge and skills. They guide them in their work, teach them to be independent and critical, and evaluate their progress. In addition to the time spent teaching, these jobs also require lesson planning and grading.

Bryan HUDSON's profile

- 3 **Paramedical Professions** 63%  
*Nurse, pediatric nurse, nursing aid, podiatrist*

This sector draws professionals working in hospitals, clinics, or private practices. They contribute to patient well-being by giving care which improves comfort and hygiene. Their role is one of caring and support. They must be attentive to the psychological and physical health of their patients. They must also be attentive to the needs of the patient's family and friends, and ensure the necessary care in collaboration with the rest of the medical team. These professions involve physical stamina, highly developed interpersonal skills, and patience. They should also have manual skills, and know how to adapt to and manage difficult and urgent situations.

- 4 **Inspection and administration** 60%  
*Tax inspector, work inspector, customs officer, withholding agent, fraud control officer*

The main role of these government officials is to conduct investigations in their field (taxes, customs, etc.) to find out if laws or regulations have been violated. If they have been, these officials have the power to impose fines and/or penalties. These jobs require diplomacy in addition to authority and rigour.