



"Talents"

*Self awareness and
understanding of capabilities at work*

Welcome Julie No Name,

The *Talents* profile allows you to understand the best of yourself. It highlights your personal strengths to support you in your career choices and in business.

All too often we are unaware of our specific talents. We assume that what we do with ease can also be achieved by anyone with minimal effort. Many of the difficulties encountered in the workplace come from ignorance of individual differences and from the presumption that we all work more or less in the same way.

In reality, each of us has different abilities and despite our best efforts, we cannot excel in everything. We all have roles in which we are ineffectual, wasting our time and energy. **We also have areas of excellence, where we learn happily and easily, and in which we are capable of quickly achieving superior results. It is these that need to be identified and systematically exploited to fulfill our potential.**

We hope that your profile will help you to know yourself better and to grow your talents, primary conditions to build self-confidence and to allow you to better "steer your ship".

Enjoy reading !

TLP-Navigator

Preliminary indications:

The "Talents" profile does not claim to present the richness and uniqueness of your personality. It does not cover aspects such as your experience, your culture, your ethics, your IQ, your awareness and acumen, etc. Nor is its purpose to catalog you within a classification. It essentially aims to highlight your dynamics at work - your main predispositions, your motivations and strengths - as well as potential areas of personal development.

The information contained in this profile serves as food for thought. TLP-Navigator can not be held responsible for decisions resulting from this information.

Feedback on your profile is both useful and welcome. Please share it with us. Our address: infos@agence-tm.com

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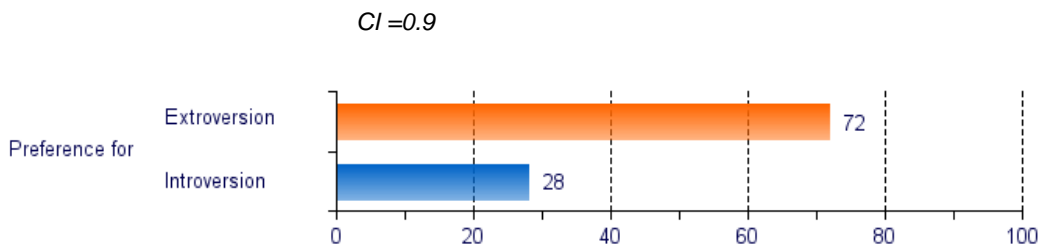
YOUR WORK PREFERENCES

Modality of Relationship

Our energy can lead us in two opposite directions:

- outwards, towards others, in a spontaneous and immediate relationship with the world (preference for Extroversion),
- inwards, towards oneself, reflectively, in a relationship with our thoughts and inner life (preference for Introversion).

Your answers to the *Talents* questionnaire indicate that the world around you is a stimulant and that you preferably adopt Extroverted postures.

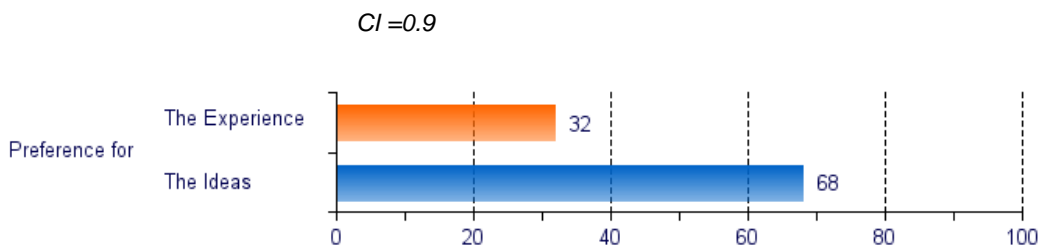


Modality of Perception (cognitive function)

We can perceive things by referring:

- to our sensations and to concrete data, attentive to the present details and to practical realities (reference to the Experience)
- to our intuition to conceive, beyond the present situation, a global vision and the possibilities it holds (reference to the Ideas).

Your answers to the *Talents* questionnaire indicate that you like developing new Ideas and imagining ways for the future.



CI = Consistency Index (< 0.7, the trend is considered as slightly marked).

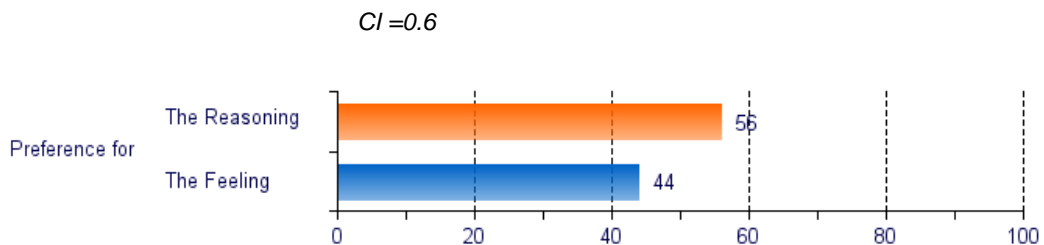


Modality of Decision (judicative function)

We can make our decisions:

- rationally, with "our head", in a "cold" and distanced way, to aim at the greatest objectivity (decision based on Reasoning)
- in a personal and subjective way, with "our heart", according to what we esteem is right or wrong (decision based on Feeling).

Your answers to the *Talents* questionnaire indicate that you make your decisions easier when you can objectively analyze the situation.

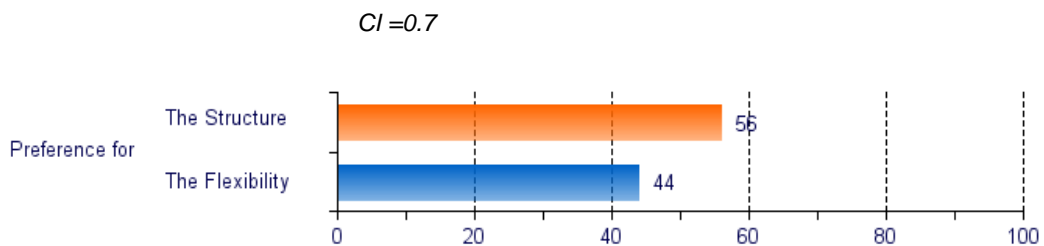


Modality of Action

In action, we can:

- set and follow plans to control the course of events (preference for Structure)
- leave things open so that we can adapt ourselves to new elements (preference for Flexibility).

Your answers to the *Talents* questionnaire indicate that you like to master the process and prefer thus a Structured approach.



$CI =$ Consistency Index (< 0.7 , the trend is considered as slightly marked)



YOUR TALENTS AT A GLANCE: *Strategist, Mobiliser and Designer*

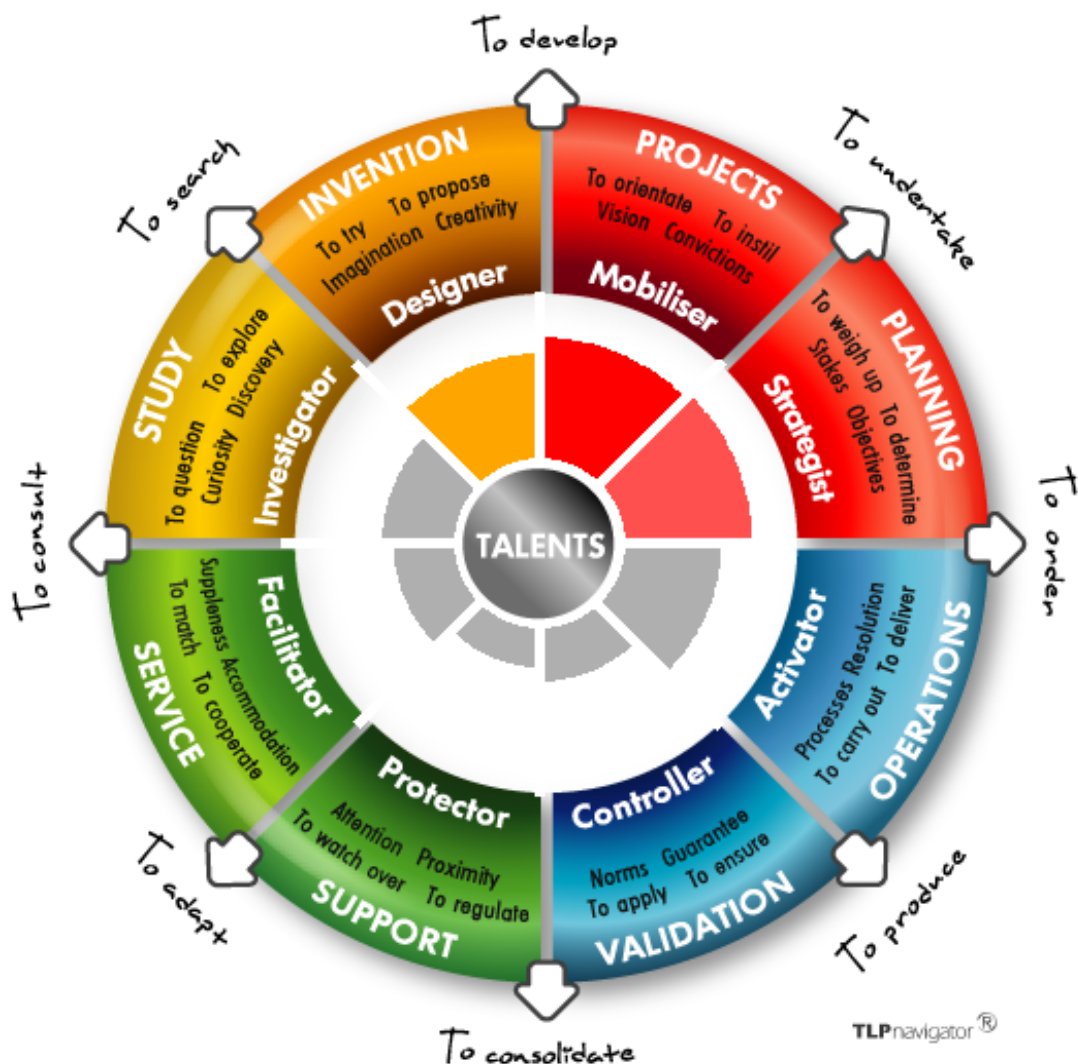
Each of us is composed of forces, trends, preferences, combined in a singular and original way. What differentiates us from each other at work, it is the hierarchy according to which these strengths are organized.

The combination of your personal preferences (see previous two pages) makes you benefit from a maximum power in the Plans and Projects area.

It is particularly in roles of **Strategist** - assess risks, set objectives - and of **Mobiliser** - launch projects, convince - that you can better realize your potential and become, with training and practice, very powerful.

You have a third remarkable talent: **Designer** - to imagine, to experiment, to propose.

Overall you have fewer resources in the green and blue functions on the TLP-Navigator model.



MAIN ASSETS: analysing situations and determining strategies

You have an independent and dynamic mind and like to overcome challenges and take the initiative. You do not enjoy the status quo. In your eyes, every situation needs to be regularly assessed and reconsidered. You set ambitious goals that you follow with all your intelligence and energy. You are often carried by a vision of the future and by new projects. This fascination for opportunities and progress leads you to take on several projects simultaneously, which preoccupy you and can even overload you considerably.

You conduct yourself with energy and determination. **You find it difficult to tolerate limits that hinder your enterprising spirit.** You regularly look to create room for manoeuvre to better realise your plans. You like living in a growing world.

New challenges stimulate you. Although you are attracted by action, you also like concepts and theoretical advances that open up new horizons or lead to the most efficient solutions. You like distancing yourself to get an overview of the context. **Your synthetic approach allows you to present complex problems clearly and to establish great action plans for the future.**

You sometimes get the impression that others do not always perceive priorities and the right approach to be followed. They have a tendency to become transfixed on the smaller details and to lose sight of the heart of the issue. **You become impatient when you notice that, despite clarification provided, those around you struggle to share the strategic vision.** You are demanding when it comes to yourself and others, which can tire those less enterprising and ambitious than you.

Even when your representation of what has to be done seems clear to you, you subject it to rigorous logical analysis. You grant particular importance to the critical mind. You like making leaps forward and taking risks, but calculated risks. You do not entirely trust your intuition and your ability to anticipate. You are cautious of people who give in to their imagination's power of suggestion or who yield to ideological bias too easily.

For you, points of view must be argued and be the subject of serious reflection. You do not make decisions without scrutinising them to make sure that they are sound and feasible.

These intellectual qualities are real assets when it comes to objectively assessing the potential of an idea or project. You weigh up the pros and cons of the working hypotheses and different scenarios and you measure the strengths, weaknesses, advantages and disadvantages. You like to verify their feasibility and their actual efficiency. You always keep the return on investments in mind; you are keen to assess the consequences and the real added value of



your choices. **You hate wasting energy, time and money due to a lack of discernment. It is essential for you to intellectually master the ins and outs of your businesses.**

When you've familiar with the issue, you do not hesitate to make a decision. You trust your judgement: once you've verified the foundation and action to be taken, there is no reason to be fearful. **You are able to make decisions with a clear mind, in a detached manner, by referring to rational and coherent criteria.**

Afterwards, once in action, you progress resolutely. Your determination can be seen in your eyes, in your tone of voice, in your posture. You enjoy being methodological to achieve results as efficiently and economically as possible. Things shouldn't drag on, skills must be readily available. Everything must progress in a systematic and efficient manner: **Competition provides you with the nervous tension you need.** However, it is important to keep your balance and health.

You are blessed with the ability to launch projects and create companies, but when you need to keep "your nose to the grindstone " for long periods of time to deal with the management of routine processes in detail, your interest rapidly declines.



WITH OTHERS: frank relationships to facilitate the progression of the projects

You do not like being locked in your office for too long. You prefer working with others to exchange information, discuss your thoughts and debate useful issues. Your open and extrovert attitude favours communication; you ask questions and study problems until the issues are clear in your mind. **Obscurity and lack of transparency bothers you; you expect your contacts to be explicit and positive.** You find productive exchanges stimulating. You like going straight to the facts.

You particular treasure meetings where medium and long-term plans are discussed. You speak without taking a long time for preparation and support your words with enthusiasm and conviction. You need solid arguments to let something go. **Your committed discourse and your good elocution certainly make you influential.**

You do not fear lively and contradictory exchanges. To move your progress along, you are ready to provoke and shake habits. You do not like feeling that your hands are tied by too many procedures. All types of limitations and controls trouble you. **You attach great value to independence and freedom.**

Your stances often alarm more circumspect and reserved people. You express yourself in an honest and direct manner and others can often feel that you do not sufficiently consider their opinion. You can seem a little peremptory or haughty, too overbearing. In reality you aim isn't to take charge but to complete the task effectively. Thus you do not hesitate to call a spade a spade and you don't waste time with useless digressions. Indecisive or timid people who resist movement and hesitate tend to quickly irritate you.

You enjoy working with people with independent and responsible personalities, people with character, who do not fear challenging your ideas. You like combative opponents. Criticism and confrontation of ideas enables you to assess the foundation of your positions and make the best decisions.

When someone doesn't agree with you, you do not try to understand or to convince for very long. You think their opinion is their choice and responsibility, and that, in the end, the results will speak for themselves. You do not spend a long time weighed down by psychology; you readily indulge in the abstraction of personal and subjective dimensions, even when you perceive them.

In professional terms, you do not really feel the need to forge deep and emotion-rich human relationships. **What is important to you is the ability to move things forward by leading intelligent projects.** When meetings do not deal with matters useful for the future of the organisation, you get bored and show your impatience.



You expect your contacts to base their judgement on sound analysis of the situation. You are not very interested in knowing if an idea pleases or not, you just want to know opinions on it. For you lucidity and reason must take precedence over impressions and beliefs.

Although you do not show your emotions freely, underneath it all you are more romantic and sentimental than one thinks. In addition, sometimes, under the influence of strong emotion, it may be that you release a violent energy that you have managed to contain until now.

Your enthusiasm at work is certainly one of your strengths. You are not one of those people who save their energy, but you think it's normal to expect just reward for your commitment. You like the recognition that comes with success, and you quickly feel hurt when your worth is ignored. If you deem your compensation to be unfair, it probably won't be long before you look for another job.



CAREER CHOICES: getting the best out of your talents

To use their resources wisely in activities that offer the best chance of performance and personal development, everyone should be aware of their talents and cultivate them in their chosen areas.

As indicated in the TLP-Navigator model **all of your qualities means you benefit from remarkable talents in the areas of Projects and Plans**. Here you evolve in a natural and easy manner with an optimal effort/results ratio.

You can, of course, work in other activity sectors, but it is, above all, when you are called **to promote a vision and develop plans** that you are able to give the best of yourself, which is a must in an increasingly demanding and competitive professional environment.

You enjoy issues that allow you to overcome challenges and take initiatives, sometimes risky ones. You have a taste for enterprising: **you assess the different options and are very competitive in pursuit of your goals**. You also like to train others and make sure that things are done as efficiently as possible. In principle you can be trusted; decisions get made and things progress resolutely.

These characteristics make you highly sought after in roles requiring you to design and initiate projects. With training and experience in these types of roles - by perfecting, for example, your decision-making skills and your know-how in management - you will get the most out of your potential and quickly achieve better performances.

Your skills - which do not necessarily correspond to your tastes - are particularly suited to activities such as **strategy, marketing, communication, design, planning and project management, etc.**

These activities may have, as we can see, varied content (marketing, communication and management, etc.), the choice of which depends, in the end, on your personal tastes, your training and your interests. Their common denominator is being focused on the future. You also insist that your activity is varied and stimulating.

Mobilisers-Strategists are key when it comes to running companies. With you we do not get lost in guesses and opinions: you assess the options, make a decision and set things in motion. If the organisation in which you work suffers under the weight of ponderousness and conservatism, you quickly become frustrated and certainly prefer to jump ship - potentially to set up your own company.



You freely work in big companies that have the advantage of providing sufficient resources to conduct important business but you stick to ones with a progressive structure. If the system is too heavy or rigid, it is likely that you would prefer to begin again at a start-up for example.

In addition, you have skills as a **Designer**. You take pleasure in thinking up and developing original solutions. Your representation and anticipation abilities mean you constantly sense new opportunities, which may encourage you to view the future optimistically. Innovation inspires your plans and gives you energy.

In this area it is likely that you will grow tired, especially if you need to devote a large part of your working time to it. In your eyes, Exploration activities are certainly a little too theoretical, too far from the action and its results. Although you like working in the virtual world, you particularly like to define objectives and be able to change the course of things.

The areas in blue and green are the least suited to you. They do not correspond to your best skills and the results you would achieve in these activities may not match the energy invested.

The Operations and Validation area has a restrictive and repetitive aspect, which goes against your taste for challenge and change. Your enterprising side means that once the plan is in place, you prefer to delegate production and control tasks so you can turn your attention to new projects. In terms of Service and Support activities, they are not very stimulating for you: you must help, show patience and psychology, play the role of mediator etc. You think this lacks proactivity.

In addition, when people focused on Control and Support functions put the brakes on a project by highlighting prudence and procedures, a certain annoyance may build up in you.



ABILITY TO CHANGE: confidence in the future

Mobilisers-Strategists are enterprising and powerful agents of change. **In a time when the survival of organisations largely depends on their ability to regularly transform themselves to remain in the market, these types of personalities are an essential asset.** The more competitive the environment is, the greater their vision, with their desire to surpass and make progress is useful.

Indeed you are on the lookout for new opportunities and you look to see how to translate them into rewarding actions. You are ready to radically change things, either because a new opportunity presents itself or because the system is blocked or out of order so that things need to be changed significantly.

Not everyone has your skills. Researchers, for example, like to imagine and think about change but they are not the sort of people who can jostle and significantly reform an organisation. Producer types tend to be wary of new things; very focused on reliability, they rely on their past experience and on that which they know. They tend to resist change as long as they do not see precisely how it works and what it would achieve.

You on the other hand like **to face reality, challenge and take risks. As soon as your idea and plan gets off the ground, you energetically implement the resources and methods required to make them a reality.**

You are generally less interested in the execution phase itself, and some people may reproach you for looking down your nose at production constraints and difficulties. Once things are up and running, you prefer to pass management onto more skilled people so that you can turn your attention to a new project.

Some people think that you do not look into things sufficiently enough or that you move too fast. It's true to say that the daily grind interests you less than change. When work becomes routine and no longer appeals to your intellectual curiosity, you can quickly feel overcome with boredom. **You have more energy when starting actions than when finishing them.**



MANAGEMENT STYLE: both audacious and reasonable

You are drawn to positions of responsibility because they give you the authority and resources required to manage projects. Your strong vision of the future, which you are capable of translating into objectives and coherent action plans, gives you the unequivocal strengths to hold the position of leader. When, in your eyes, the challenge is worth the pain, you like to take the reins and to control the situation.

You are mindful of the issue of power. In groups, for example, you quickly assume the role of decision-maker, the one who sets the course and takes the helm. Because these are the strategic issues that interest you the most. You do not like being confined to subordinate roles with no visibility or call for initiative for too long. **You prefer to lead rather than be lead.**

You manage by mobilising all your resources to fulfil your mission. **You expect your colleagues to be generous in their efforts and to conduct themselves intensely and with the same desire for efficiency as you.** You like to set up an effective team and to begin with high-stakes operations, with challenges and opportunities for bigger returns. You do not hesitate to place the bar very high.

You readily delegate work, particularly repetitive tasks or those that require concentrating on details for long periods of time. You plan and distribute tasks precisely, everyone knows what is expected of them. Then, unless you run into problems, you do not watch colleagues too closely. You put your trust in them because you assume they are competent and adult people.

Given that you quickly spot where things need to be and how they need to get there, you can come across as impatient and severe if you notice that some people who do not understand the challenge, are moving away from the target or their results are not good enough. You are irritated by those who do not fully subscribe to the dynamic you insist on, those who hesitate to take initiative, for example, to find short cuts to save time. To avoid these problems, take the time to include members of the team in making decisions, not moving quickly and excluding them.

In the workplace, the role to be fulfilled and the performance interests you more than the person themselves. Rather than looking to deeply feel what others experience, you prefer to explain, and re-explain if need be, what must be done. **For you, everyone must be considered as a professional capable of completing their task autonomously, like any service provider.**

You judge others based on their skills, based on what they do and the results they achieve, and not based on who they are or have been. You like to be able to talk to them about their observable behaviours in a simple and very direct manner, without giving the impression that you are attacking them.



You are direct in your discourse and expect the same honesty and coherence from others. However, your often straightforward talk and your logical deductions with their rather rude and unstoppable aspect, can hurt certain sensibilities.

Remember that people sometimes have a tendency to confuse what they do and what they are. And while, in your head, for example, what you say may be purely factual and outward, it may be perceived as personally offensive to the person you are speaking to. They will think that you are tough and that you lack heart.

It is true to say that in your personal life you easily submit to the task's objective requirements. And, on occasion, you can become a formidable critic in the eyes of those who are incapable of moving away from their personal needs to put themselves at the service of the organisation and objectives targeted.

Demanding and critical, you perhaps do not always complement and encourage your colleagues enough when the results are positive. You do not flatter people and you do not concede to flattery. Make sure that you do not forget to recognise a job well done. One has a tendency to point out negative aspects first while people take confidence and empowerment from building on their successes.



YOUR PROFIL IN NUMBERS

Rating of coherence

