



— Individual Questionnaire - 1/5 —



Date : \_\_\_\_\_

First name : \_\_\_\_\_ Last name : \_\_\_\_\_

Carefully choose the 9 adjectives that fit you best.

Global

Communicative

Creative

Pragmatic

Guarded

Sensitive

Analytical

Emotional

Methodical

Music lover

Humane

Sociable

Active

Accomodating

Attentive

Dependable

Gentle

Coherent

Thoughtful

Persistent

Traditional

Conformist

Impartial

Imaginative

Number **ALL** propositions from 1 to 7, 1 corresponding best to what you do and 7 corresponding the least to what you do.

Use each number **only once**.

**1**

In my professional activities

- I value productivity.
- I promote traditions.
- I strive to avoid emerging risks.
- I confront problems directly.
- I foster exchanges and individual growth.
- I value my motivation.
- I look for new trends.

**2**

When I delegate

- I communicate my vision of what needs to be done.
- I expect people to act according to their role.
- I want my recommendations applied immediately.
- I keep the most stimulating aspects of the work for myself.
- I give explicit objectives to my collaborators.
- I make sure each detail meets the job's requirement.
- I can immediately feel if my interlocutor is at ease.

**3**

In my work

- things must go fast.
- I innovate in the way things are done.
- I perform exactly as was planned.
- I balance professional and personal life.
- I make sure that the execution conforms to my specifications.
- I am sensitive to each personal situation.
- I am described as an even tempered person.

**4**

I negotiate

- with an open mind.
- by focusing on each item.
- to generate opportunities.
- by forcing my ideas if necessary.
- from an observation of facts.
- with a need for mutual trust.
- with rules I find legitimate.

Number **ALL** propositions from 1 to 7, 1 corresponding best to what you do and 7 corresponding the least to what you do.

Use each number **only once**.

**5**

I decide

- by opposing others openly when required.
- when I feel confident enough.
- when I have the authority and proper hierarchical position.
- by looking at numbers.
- by aligning things with a long term strategy.
- for options giving me the most freedom.
- by ensuring consensus.

**6**

Through training

- I make connections between different areas of knowledge.
- I want to discover new fields.
- I develop my capacity to relate to others.
- I acquire the means to have more impact.
- I want to become more and more dependable.
- I acquire tools to reinforce my authority.
- I want to improve my expertise.

**7**

I approach change

- with attention to team cohesion.
- if it is carefully planned step by step.
- as a process to adapt to situations.
- as an opportunity to do things differently.
- ready to fight obstacles.
- when it aligns with my values.
- for the new directions it creates.

**8**

I feel stress coming

- when the situation becomes difficult to analyze.
- when I sense interpersonal tensions.
- when things are against my principles.
- when I fall into routine mode.
- when I think I could make a mistake.
- when I lack space to express my creativity.
- when I do not win the battle right away.

Number **ALL** propositions from 1 to 7, 1 corresponding best to what you do and 7 corresponding the least to what you do.

Use each number **only once**.

**9**

I succeed much better when

- I ensure that each person assumes his(her)role.
- everyone is well-meaning.
- I have the best tools to handle the task.
- I feel stronger than difficulties.
- the situation enables me to develop ideas that are ahead of their time.
- I can make sure the activity is really safe.
- I am passionate about the activities.

**10**

I best assume my responsibilities when

- I realize that I have adequate means to act.
- I apply guidelines to the letter.
- I feel I am being useful to my organization.
- things can fold into a long term vision.
- I am demanding for myself and others.
- I have the courage to fight and say no.
- it allows me to be bold.

**11**

When I build a project

- I make sure I listen to each individual.
- I usually am enthusiastic.
- I develop innovative concepts that serve the project.
- I keep the financial aspects in mind.
- I choose solutions I know have been proven.
- I apply a detailed methodology.
- I strongly defend the rights of my team.

**12**

I take care of client support

- as an opportunity for me to be successful.
- by instantly rejecting unfair criticism.
- by formalizing it with a rigorous contract.
- as a way to reach better quality.
- by offering a little more than asked for.
- by making sure the client gets what has been promised.
- as a marker of performance.

Number **ALL** propositions from 1 to 7, 1 corresponding best to what you do and 7 corresponding the least to what you do.

Use each number **only once**.

**13**

I influence others

- by adjusting my communication tools to reach my objectives.
- by guiding or reprimanding them when necessary.
- by being careful in the way I communicate.
- by pressuring them to make things move.
- by putting myself in their place in order to understand them.
- by inviting them to be energized by action.
- by inspiring them with my vision for the future.

**14**

I participate in team work

- by bringing in a global strategy approach.
- by enforcing the rules of the organization.
- by taking care of emergency situations.
- by exploring more stimulating ways to do things.
- by clearly defining priorities.
- by ensuring that things have been done properly.
- by offering my help before being asked.

**15**

I prefer to trust

- when I see decisive and courageous actions.
- those who propose a vision for the future.
- when I feel the danger has been considered.
- when I am given the possibility to express my capacities.
- those who ensure that rules are applied.
- those who remain available to assist others.
- when I can see that technical knowledge is mastered.

**16**

I manage conflict

- by finding ways to meet my personal interests.
- by proceeding step by step.
- by attempting to transform it into an opportunity.
- by fighting to repair injustice.
- by first gathering objective facts.
- by encouraging people to express their feelings.
- by reminding everyone of their obligations.