



MyPrint[®] PREMIUM REPORT



Christophe Zajpt

October 18, 2024 19:54



PERSONALITY



MOTIVATIONS



BEHAVIORS





ABOUT THE MyPrint® PREMIUM REPORT

This report was produced using Talentobe software systems, and is based upon the MyPrint® assessment, a psychometric questionnaire which explores an individual's personality and motivations in work areas.

The MyPrint® assessment has been shown to be reliable and consistent with contemporary psychological theories. The results available in this report have been automatically generated by comparing the responses of Christophe Zajpt to the MyPrint® questionnaire with those of thousands of professionals. For more information, please download the MyPrint® Short Technical Manual available on our website (<https://www.talentobe.com>).

The current results thus enable a good prediction of how this individual will behave in a variety of situations, ultimately depending on the honesty and level of self-awareness with which the MyPrint® questionnaire was completed.



HOW TO INTERPRET THE MyPrint® PREMIUM REPORT

The purpose of this report is:

- **to analyze in detail the personality traits and the motivators of an individual**
- **to help identify the behavioral styles that result from their combination**

Crucially, it offers a non-judgmental approach to individual differences as it recognizes the intrinsic value of all personality traits, motivators and behavioral styles: each has its advantages and disadvantages, although some tendencies may suit some activities, jobs or interests better than others.

Furthermore, the information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months depending upon circumstances, and is potentially sensitive so every effort should be made to ensure that it is stored in a secure place.



WHAT YOU WILL FIND IN THE MyPrint® PREMIUM REPORT

Both descriptive and prescriptive, this report includes the following sections:



PERSONALITY

PAGE 03

Personality refers to the attitudes and emotional characteristics underlying stable behaviors. This section provides a profile (across 13 dimensions) of an individual's personality, together with exhaustive interpretations about their different tendencies, and tips on how to react to them adequately.



MOTIVATIONS

PAGE 12

Motivations correspond to the desires and needs triggering, orienting and maintaining specific behaviors towards a given objective. This section provides a ranking (across 11 dimensions) of an individual's motivations, together with detailed clarifications about their expectations, and concrete examples of potential motivators and demotivators.



BEHAVIORS

PAGE 19

Behaviors represent the ranges of observable actions made by individuals in conjunction with their environment. This section provides a list (across 11 themes) of the behavioral styles exhibited by an individual, together with precise explanations about their conducts, and questions regarding the difficulties that might be encountered.



WHAT ARE THE MyPrint® PERSONALITY AXES?

Personality partly determines how an individual is likely to act, adapt to and function in a given situation. Personality might be slowly shaped by - professional - experience throughout the whole life. For an easier understanding of the 13 personality dimensions assessed in the MyPrint® questionnaire, we propose to cluster them into 4 main personality axes: Express, Address, Dare and Adapt. In other terms, personality dimensions that belong to the same personality axes are supposed to share together a higher thematic, which is often considered as important in a professional context.

4 PERSONALITY AXES

The definitions and associated color code of the MyPrint® personality axes are as follows

EXPRESS

The way he interacts with others.

ADDRESS

The way he approaches issues and undertakes his tasks or projects.

DARE

The way he thinks about himself and his condition.

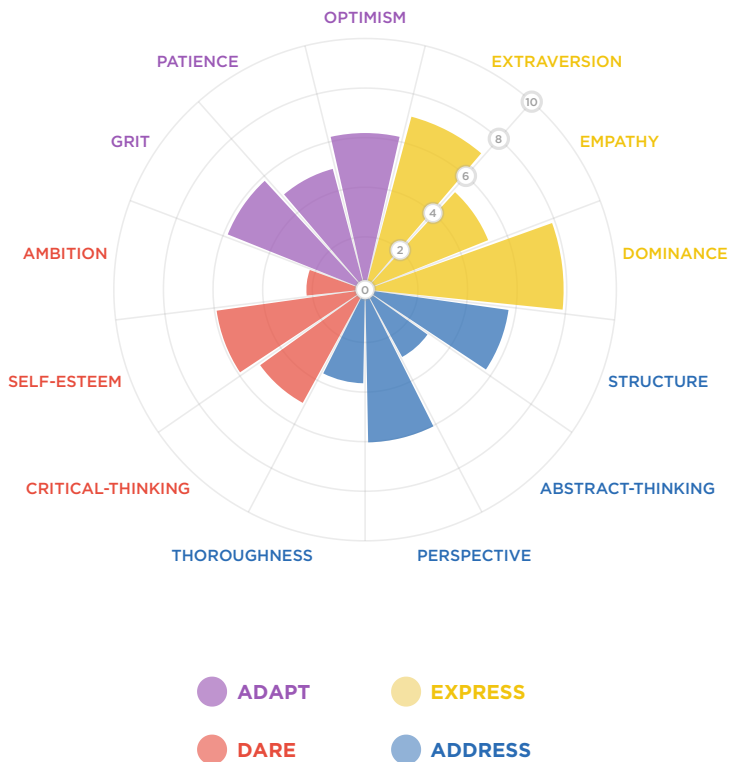
ADAPT

The way he considers changes occurring in his environment.



HOW TO INTERPRET THE MyPrint® PERSONALITY RADAR

The personality radar is a powerful, easy-to-read chart once one is familiar with the MyPrint® assessment. For each of the 4 personality axes, the radar displays the scores (from 0 to 10) of an individual on the corresponding dimensions. Each of the 13 personality dimensions opposes two extreme traits (or poles), and the radar, by design, gears each dimension towards one specific trait. As a result, there is no such thing as a bad personality profile: a score close to 0 does not reflect an absence of trait but rather indicates a strong tendency towards the opposing trait.





WHAT ARE THE MyPrint® PERSONALITY POLES?

Personality dimensions are traditionally seen as bipolar: for each dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or traits). Here, the 13 personality scores displayed on the radar are converted into percentages of inclination towards each dimension's pole. Detailed descriptions and concrete tips are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

3 EXPRESS TRAITS

Extraversion

The degree of interaction with others in public.

29%
Introverted



71%
Extroverted

DESCRIPTION

Christophe is a rather communicative person who is comfortable in social situations. He finds it easy to build new relationships and tends to spontaneously speak in public.

TIPS FOR WORKING WITH CHRISTOPHE

- Create a work environment that allows him to interact frequently with others
- Give him multiple opportunities to express himself in public

Empathy

The degree of consideration towards others.

48%
Individualistic



52%
Empathetic

DESCRIPTION

Christophe's attention to the concerns of others depends on his level of familiarity with them. The more he recognizes himself in these people, the more he will consider their needs and accept to prioritize them.

TIPS FOR WORKING WITH CHRISTOPHE

- Don't be too subjective when you share your problems with him
- Solicit him on a collective project from time to time

Dominance

The degree of authority exercised in interactions.

21%
Compliant



79%
Assertive

DESCRIPTION

Christophe is a rather directive person, who is not very intimidated by conflict situations. He tends to assert himself in his interactions with others, and finds it easy to rally them to his cause.

TIPS FOR WORKING WITH CHRISTOPHE

- Do not take his recommendations for personal criticisms
- Be ready to negotiate your requests with him

4 ADDRESS TRAITS

Structure

The degree of organization at work.

43%
Spontaneous



57%
Orderly

DESCRIPTION

Christophe likes to structure his schedule in absolute terms. However, if some of his projects are subject to strong external constraints, he will not seek to fight against them and will leave some room for adjusting his plans if need be.

TIPS FOR WORKING WITH CHRISTOPHE

- Avoid interfering too much with his schedule
- Give him regular visibility on your own agenda

Abstract-Thinking

The degree of imagination in solving problems.

70%
Practical



30%
Imaginative

DESCRIPTION

Christophe is a rather realistic person. Most of the time he relies on context and concrete facts to solve problems, although he will sometimes try to approach them in a more theoretical way.

TIPS FOR WORKING WITH CHRISTOPHE

- Provide him with concrete examples when discussing a problem together
- Solicit him on projects requiring tangible solutions

Perspective

The degree of anticipation of consequences regarding the decisions made.

40%
Focused



60%
Big Picture

DESCRIPTION

Christophe is rather thoughtful in his projects. He will generally seek to establish a clear vision of the final results, but also of the future challenges.

TIPS FOR WORKING WITH CHRISTOPHE

- Solicit him on strategic projects
- Help him to better understand what his immediate objectives are

Thoroughness

The degree of attention to details at work.

64%
Easy-going



36%
Precise

DESCRIPTION

Christophe is rather tolerant of imperfections when completing a project. His main focus is on productivity, although he will be able to refine some details of his work, if necessary.

TIPS FOR WORKING WITH CHRISTOPHE

- Be brief when sharing information with him
- Solicit him on tasks where productivity is required

3 DARE TRAITS

Critical-Thinking

The degree of discernment towards standard ways of thinking.

49%
Conventional thinker



51%
Critical thinker

DESCRIPTION

The way Christophe makes judgements is relative to the information being presented to him; he will avoid starting arguments about all topics, except for those that really matter to him.

TIPS FOR WORKING WITH CHRISTOPHE

- In common situations, use tried and true processes when working with him
- Let him express his comments regarding topics that truly matter to him

Self-Esteem

The degree of confidence in one's own abilities.

41%
Modest



59%
Confident

DESCRIPTION

Christophe's belief in his own abilities is relative to how he perceives the abilities of those around him; it should be strengthened by receiving recognition from people having a high level of competence.

TIPS FOR WORKING WITH CHRISTOPHE

- Avoid being too direct when you have some remarks to make about his work
- Give him opportunities to showcase the areas in which he excels

Ambition

The degree of expectation at the professional level.

78%
Humble



22%
Striving

DESCRIPTION

Christophe is a rather simple person and is easily satisfied with what he gets. He mostly sets common professional goals for himself, even if he may see bigger sometimes.

TIPS FOR WORKING WITH CHRISTOPHE

- Help him see the value in getting out of his comfort zone
- Set realistic goals when working with him

3 ADAPT TRAITS

Grit

The degree of resolution in the face of difficulties.

42%
Opportunistic



58%
Determined

DESCRIPTION

Christophe is moderately persistent. He tries most often to achieve his projects even in difficult times, yet when obstacles truly accumulate he tends to readjust his initial goals downward.

TIPS FOR WORKING WITH CHRISTOPHE

- Solicit him on medium-term projects
- Provide resources to him if a lot of challenges come up in his projects

Patience

The degree of self-control in the face of unexpected events.

51%
Eager



49%
Relaxed

DESCRIPTION

Christophe's reaction to unexpected events is relative to the requirements set by his environment. The more moderate the external demand is, the more he is able to control his stress level in urgent situations.

TIPS FOR WORKING WITH CHRISTOPHE

- Warn him in advance if major constraints are likely to arise in his projects
- Avoid creating excessive pressure in his direct work environment

Optimism

The degree of hope for the future.

38%
Apprehensive



62%
Positive

DESCRIPTION

Christophe is rather confident about the future. When faced with uncertain circumstances, he mostly tries to keep the focus on the bright side of things.

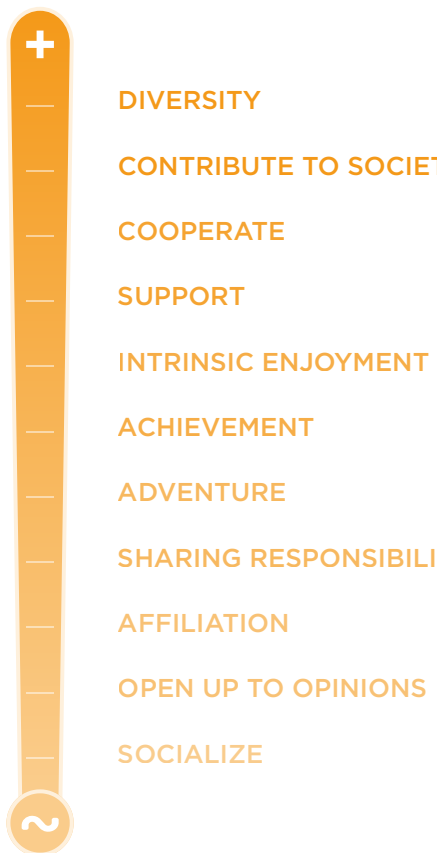
TIPS FOR WORKING WITH CHRISTOPHE

- Justify your concerns when you work with him on projects
- Check twice for potential issues that might arise in his projects



HOW TO INTERPRET THE MyPrint® MOTIVATIONS SCALE

The motivation scale is a user-friendly chart that lists, in order of importance, the different sources of motivation for an individual. Each of the MyPrint® motivation dimensions opposes two extreme needs (or poles), and the scale displays the 11 needs (among 22) that are specific to the individual, from the most predominant ones (top) to the less predominant ones (bottom). There is no such thing as a bad ranking of motivations, yet some needs may suit some professional contexts better.





WHAT ARE THE MyPrint® MOTIVATION POLES?

As for personality, for each motivation dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or needs). Here, the ranking of the 11 motivations includes the precise percentages of inclination towards each dimension's pole. Detailed descriptions and concrete examples are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

11 MOTIVATORS

Variety

The extent to which one seeks out new experiences.

12%
Need for consistency



88%
Need for diversity

WHAT MOTIVATES CHRISTOPHE

- To learn new knowledge or skills on a regular basis
- To frequently move from one project to another

WHAT CAN DISCOURAGE CHRISTOPHE

- To be required to maintain a daily routine
- To evolve in a static environment

Reward

The extent to which one is motivated by tangible rewards.

83%
Need to contribute
to society



17%
Need for tangible
benefits

WHAT MOTIVATES CHRISTOPHE

- To work on projects whose outcomes mainly benefit others
- To dedicate his free time to others in a selfless way

WHAT CAN DISCOURAGE CHRISTOPHE

- To see his philanthropic projects taken up and transformed into profitable processes
- Having to justify each resource he spends to help others

Competition

The extent to which one seeks to outperform others.

81%
Need to cooperate



19%
Need to win

WHAT MOTIVATES CHRISTOPHE

- To evolve in an environment where synergy and collective efforts are the norm
- To share useful knowledge with others

WHAT CAN DISCOURAGE CHRISTOPHE

- To feel in competition with others
- To only achieve individual objectives

Autonomy

The extent to which one wishes to control their circumstances.

72%
Need for support



28%
Need for self-reliance

WHAT MOTIVATES CHRISTOPHE

- To be able to consult others before setting his own objectives
- To receive support from others in achieving his work

WHAT CAN DISCOURAGE CHRISTOPHE

- Having to set an important goal without being able to consult with anyone beforehand
- Having to work on an important project without any help from his peers

Recognition

The extent to which one seeks admiration from others.

70%
Need for intrinsic enjoyment



30%
Need for external acknowledgment

WHAT MOTIVATES CHRISTOPHE

- To be able to choose the projects he will work on
- To carry out projects that help him grow and mature

WHAT CAN DISCOURAGE CHRISTOPHE

- Having to work on a project that he does not find interesting and fun
- To evolve in an environment where people are congratulated for little things

Challenge

The extent to which one seeks to get out of their comfort zone.

35%
Need for attainable goals



65%
Need for personal achievement

WHAT MOTIVATES CHRISTOPHE

- To evolve in an environment with high standards of performance
- To work on projects that allow him to test his skills

WHAT CAN DISCOURAGE CHRISTOPHE

- To have simple objectives to achieve
- To not have the opportunity to surpass his previous achievements

Excitement

The extent to which one is motivated by thrill.

35%
Need for safety



65%
Need for adventure

WHAT MOTIVATES CHRISTOPHE

- To frequently engage in experiences that offer thrill
- To have many opportunities to take risks in his projects

WHAT CAN DISCOURAGE CHRISTOPHE

- Having to work in a highly predictable environment
- To feel few adrenaline rushes in his projects

Responsibility

The extent to which one seeks to feel accountable.

60%
Need for sharing
responsibility



40%
Need for taking
personal
responsibility

WHAT MOTIVATES CHRISTOPHE

- To be able to meet with his peers from time to time to make critical decisions
- To be responsible for the work of a small number of people

WHAT CAN DISCOURAGE CHRISTOPHE

- To never have the opportunity to have a say in decisions
- To always be the only one assuming important decisions

Belonging

The extent to which one wishes to be part of a group.

42%
Need for freewill



58%
Need for affiliation

WHAT MOTIVATES CHRISTOPHE

- To have a certain freedom of thought and action
- To feel accepted by most of his peers

WHAT CAN DISCOURAGE CHRISTOPHE

- To never be included in his colleagues' plans
- Having to work constantly in an independent manner

Influence

The extent to which one seeks to influence others' opinions and intentions.

57%
Need to open up to
others' opinions

10

43%
Need to sway others'
opinions

WHAT MOTIVATES CHRISTOPHE

- To have the final say from time to time in important discussions
- To have healthy and calm discussions with his peers from time to time

WHAT CAN DISCOURAGE CHRISTOPHE

- To be often required to keep a neutral position in important discussions
- Always having to justify himself and persuade others to agree with his point of view

Relation

The extent to which one seeks to have multiple social contacts.

47%
Need for privacy

11

53%
Need to socialize

WHAT MOTIVATES CHRISTOPHE

- To be able to have contact with others from time to time
- To be able to isolate himself from others if necessary

WHAT CAN DISCOURAGE CHRISTOPHE

- To never be able to work alone
- Having to speak and elaborate in public on a regular basis



WHAT ARE THE MyPrint® BEHAVIOR MATRICES?

The behavior matrices are straightforward reading grids that are generated on the base of both the personality and motivation results of the MyPrint® questionnaire. They allow to highlight the main behavioral styles (or patterns) an individual would use in 11 themes of their professional life, each thematic being covered by 4 potential behavioral styles - for a total of 44 behavioral styles available. Detailed descriptions and structured questions are provided for each predominant style.



HOW ARE THEY DESIGNED?

The way an individual actually acts or conducts themselves strongly depends on both their personality traits and motivations. Thus, each behavior matrix is produced by coupling a particular personality dimension (psychological characteristic) with a given motivation dimension (psychological trigger). The different couplings were adjusted based on a meta-analysis of hundreds of articles reviewing traditional behavioral models (Thomas-Kilmann Instrument, 1974; Goleman's Leadership Types, 2000...) of industrial and organizational psychology.



WHAT ARE THE MyPrint® BEHAVIORAL STYLES?

A behavioral style refers to the whole set of effective conducts that an individual is likely to adopt in a given professional context (or thematic). The behavioral styles belonging to the same diagonal of a matrix reflect rather opposed conducts, while the styles belonging to the same row or column reflect rather complementary conducts. Please note that a behavioral style does not represent any direct indicator of performance.

11 BEHAVIORS

COMMUNICATION STYLE
 STRAIGHTFORWARD

CONFLICT MANAGEMENT
 APPEASING

DECISION MAKING
 ANALYTICAL

WORK STYLE
 RESPONSIVE

LEADERSHIP STYLE
 MENTOR

LEARNING STYLE
 STUDIOUS

CREATIVITY STYLE
 FUNCTIONAL

RISK ORIENTATION
 RISK-TAKER

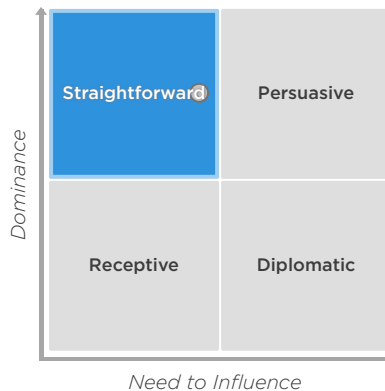
TEAM CONTRIBUTION
 ENERGIZING

CHANGE REACTION
 RESILIENT

RULE CONSCIOUSNESS
 FOLLOWER

Communication Style

Communication style can be summarized as the set of processes by which an individual sends a message to one or many peers, verbally or not.



CHRISTOPHE'S ASSETS

He seeks to open up to others' opinions, but tends to be forceful.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

He is inclined to clearly state his ideas while keeping a neutral tone and being respectful of others' views.

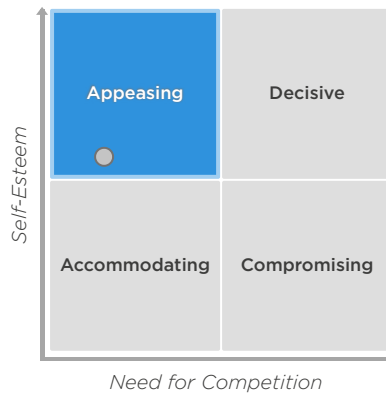


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- Has his frankness caused him some problems in the past?
- How does he adjust his communication style depending on his audience?

Conflict Management

Conflict management can be summarized as the way an individual tries to limit the negative aspects of a confrontation while increasing its positive aspects.



CHRISTOPHE'S ASSETS

He is self-confident, yet seeks to cooperate with others.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

In a conflict situation, he tends to consider the underlying concerns and others' views in order to get a win-win solution.

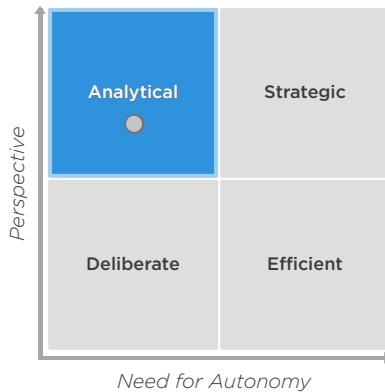


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What does he do when he cannot come to a solution that is fair to everyone involved?
- How does he adapt his attitude towards conflict depending on the seniority of the individuals involved?

Decision Making

Decision making can be described as the set of processes, either intuitive or reasoned, by which an individual ends up choosing between two or more courses of action.



CHRISTOPHE'S ASSETS

He sees the big picture, yet still values guidance.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

When making decisions, he tends to consider multiple points of view in order to frame the situation very broadly.

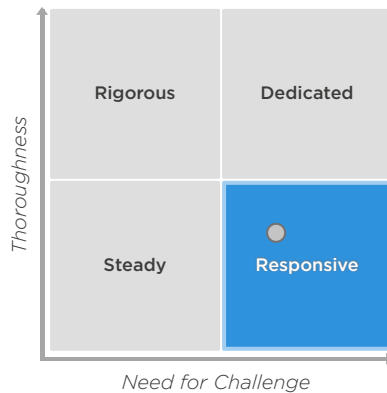


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What limitations does he typically see in making a choice only by himself?
- What did he learn from the last time he made a significant decision?

Work Style

Work style refers to the way an individual tackles their tasks and projects and the pace at which they complete them.



CHRISTOPHE'S ASSETS

He is easy going, yet needs challenging goals.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

He is likely to favor multi-tasking and the use of shortcuts in order to meet the demand, making him at ease in fast-paced environments.

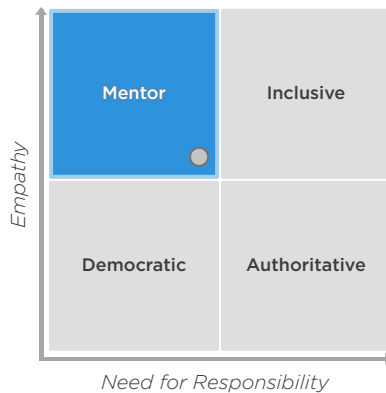


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he approach tasks that require a lot of attention to detail?
- How does he consider the balance between his private and professional life?

Leadership Style

Leadership style can be described as the set of processes by which an individual motivates their peers to contribute toward the effectiveness of their organization.



CHRISTOPHE'S ASSETS

He is attentive to others' needs and seeks to share responsibility.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

When leading others, he is likely to build emotional bonds by empowering others and offering plenty of positive feedback.

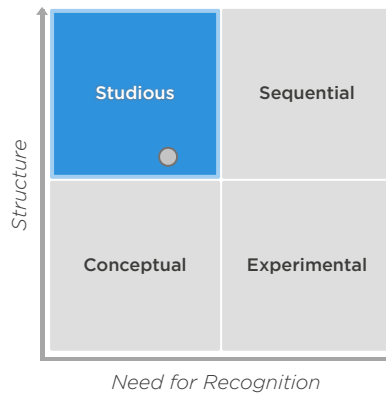


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How would he respond if a member of his team started to become somewhat toxic?
- In which team settings does he find it more difficult to establish his leadership?

Learning Style

Learning style can be summarized as the set of processes by which an individual acquires new, or transforms existing, skills or knowledge in a long-lasting manner.



CHRISTOPHE'S ASSETS

He wishes for intrinsic enjoyment, and is structured.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

He likes learning things for his own sake, through methods that allow time to think of each informative step, such as readings.

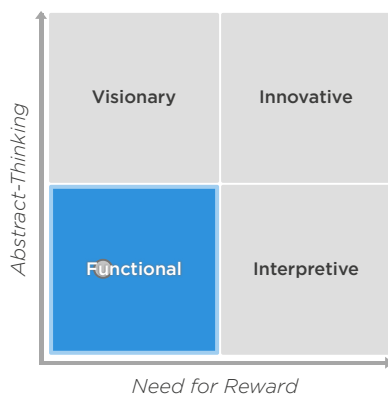


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What limitations does he typically see in learning by trial and error?
- How does he consider his own mistakes in a learning process?

Creativity Style

Creativity style can be described as the set of processes by which an individual produces something new and somehow valuable, be it intangible or concrete.



CHRISTOPHE'S ASSETS

He is realistic, and wishes to contribute to society.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

His creative actions may take place in everyday activities, through original ways of using some tools or methods.

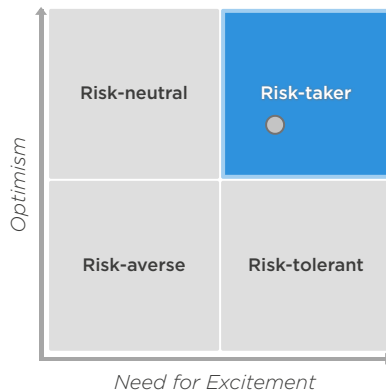


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- Has the applicability of his creative actions been questioned by his peers?
- When was the last time he came up with a new solution to an issue, and how did his idea help?

Risk Orientation

Risk orientation can be described as the way an individual invests energy in response to perception of significant uncertainty, namely in seeing either the opportunities or the obstacles.



CHRISTOPHE'S ASSETS

He tends to be optimistic, and seeks adventure.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

He is likely to expect positive outcomes from risky opportunities, making him typically go for them in order to maximize the gains.

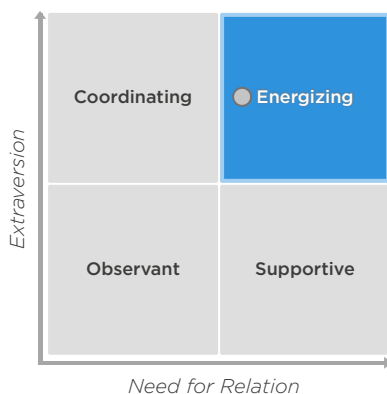


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he react when he has to work on predictable, risk-free projects?
- What kind of uncertain situations does he fear the most?

Team Contribution

Team contribution can be summarized as the way an individual cooperates with others in group settings, in order to achieve organization objectives.



CHRISTOPHE'S ASSETS

He is at ease in group settings and seeks out social contacts.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

In team meetings, he gets excited and draws others in with enthusiasm, while showing a relatively short attention span.

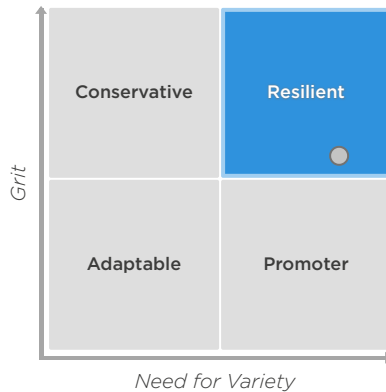


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What limitations does he typically see in working alone on a project?
- Where would he say stand the difficulties of working as a team?

Change Reaction

Change reaction can be described as the typical response of an individual to the unexpected events or situations arising in their environment of work.



CHRISTOPHE'S ASSETS

He needs variety in his work, yet is determined in pursuing his goals.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

When changes occur in processes, he tends to recover from them by finding new ways of reaching his initial goals.

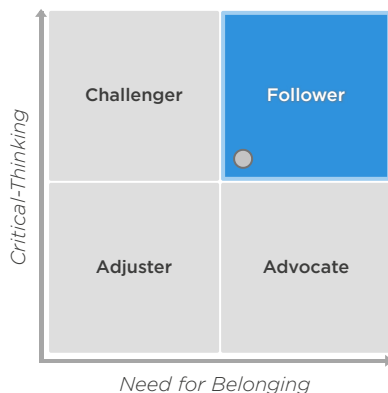


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What kind of information could facilitate his understanding of process changes when they occur?
- What did he learn from the last time a big change happened in his work environment?

Rule Consciousness

Rule consciousness can be summarized as the way an individual interprets, judges and reacts to the organizational rules in place.



CHRISTOPHE'S ASSETS

He tends to question the status quo, yet desires affiliation.



BEHAVIOR THAT CHRISTOPHE EXHIBITS

When it comes to established rules, he typically goes along with them, as it is a way for him to feel connected to others.



QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How would he respond if a rule he follows came to harm him in some way?
- What kind of organization policies does he find it more difficult to evolve in?

TalenToBe is a human-centric people analytics solution that empowers individuals and teams to identify and harness their unique soft-skills in order to grow. We are passionate about supporting individuals in unlocking their true potential and strengthening team cohesion and engagement to achieve their goals



TalenToBe's core purpose centers on positively impacting lives by empowering personal growth. Through our dedication to social science, we are committed to developing innovative tools so as to:

- Partner with employers to aid in the development of a workplace culture that is authentic, cohesive, and prosperous.
- Ensure professionals great success thanks to their better understanding of their strengths, motivations and growth opportunities.
- Helping students discover their uniqueness and learn how to put it to work to express their best characteristics.
- Ensuring that coaches have a reliable and cutting edge tool to develop teams and individuals and bring them to their highest potential.

For more information about TalenToBe, and to stay up-to-date on news and tips for leveraging soft skills in order to empower the growth of your team, please join our social media communities online and visit www.talentobe.com!

This report has been edited by TalenToBe for the benefit of its client and contains Talentoday's intellectual property.

As such, TalenToBe permits its clients to reproduce, distribute, and store this report for the defined purpose as stipulated in the sales contract. All rights of TalenToBe are reserved.