



RESULTS OF TEST TAKEN ON 2025-06-24

ELODIE

**YOUR *FORCE4DISC* REPORT  
SAYS A LOT ABOUT YOU.**

Let's take a look...



# FOR STARTERS, LET'S BEGIN WITH AN OBSERVATION...

Each person is unique and sees the world in their own way.  
Everyone communicates and behaves in a unique style.

As a result, we all make the same mistake: we talk to others as we would like them to talk to us. Yet **one of the golden rules of communication is to adapt to the person you're talking to. But to do so, you need to know them well!**

In a long-term relationship, this is relatively straightforward because you've got to know each other and spent time together. In the short term, it's not so easy.

## ...TO HELP US UNDERSTAND WHERE ***FORCE4DISC*** COMES FROM

This is the pedagogical representation of Carl Gustav Jung and William Moulton Marston's work on **the analysis of individual behavior**.

In Marston's view, the behavioral expression of emotions can be classified into four primary components, which derive from a person's self-perception in relation to their environment.

These four components correspond to the four profiles represented on the disc:

**DOMINANT**, **INFLUENTIAL**, **STEADY** and **CONSCIENTIOUS**.



## REMEMBER

# THE 4 BEHAVIORAL STYLES

**Force4DISC is not an IQ test.** It does not measure a person's intelligence, aptitudes, mental health or deep-rooted values. **It describes behaviors and motivational styles** in a wide range of situations; for example, in response to stress, challenges, conflicts, procedures etc.

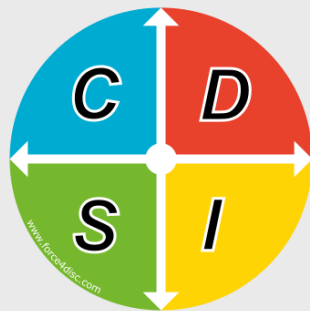
It allows you to identify your own behavior and that of others in terms of **four profiles**, each associated with a color:

### THE CONSCIENTIOUS

They like to think before they act. They have a strong desire to learn, explore and, above all, understand their surroundings. They seek perfection and accuracy. Their relationship with others is somewhat cold, cautious and sometimes even indifferent. They need security and confidence to feel fulfilled.

### THE DOMINANT

Brimming with energy, they are always focused on action and movement. Naturally ambitious and tenacious, they enjoy challenges. They always focus on the goals ahead. They're straightforward and quick to make decisions. Their relationship with others is direct, authoritarian and sometimes even aggressive.



### THE STEADY

They are reliable, loyal and stubborn. They like a job well done, in a calm and harmonious atmosphere. Always good listeners, they enjoy helping those close to them, defending different causes and easing tensions. Their relationship with others is warm, discreet and sometimes even shy. Their fundamental need is to be accepted by others.

### THE INFLUENTIAL

They have a friendly, cheerful, sunny disposition and a genuine interest in fashion and trends. They like to maintain good relations with others, and constantly seek out company. They're good at collaborating, persuading people and delegating. Their relationship with others is natural and democratic.

# AND THE 6 MOTIVATIONS THAT GUIDE OUR ACTIONS

The Force4DISC test also reveals which **personal motivations** influence our decision-making:



The desire for  
**FULFILLMENT**



The search for  
**HARMONY**



The quest for  
**TRUTH**



The need for  
**MORALITY**



The concern for  
**ALTRUISM**



The appeal of  
**EFFICIENCY**

**You're now going to discover your behavioral style.**

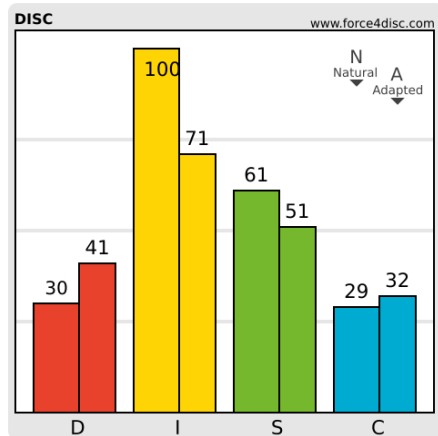
It's important to understand that there is no right or wrong profile.

Each style has its own strengths and limitations.  
Understanding yourself better will help you  
communicate better and improve all your relationships.

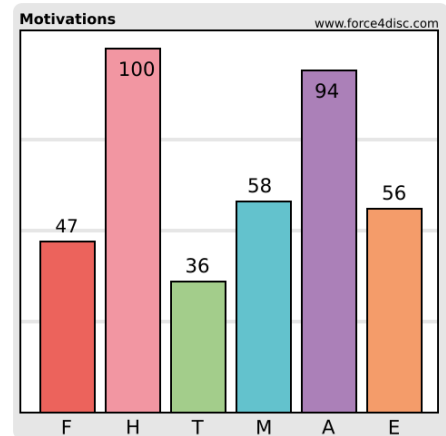
**Would you like to debrief together? Need further training?**

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# YOUR PROFILE AT A GLANCE



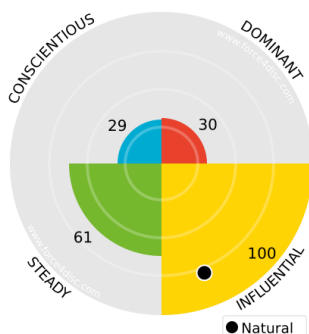
Based on your test answers, this is your profile.



And the first **motivations** which influence your decisions are **HARMONY** and **ALTRUISM**

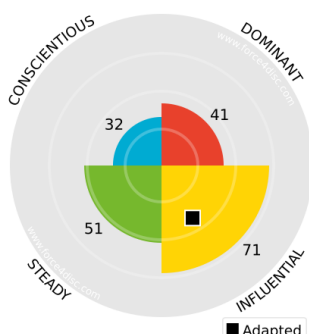
The Force4DISC test also distinguishes two behaviors that correspond in short to how you are and how you appear:

- the **natural behavior** we unconsciously adopt in our inner circle
- the **adapted behavior** we demonstrate in our professional circle



## Your natural behavior

This is the behavior you've developed as you've grown up, due to your upbringing, your environment and your experiences. It's your "private self", which characterizes you and is unlikely to change over the course of your life. It corresponds to how you behave with those closest to you. And of course, when you're under pressure, your true nature can also come to the fore!

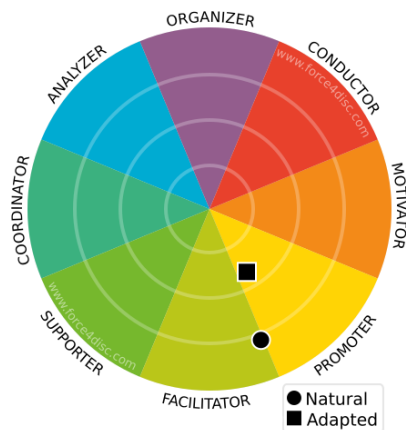


## Your adapted behavior

This means how you behave in a particular situation which requires you to respect given social codes, be they conscious or subconscious. This "public self" is expressed, for example, at work in front of your superiors or customers, or in everyday life with shopkeepers or people you don't know well.

Your two superimposed styles highlight the **similarities and differences between your Natural and Adapted behaviors**.

The aim is not to pass judgment, but simply to give you a finer perception of your personality.

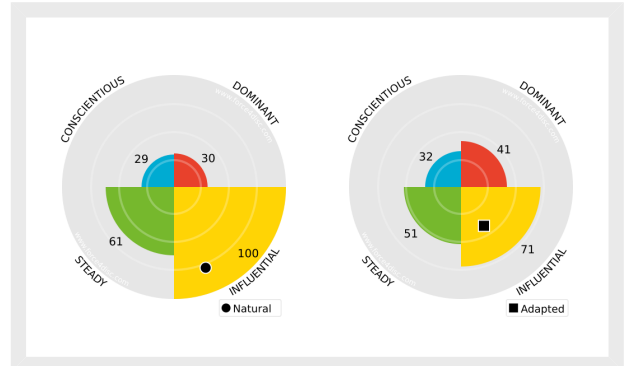


The superimposition of your behaviors reveals your ability to be **FACILITATOR** and **PROMOTER** in your relationships with others.

### The Force4 assessment reveals the character traits, strengths and potential weaknesses which define you.

- It examines the four DISC components through the lens of your two behavioral styles.
- It reveals your inner nature and highlights how you react in a positive context and when under stress, and to what degree.
- Last but not least, it offers advice to those around you to help them understand your preferences and interact with you better.

## LET'S TAKE A CLOSER LOOK AT YOUR PROFILE



### WHAT DEFINES ME

- I am thoroughly optimistic and spontaneous
- I avoid serious and conflictual relationships
- I work in a cooperative environment where everyone can express themselves
- I need freedom of action, to be able to do as I see fit
- I'm enthusiastic with a great sense of humor
- I take initiatives
- I need pleasure and fun in my daily life
- I love and seek harmony; I'm uncomfortable with conflict

*These are the main character traits and behavioral tendencies that stand out in your Force4DISC profile. Do you recognize yourself?*

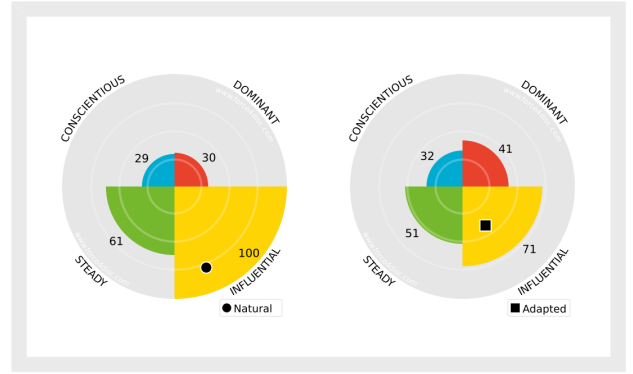


List your 3 main strengths:

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## WHAT OTHERS THINK OF ME



### ...WHEN YOU FEEL GOOD

In a favorable atmosphere or an ideal context where you feel safe, people perceive you as:

- Considerate
- Dynamic
- Enthusiastic
- Funny
- Empathetic



### ...UNDER STRESS

In a difficult situation, those close to you will perceive you as:

- Euphoric
- Elusive
- Grouchy
- Unrealistic
- Distracted

*The way we behave in stressful situations can be misinterpreted by others. Being aware of this enables us to adopt the best strategy for coping with tension and responding effectively.*



List your 3 main behaviors:

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List your  
3 most typical  
personality traits:

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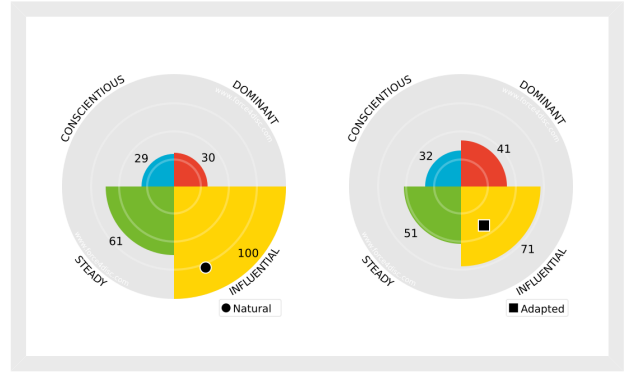


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## MY DIFFICULTIES

- I don't always apply myself
- I over-adapt to others
- I find it hard to focus
- I don't follow the rules, or I only follow those I set myself
- I'm sensitive and easily offended by overly direct remarks

*Being aware of your own limits means you can sidestep difficulties and look to people with complementary qualities for support. These character traits are the points to bear in mind to maintain productivity.*



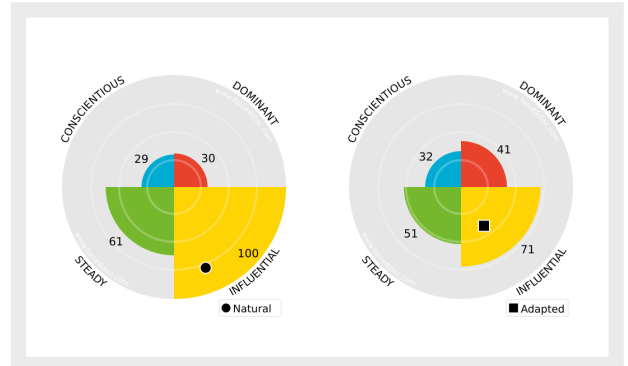
List your 3 main weak points:

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# IN TERMS OF COMMUNICATION



## MY COMMUNICATION STYLE

- I energize others and am energized by them in turn
- I use humor and speak informally
- I speak quickly and talk with my hands
- I can be familiar and tactile in my discussions with others
- I am chatty and loquacious
- I like to dress up and be on the cutting edge of fashion
- I fidget a lot
- I'm not looking for contact or company in general

*Identifying our verbal and non-verbal communication preferences enables us to interact more effectively with others. By gaining a better understanding of yourself, you'll be able to communicate more easily with others.*

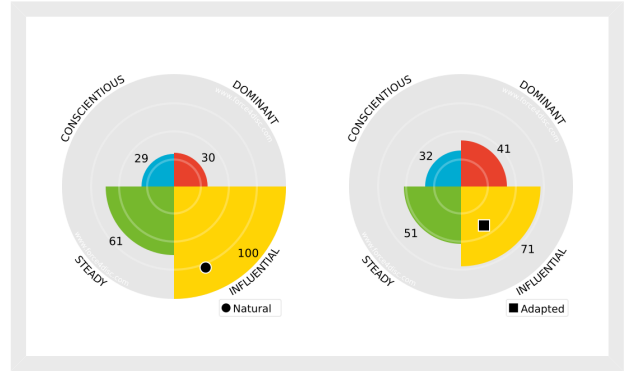


List your 3 traits that characterize you the most:

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## SOME TIPS FOR COMMUNICATING WITH ME

- Not being cold, distant or dry with me
- Being enthusiastic during our discussions
- Using exaggerations, metaphors and superlatives: I love that!
- Supporting my dreams and ideas
- Taking the time to make contact and say hello
- Allowing yourself to talk to me about your personal life
- Creating a climate of trust
- Finding time for informal discussions

*These few suggestions will help the people with whom you interact to understand your preferences better and thus communicate with you in the best possible way.*



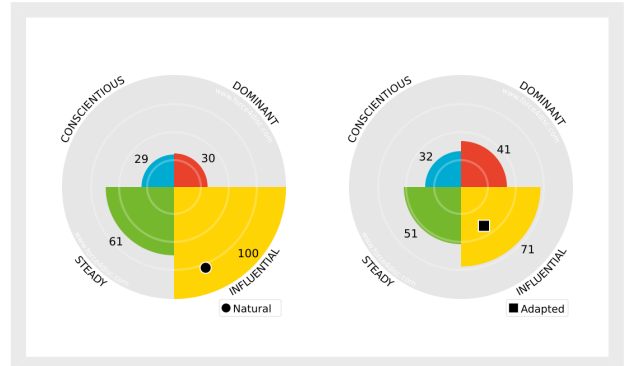
List your top 2 recommendations  
and don't hesitate to share them with others:

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## AND IN THE WORKPLACE?



### WHAT MOTIVATES ME AS A MANAGER ...AND WHAT HAPPENS WHEN I MANAGE SOMEONE

- I like to be entertained
- I appreciate compliments and public recognition
- I'm warm and approachable
- I involve others in my discussions
- I only give new subjects a cursory glance
- I can make sacrifices and take a lot on for the sake of my team
- I always respect my commitments
- I can lack objectivity when the human factor comes into play

*Everyone has different preferences and managerial approaches. Recognizing your talents and motivations will help you to lead a team, develop your coworkers' skills and meet objectives effectively.*

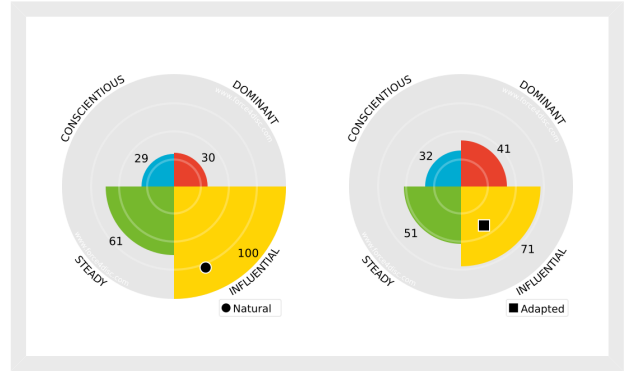


List your 3 main motivations:

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## MY PROFESSIONAL EXPECTATIONS

- Being recognized for my commitment and cheerfulness
- Doing business fairly and equitably
- Working as a team
- Being able to use my imagination in my work
- Having professional and personal discussions as part of my day

*In the world of work, what satisfies you is not necessarily what satisfies someone else. Identifying your expectations and sharing them with your coworkers will facilitate your professional relationships.*

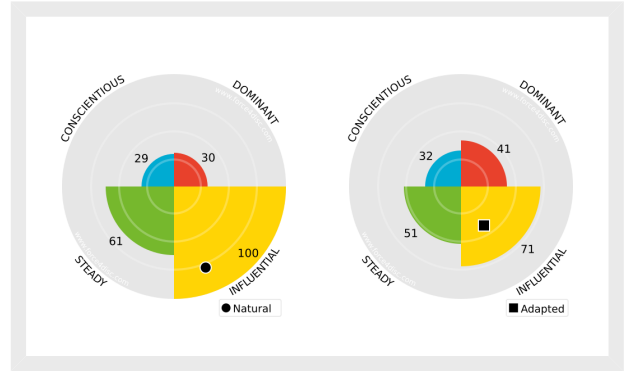


List your 3 main expectations:

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## THE BEST WAYS OF HANDLING ME

- Showing patience, consistency and a sense of humor
- Listening to me talk about my personal or professional problems, but knowing when to cut me off
- Letting me express my creativity and originality
- Starting with the bad news and moving quickly on to the good
- Checking I'm on track to know where I'm heading
- Giving me plenty of varied missions and tasks
- Giving regular, positive feedback
- Recognizing my progress and performance

*These recommendations for understanding your preferences are designed to help you interact more effectively. Share them with anyone who wants to work with you!*

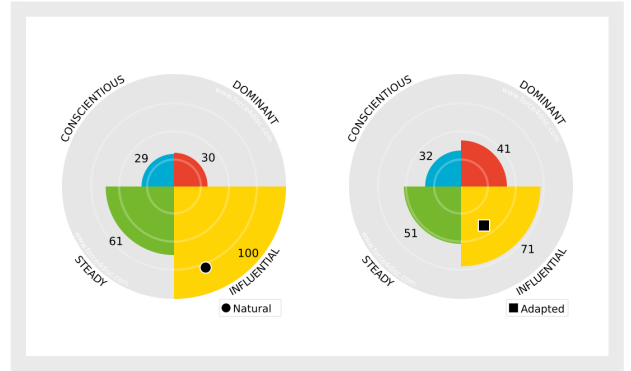


List the two tips that are most important to you  
and don't hesitate to share them with others:

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## THE THINGS TO AVOID WHEN HANDLING ME

- Micro-managing people
- Being systematically negative or always against me
- Entrusting a file to me alone
- Asking me to go into detail and turn in highly precise work
- Putting me in a cold, austere workplace
- Not taking the human element into account in decisions
- Creating a competitive work environment

*These are all tricky situations that compromise your productivity and efficiency, aren't they? So it's a good idea to make sure those around you are aware of this, in order to avoid creating conflicts.*



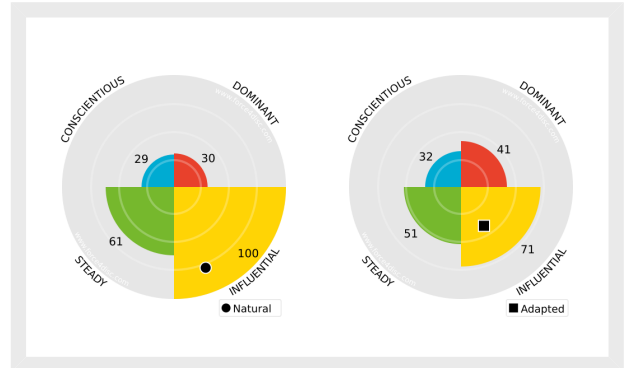
Identify the main actions  
that prevent you from doing your best:

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# AN INITIAL OVERVIEW OF YOUR PROFILE...



## WHAT I NEED

- Being part of an enthusiastic team, where I can shine
- Working in a climate of trust, which leaves plenty of room for enjoyment
- Having a manager who listens and works with me, even paternalistically
- Being managed by a boss who is inspiring and open to dialogue
- Allowing me to dare to take risks

*The better we satisfy our needs on a daily basis, the more effectively we act. So it's important to be attentive to them, nurture them and satisfy them for greater efficiency and fulfillment.*



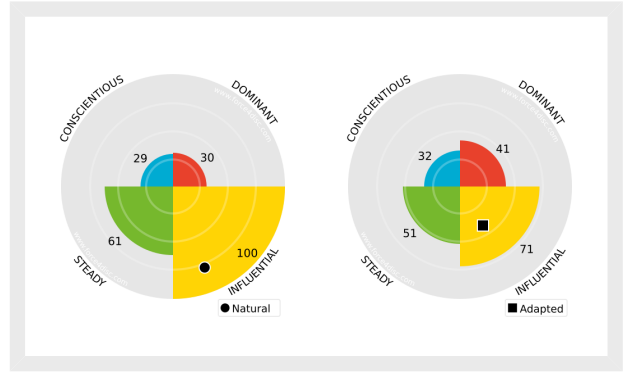
List the three main reasons  
for your choices and decisions:

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## MY AREAS FOR IMPROVEMENT

- Prioritizing my actions, concentrating on completing one task at a time
- Paying more attention to "knowledge" and "considered thought"
- Managing my time and improving my personal organization both for my own good and for that of those who work with me
- Managing stress so I don't appear intrusive or superficial
- Not taking everything personally and at face value

*We all have to face up to our weaknesses or limitations at some point. By discovering potential areas for improvement, you can modify your behavior more easily and achieve greater professional success.*

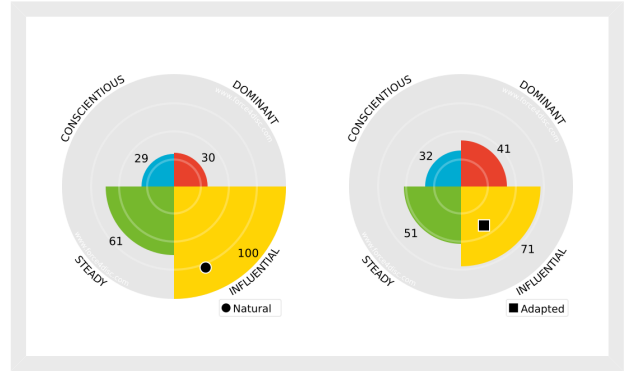


Identify your 2 main areas for improvement:

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## MY KEY SUCCESS DRIVERS

- Staying in motion and avoiding boredom with varied outdoor activities
- Feeling recognized as an essential factor in the team's good mood
- Celebrating every possible occasion: birthdays, successes and wins
- Being able to assert my originality
- Having an environment where I can express myself and develop my creativity

*Nobody does anything by chance. We all have different motivating factors and interests. These are the values that motivate you to succeed in whatever you do.*



List the two driving forces  
that help you do your best:

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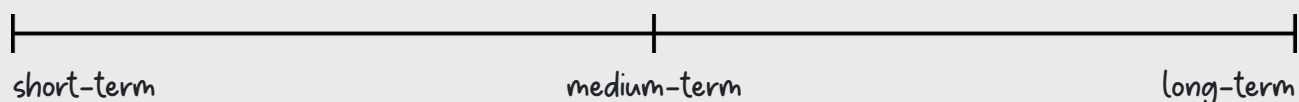
What if you had to evaluate your professional skills?

After reading your profile, we suggest evaluating yourself according to 6 key criteria. It's a simple exercise, which requires you to situate yourself along the following axes:

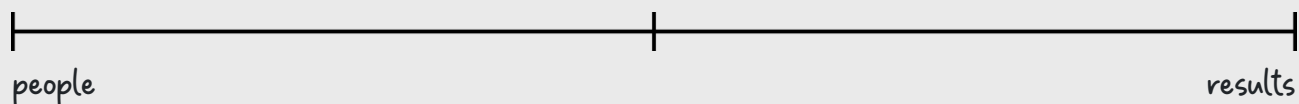
### MY ORGANIZATIONAL STYLE



### MY ABILITY TO PLAN AHEAD:



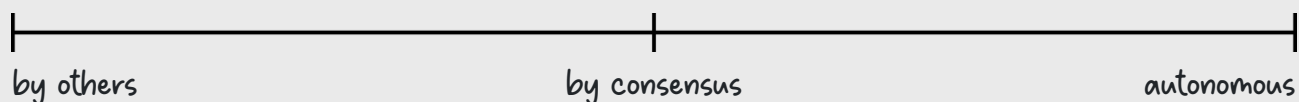
### MY MAIN FOCUS:



### MY WORK PACE:



### MY DECISION MAKING:



### MY ABILITY TO DELEGATE:





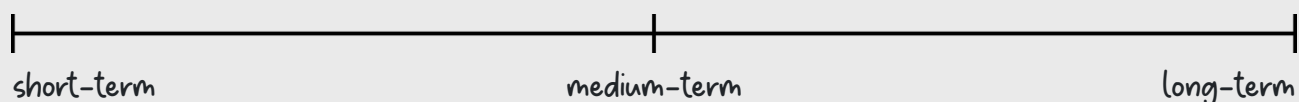
Now evaluate these criteria in relation to the needs of your professional role.

The aim is to visualize how your personal assessment corresponds to the expectations of your position.

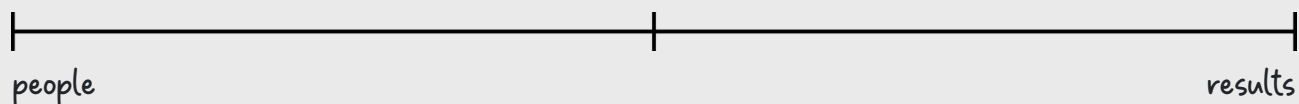
### ORGANIZATIONAL STYLE EXPECTED IN YOUR ROLE



### PLANNING REQUIREMENTS:



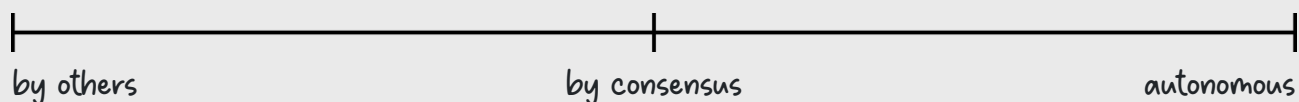
### PREFERRED FOCUS:



### RESULTS:



### DECISION MAKING:



### METHOD OF DELEGATION:



# LET'S TAKE A LOOK AT THE DIFFERENCES BETWEEN YOUR NATURAL AND ADAPTED BEHAVIORS

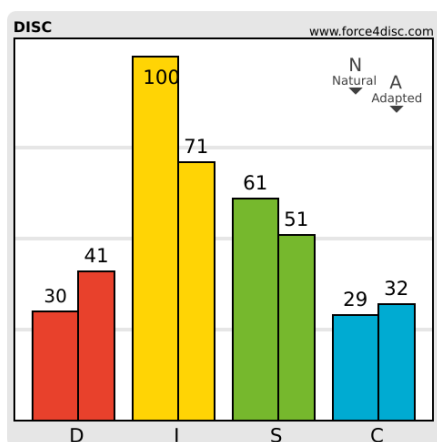
As we've seen, we all behave in 2 different ways, depending on the context and the people around us. It's interesting to analyze the gaps between our Natural Behavior and our Adapted Behavior. They help us to understand the type of energy we expend or rein in according to the person we're talking to, and to what degree.

**IF THEY ARE SIMILAR:** you retain your Natural behavior overall, whatever the context.

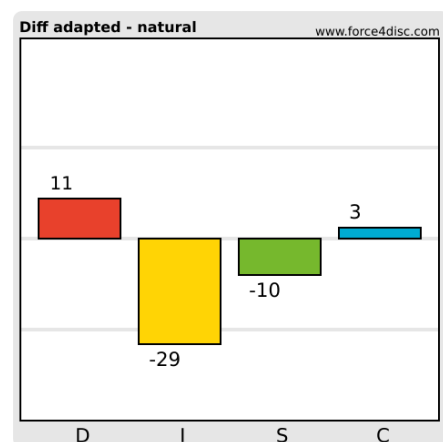
**IF THEY ARE DIFFERENT:** you tend to adapt to a context that stresses you out or puts you on show. This means that you force yourself to act natural, which can leave you struggling.

Your aim should not necessarily be to modify or reconcile these 2 behaviors, but to fully understand them so that you can use them as a strength in any situation, or work on them if they undermine you.

## WHAT YOUR RESULTS REVEAL:



The 4 numbers below the graph correspond to the proportion of each of the 4 D.I.S.C. styles in your profile. The higher the number, the more prominent this style is in your behavior.



The gap graph shows which behavioral style you change the most, when switching between your personal and professional relationships.

### **IN ACTION AND DECISION-MAKING**

**Your behavioral style increases by + 11, which means:**

- I still stay the same
- I deal with problems and conflicts in my usual way
- I am consistent in my actions and my determination
- I don't really change my behavior in either my personal or professional life

### **IN INTERPERSONAL AND PERSUASIVE SKILLS**

**Your behavioral style decreases by -29, which means:**

- I am a little less enthusiastic than usual
- I am more cautious and thoughtful
- I listen more to those around me and act calmer
- I don't try to get my ideas across at any cost

### **IN TERMS OF PACE AND ADAPTATION**

**Your behavioral style decreases by -10, which means:**

- I still stay the same
- I listen to other people when necessary
- I am consistent in my approach to others and in my own pace
- I don't really change my behavior in either my personal or professional life

### **IN TERMS OF ORGANIZATION AND FOLLOWING RULES**

**Your behavioral style decreases by 3, which means:**

- I still stay the same
- I am consistent in managing rules and procedures
- I don't change the way I interact with my environment
- I don't really change my behavior in either my personal or professional life

# THE WORDS WHICH DEFINE ME THE BEST

“

Your motto

« The pessimism of intelligence, the optimism of action »

Words that mean something to me

Fun

Joy

Recognition

Irony

Relaxation

Creativity

Friendliness

Mutual support

”



# LET'S TALK ABOUT YOUR MOTIVATIONS

**Why do we behave the way we do?  
What really drives us to act?**

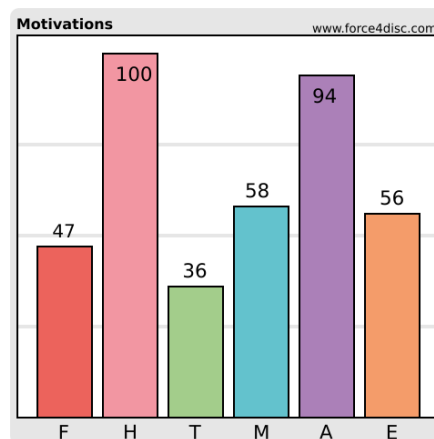
Each of us has our own motivating factors, which influence our decision-making process. Whether it's our interests, our attitudes or our emotions, all of these factors also shape our personality.

At the same time, **taking into account your own motivations and those of your contacts** helps you to put together and manage a team: to guide each person in their work better, develop their well-being and fulfillment within the company, and improve their performance.

The Force4DISC assessment highlights the degree of importance you attach to each of the following 6 attitudes and how they influence your choices:

**FULFILLMENT, HARMONY, TRUTH, MORALITY, ALTRUISM  
AND EFFICIENCY.**

WHAT STANDS OUT FOR YOU?



The two primary motivations that influence  
your decisions are  
**HARMONY** and **ALTRUISM**

**High \*\*\*** motivation is a strong driving force in your life: it guides your choices and stimulates you on a daily basis. **Medium \*\*** motivation is more flexible, present in different contexts, but not decisive. **Low \*** motivation doesn't come naturally to you; it can even generate indifference or resistance if it's overstretched. No level is good or bad: **the most important thing is to know what really motivates you, so that you can better develop yourself... and better understand others.**





YOUR MOTIVATION N°1 :

The search for **HARMONY** ★ ★ ★

I'm looking for balance, well-being and aesthetics. I look for environments where emotions, relationships and atmosphere count as much as results. I'm sensitive to beauty, creativity and serene atmospheres. I need a fluid, inspiring, peaceful environment that respects my sensitive values and inner rhythm.

- ☐ I am disturbed by tension or disorder.
- ☐ I need to feel good in my environment.
- ☐ I seek to create connection, beauty, calm.
- ☐ Aesthetics, softness or nature are essential to me.



When you imagine your ideal environment,  
what elements absolutely must be included?

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*Bring out your needs in terms of well-being, beauty, emotional regulation and balance.*



What really soothes you?

Make a list of atmospheres, rituals, objects or places that reconnect you to your well-being.

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Then ask yourself:

- How can you invite them more into your week? Even in small ways.

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YOUR MOTIVATION N°2 :

### The concern for **ALTRUISM** ★ ★ ★

I feel a deep desire to contribute to the well-being of others. What motivates me is to support, listen and help, with generosity. I'm sensitive to human needs and driven by a strong desire for social justice. I need to feel useful, to give meaning to my actions and to evolve in a caring environment, aligned with values of solidarity.

- ☐ I need to feel useful to others.
- ☐ I can't ignore someone who's doing badly.
- ☐ I give without expecting a return.
- ☐ I need my work to have a human impact.



When did you feel particularly useful to others? What emotions do you remember from that moment?

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*The goal here is to anchor motivation in an embodied memory that carries meaning and emotion.*



YOUR MOTIVATION N°3 :

The need for **MORALITY** ★ ★ ☆

I have values, but I'm also flexible. I act according to what seems right to me, without trying to impose my vision. I can adapt to rules, as long as they don't go against my ethics. I look for a clear framework, but I don't reject change if it's well explained. I'm capable of questioning myself without denying my convictions.

- ☐ I need meaning, but I'm not rigid.
- ☐ I can revise my positions depending on the context.
- ☐ I'd rather do what feels right than aim for moral perfection.
- ☐ I adapt without denying who I am.



What personal rule would you never break, even under pressure?

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*This question reveals your core values, the ones that guide your decisions, even in times of stress or doubt.*



YOUR MOTIVATION N°4 :

### The appeal of **EFFICIENCY** ★ ★ ☆

I appreciate simple, practical solutions, but I'm not obsessed with performance. I pay attention to profitability and the proper use of my time, without this becoming a permanent constraint. I can alternate between involvement and letting go. Success is a source of motivation, but not at any price: it must respect my balance.

- ☐ I'm efficient when necessary, not at all costs.
- ☐ I know how to optimize, but I also like to take my time.
- ☐ I can accept a slightly longer process if it makes sense.
- ☐ Efficiency isn't my only criterion.



What tool or method could you never give up? Why?

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*This question highlights the link between your need for pragmatism and your desire for performance.*



YOUR MOTIVATION N°5 :

The desire for **FULFILLMENT** ★ ★ ☆

I like reaching my goals, but I don't make it an absolute quest. I can enjoy a challenge without necessarily wanting to shine at all costs. I know how to balance personal ambition and team spirit, and I'm most motivated when the project makes sense to me. I appreciate recognition, but I don't seek it at any price. What counts for me is doing things properly and autonomously.

- ☐ I like to push myself... if the project makes sense.
- ☐ I can take the lead, but it's not a necessity.
- ☐ I'm comfortable with support as well as responsibility, depending on the circumstances.
- ☐ I don't need to prove anything to myself all the time.



Imagine winning a prize for your work.

What kind of prize would it be?

What exactly are we celebrating with this award?

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*This allows nuances to emerge: power, recognition, innovation, commitment, etc.*



YOUR MOTIVATION N°6 :  
The quest for **TRUTH** ★ ☆ ☆

I like to understand and learn, but I don't always feel the need to dig into every subject to the point of expertise. I need logical and reliable points of reference, while accepting that there may be a degree of vagueness. I can alternate between a rational and an intuitive approach, depending on the situation. I value facts, but remain open to other ways of thinking as long as they are coherent.

- ☐ I need a few points of reference before taking the plunge.
- ☐ I like to understand, without intellectualizing everything.
- ☐ I alternate reflection and action depending on the case.
- ☐ I'm curious, but not always very rigorous.



If you had a whole day to explore a topic, with no restrictions,  
what would you choose?

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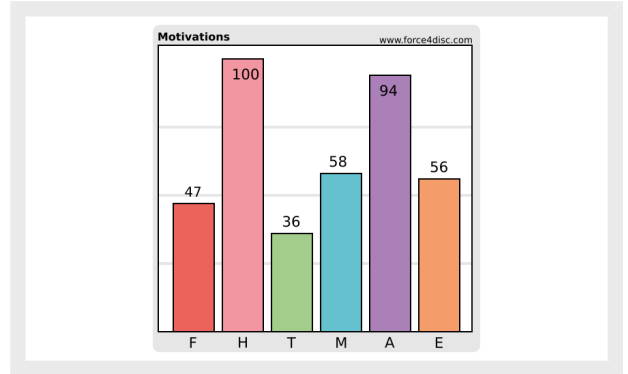
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*This exercise reveals your deep intellectual drivers: what really excites you, what you enjoy understanding, structuring, questioning, or exploring in depth.*



## PITFALLS TO AVOID

- Wanting to avoid conflict at all costs, even when it is necessary
- Closing yourself off or running away when the environment becomes chaotic
- Scattering yourself in your desires without setting a framework
- Being too sensitive to external judgments or tensions

## ALIGNMENT COUNCIL

Your quest for harmony is a talent, but be careful not to avoid conflict at all costs. Real harmony sometimes requires necessary tension. Dare to express what bothers you, so you don't keep it inside.

## MANTRA

I need a healthy, peaceful environment to give the best of myself.



# MY PERSONAL DEVELOPMENT PLAN

We've just taken stock of the behaviors and motivations that characterize you, both in your personal and professional relationships.

**This assessment is significant in getting to know you better.**

**It should also be seen as a starting point for developing your strengths and achieving future goals.**

**After reading your Force4DISC review,  
it's a good idea to take some time to think it over.**

Now's the time to ask yourself a few useful questions about how you perceive your profile and the things you are now aware of.



What have I learned about myself?  
Does it surprise me?



Which points in my assessment do I contest?



Why do I disagree with these aspects of my personality?  
And how do they differ from what I think?



When I read my Force4 DISC review, it made me aware of:

my talents:

the things I need to be careful of:

the way I make decisions:

the way I express myself:

my approach to problems:

my way of following the rules:

my main source of motivation:



Do I use my skills in my professional life? YES: in what way // NO: why? What should I do?

Now, I can set myself goals  
(Specific, Measurable, Attainable, Realistic, Temporally defined)



MY COMMUNICATION STYLE

**MY GOAL**  
PRESENT AND POSITIVE

I want...

**MY SUCCESS CRITERIA**  
MEASURABLE, QUANTIFIABLE, VISIBLE

I will see a change when...

**MY RESOURCES**  
INTERNAL AND EXTERNAL  
(strengths, support systems, training, resources...)

I can rely on...

**MY BENEFITS**  
AND EVERYTHING I STAND TO GAIN

I hope this change will bring me...

**MY DEADLINE**  
SATISFACTORY AND REALISTIC

I aim to reach my goal in (month/year)

**MY HINDRANCES AND OBSTACLES,**  
WHAT I HAVE TO LOSE, WHAT I HAVE TO OVERCOME

For me, I identify...

For those around me, I identify...



## MY MANAGEMENT STYLE

### MY GOAL

PRESENT AND POSITIVE

I want...

### MY SUCCESS CRITERIA

MEASURABLE, QUANTIFIABLE, VISIBLE

I will see a change when...

### MY RESOURCES

INTERNAL AND EXTERNAL

(strengths, support systems, training, resources...)

I can rely on...

### MY BENEFITS

AND EVERYTHING I STAND TO GAIN

I hope this change will bring me...

### MY DEADLINE

SATISFACTORY AND REALISTIC

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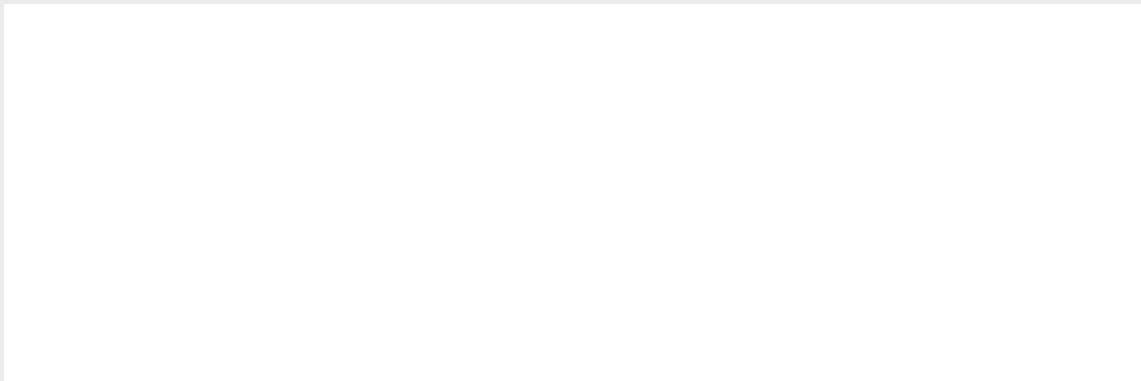
For me, I identify...

For those around me, I identify...

# AND THERE IT IS! ELODIE

**We've taken a look at the main character traits that define you, and turned your personality into your strength.** The aim is to give you a better understanding of yourself and others, so that you can develop empathy and create synergies in your exchanges. Mission accomplished?

Once again, identifying your talents, strengths and points to work on is a major step towards developing your potential. From now on, **it's up to you to call on "the right color at the right time", depending on the situation and the profile of your contacts, to get your voice heard and optimize your communication!**



FORCE  DISC

