



RESULTS OF TEST TAKEN ON 2023-01-28

JESSICA

**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.

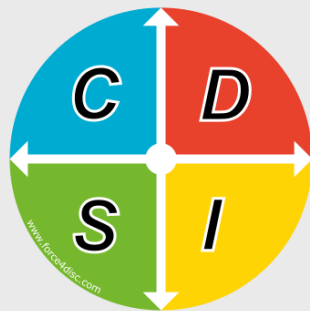
It allows you to identify your own behavior and that of others in terms of **four profiles**, each associated with a color:

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.

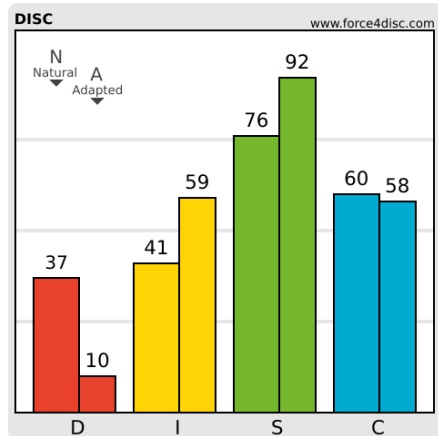
It's important to understand that there is no right or wrong profile.

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

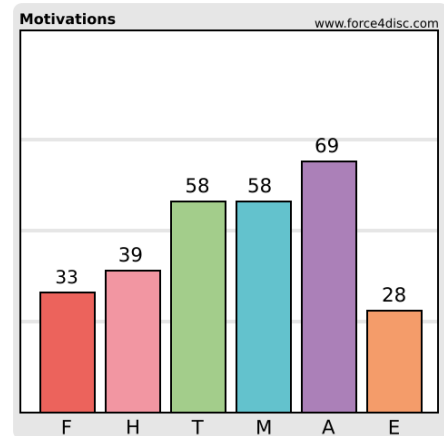
Would you like to debrief together? Need further training?

Just [click here](#)

YOUR PROFILE AT A GLANCE



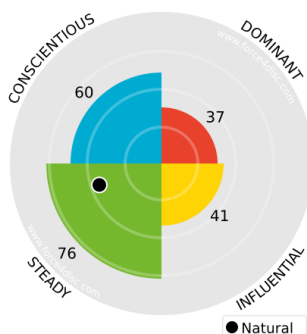
Based on your test answers, this is your profile.



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

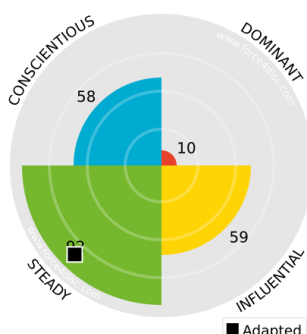
The Force4DISC test also distinguishes two behaviors that correspond in short to how you are and how you appear:

- 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!

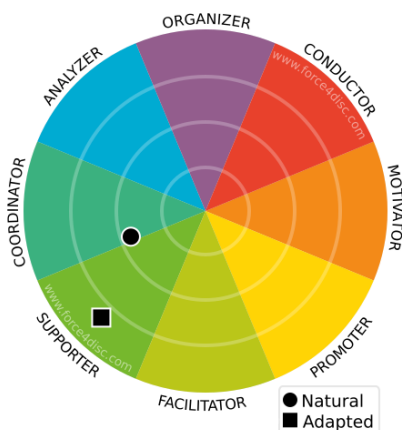


Your adapted behavior

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.

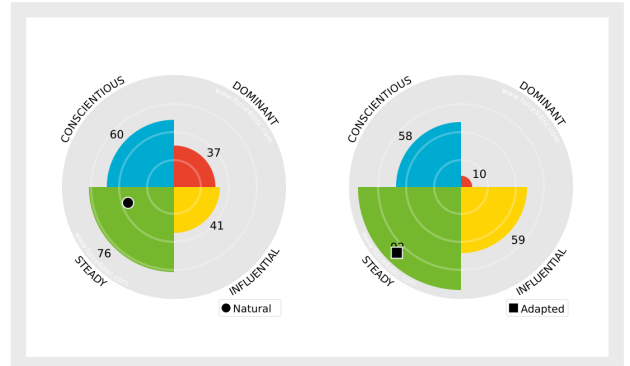


The superimposition of your behaviors reveals your ability to be **COORDINATOR** and **SUPPORTER** in your relationships with others.

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



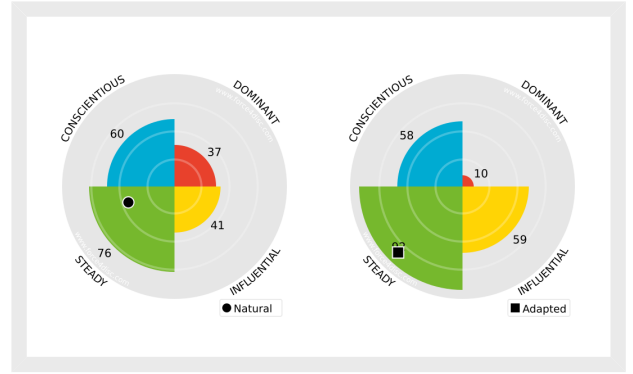
WHAT DEFINES ME

- I always assess the risks before I take action
- I show great tolerance towards others
- I am a "good student" and carry out tasks methodically
- I love and seek harmony; I'm uncomfortable with conflict
- I work in a cooperative environment where everyone can express themselves
- I am cautious and need time to think before making a decision
- I'm enthusiastic with a great sense of humor
- I am thoroughly optimistic and spontaneous

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:



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:

- Regular
- Empathetic
- A good listener
- Considerate
- Trusting



...UNDER STRESS

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

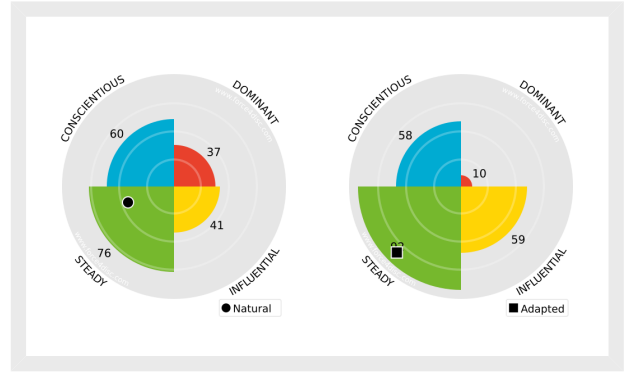
- Fearful
- Hesitant
- Indecisive
- Passive
- Inflexible

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:

List your
3 most typical
personality traits:



MY DIFFICULTIES

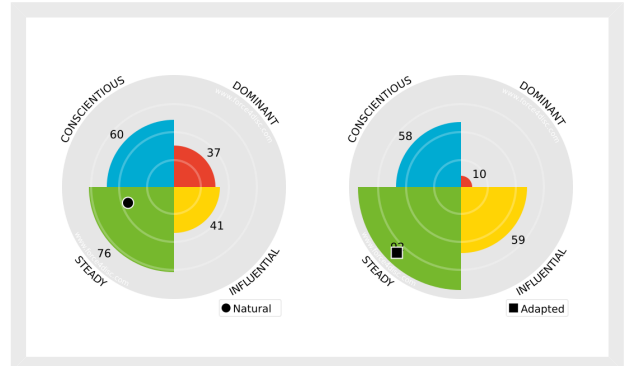
- I over-adapt to others
- I'm afraid of disappointing and feel guilty easily
- I'm sensitive and easily offended by overly direct remarks
- I can be too paternalistic
- I don't always apply myself

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:

IN TERMS OF COMMUNICATION



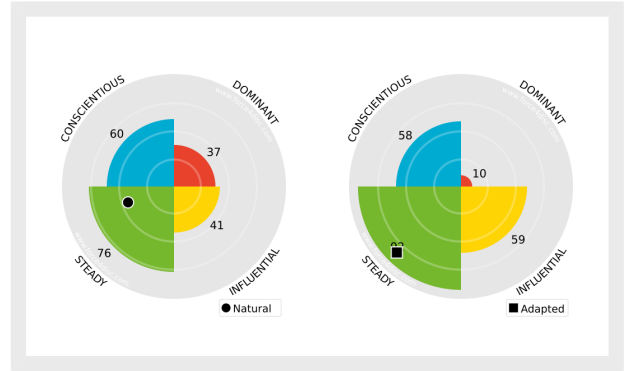
MY COMMUNICATION STYLE

- I prefer face-to-face discussions, but I'm also fine with written communication
- I communicate without making any real decisions; I let others make them for me if I can
- I energize others and am energized by them in turn
- I use humor and speak informally
- I am chatty and loquacious
- I prefer physical contact and talking to writing
- I talk about many different subjects, not always professional ones
- I listen more than I speak

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:



SOME TIPS FOR COMMUNICATING WITH ME

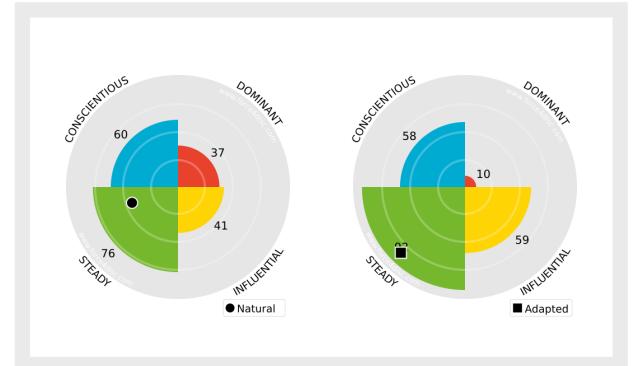
- Not being cold, distant or dry with me
- Giving me time to answer and talk about myself
- Being enthusiastic during our discussions
- Providing references for the things I'm told
- Avoiding making jokes to lighten the mood: I might think I'm being made fun of
- Taking the time to drop by my workstation or call me, rather than sending corrective e-mails
- Taking the time to make contact and say hello
- Providing me with a welcoming and friendly working environment

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:

AND IN THE WORKPLACE?



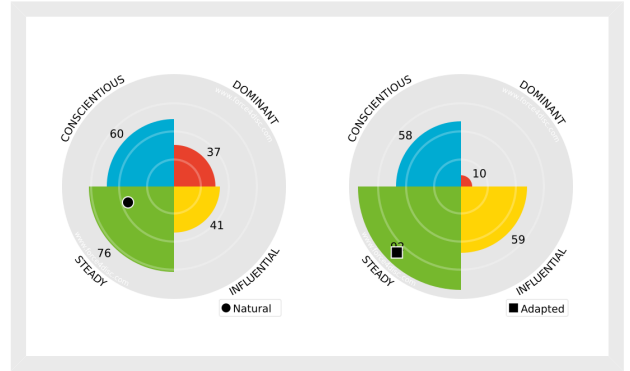
WHAT MOTIVATES ME AS A MANAGER ...AND WHAT HAPPENS WHEN I MANAGE SOMEONE

- I always respect my commitments
- I am loyal and expect others to be in return
- I can make sacrifices and take a lot on for the sake of my team
- I can lack objectivity when the human factor comes into play
- I am exemplary in terms of thoroughness, commitment and punctuality, and I expect the same from others
- I have high professional standards and feel guilty when I make a mistake
- I involve others in my discussions
- I appreciate compliments and public recognition

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:



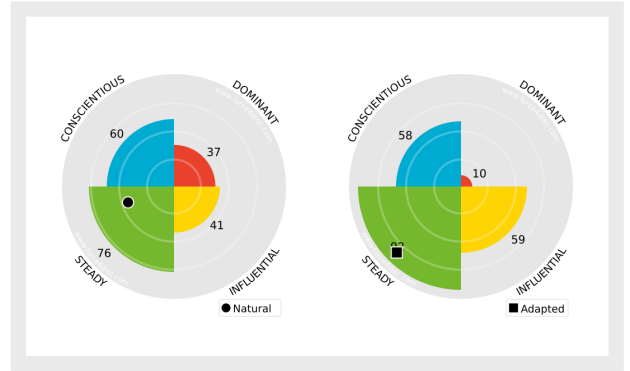
MY PROFESSIONAL EXPECTATIONS

- Not putting too much pressure on me or my team
- Being recognized for my commitment and cheerfulness
- Doing business fairly and equitably
- Showing respect, politeness and professionalism
- Taking care of people in difficulty, providing support

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:



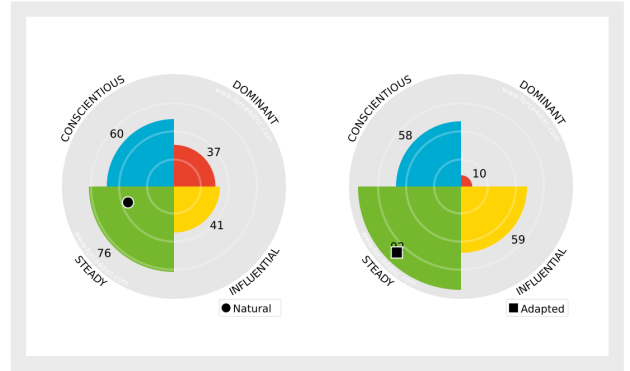
THE BEST WAYS OF HANDLING ME

- Weighing up the pros and cons by taking into account both human and financial parameters
- Showing patience, consistency and a sense of humor
- Always indicating deadlines before assigning me a task to do
- Avoiding changing your mind all the time, which is a source of stress and worry
- Giving me more time than others to integrate, apply or make a decision
- Using constructive criticism
- Listening to me talk about my personal or professional problems, but knowing when to cut me off
- Being calm and reassuring when explaining a task to me

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:



THE THINGS TO AVOID WHEN HANDLING ME

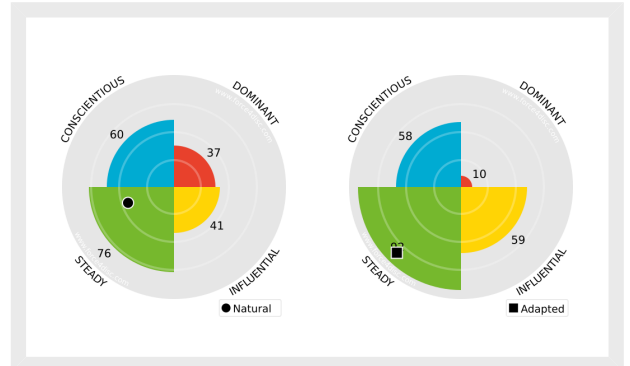
- Making long-winded requests, wasting my time
- Only mentioning points of concern
- Being cold and insensitive
- Talking only about facts, objectives and results in my working life
- Telling me I'm slow or a slacker
- Reducing my actions to work only
- Neglecting my team or not taking people into account in an important decision
- Praising me for my work rather than my team as a whole

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:

AN INITIAL OVERVIEW OF YOUR PROFILE...



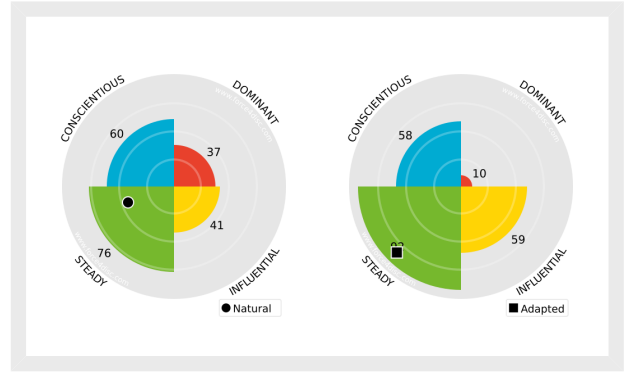
WHAT I NEED

- Allowing me to dare to take risks
- Being part of an enthusiastic team, where I can shine
- Working in a climate of trust, which leaves plenty of room for enjoyment
- Getting help to be more incisive
- Having a manager who listens and works with me, even paternalistically

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:



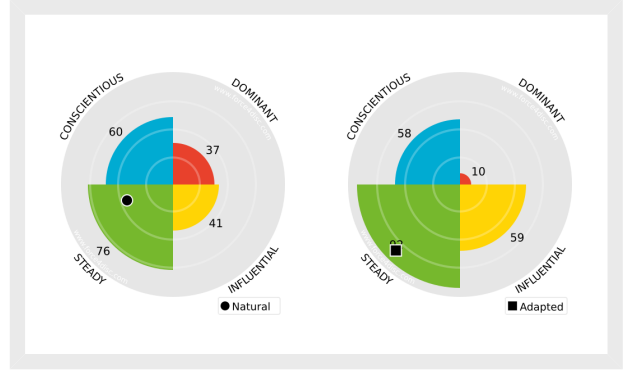
MY AREAS FOR IMPROVEMENT

- Not taking everything personally and at face value
- Managing my emotions and susceptibility
- Not standing back and waiting for instructions before taking action
- Learning to refuse certain requests
- Learning to say no to others' requests, but to say yes to what I want

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:



MY KEY SUCCESS DRIVERS

- Receiving clear, written instructions
- Feeling recognized as an essential factor in the team's good mood
- Being useful and of service to others
- Having a harmonious and caring work environment
- Celebrating every possible occasion: birthdays, successes and wins

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:



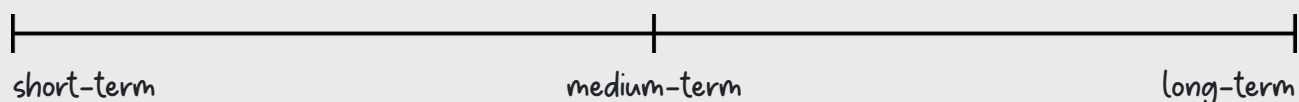
What if you had to evaluate your professional skills?

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:

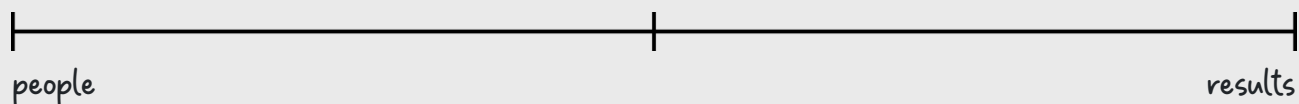
MY ORGANIZATIONAL STYLE



MY ABILITY TO PLAN AHEAD:



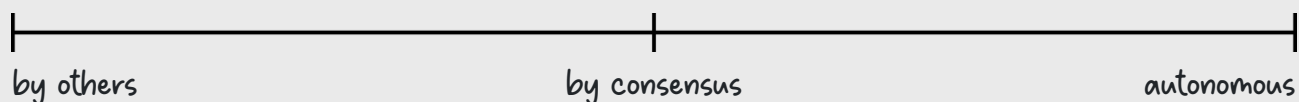
MY MAIN FOCUS:



MY WORK PACE:



MY DECISION MAKING:



MY ABILITY TO DELEGATE:





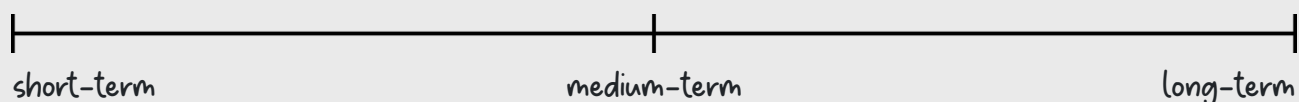
Now evaluate these criteria in relation to the needs of your professional role.

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

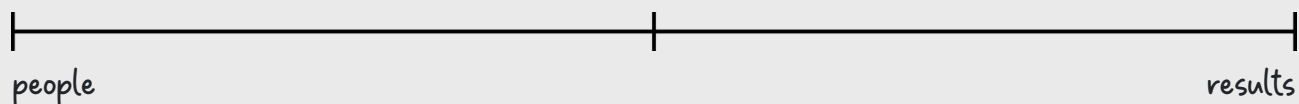
ORGANIZATIONAL STYLE EXPECTED IN YOUR ROLE



PLANNING REQUIREMENTS:



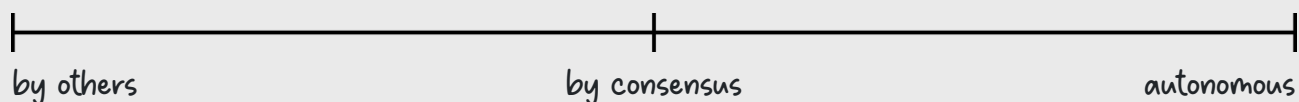
PREFERRED FOCUS:



RESULTS:



DECISION MAKING:



METHOD OF DELEGATION:



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

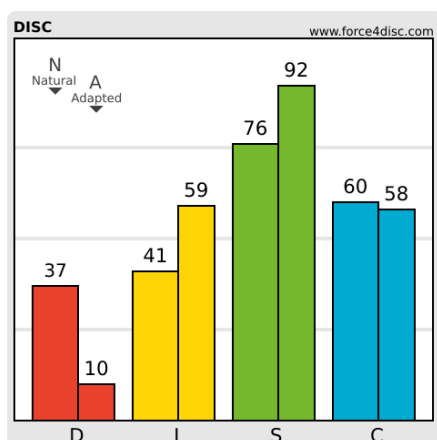
As we've seen, we all behave in 2 different ways, depending on the context and the people around us. It's interesting to analyze the gaps between our Natural Behavior and our Adapted Behavior. They help us to understand the type of energy we expend or rein in according to the person we're talking to,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

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

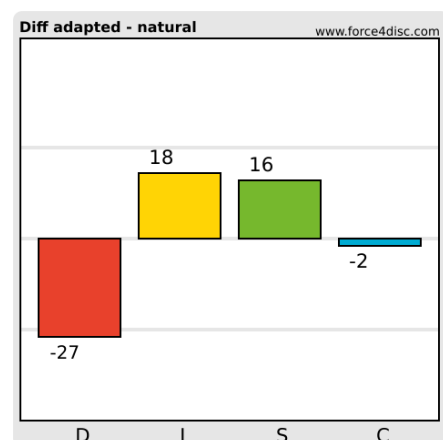
IF THEY ARE DIFFERENT: you tend to adapt to a context that stresses you out or puts you on show. This means that you force yourself to act natural, which can leave you struggling.

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 decreases by -27, which means:

- I am more flexible and a better listener
- I take more calculated risks
- I think longer before I act
- I think we need to be less authoritarian

IN INTERPERSONAL AND PERSUASIVE SKILLS

Your behavioral style increases by + 18, which means:

- I am enthusiastic and more positive than usual
- I am more confident and self-assured
- I take the time to discuss things and communicate
- I need more independence and freedom in my actions

IN TERMS OF PACE AND ADAPTATION

Your behavioral style increases by + 16, which means:

- I feel I have to adapt to my environment and slow down for others
- I am more regular in my habits and implement methods that enable me to follow up my actions more regularly
- I ask the people around me for their opinion more
- I pay more attention to how other people see me
- I am careful that my actions do not penalize others

IN TERMS OF ORGANIZATION AND FOLLOWING RULES

Your behavioral style increases by + -2, 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

« You have to know how to take your time, if you don't want to waste time by starting over from scratch »

Words that mean something to me

Kindness

Listening

Order

Joy

Seriousness

Friendliness

Consensus

Rules

”



LET'S TALK ABOUT YOUR MOTIVATIONS

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

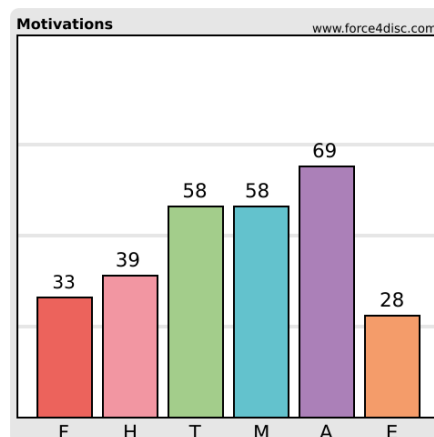
Each of us has our own motivating factors, which influence our decision-making process. Whether it's our interests, our attitudes or our emotions, all of these factors also shape our personality.

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
ALTRUISM and **TRUTH**

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 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?

Connect your enthusiasm for commitment to a genuine, embodied memory.



Help, yes... but how much? Write down everything you currently do \ "for others" \.



Then ask yourself:

- What am I doing for myself?
- And if you removed an external task or expectation, what could you create that would be more personal, more free?



YOUR MOTIVATION N°2 :
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?

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



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?

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



YOUR MOTIVATION N°4 :

The search for **HARMONY** ★ ☆ ☆

I can evolve in tense or chaotic environments without feeling unbalanced. I don't need softness or a calm atmosphere to function. I deal with conflict or tension directly. I prioritize truth, clarity or efficiency over social peace. Harmony is not essential to my well-being.

- ☐ I don't mind conflict, I sometimes find it necessary.
- ☐ I don't let myself be influenced by the mood around me.
- ☐ I can work messily or under pressure.
- ☐ I value truth or efficiency over peace at all costs.



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

This question appeals to your sense of aesthetics, your feelings and your quest for balance.



YOUR MOTIVATION N°5 :

The desire for **FULFILLMENT** ★ ☆ ☆

I'm not driven by the need to shine or succeed at all costs. I often prefer stability, quality of life or daily well-being. I avoid pressure and power struggles. What counts for me is to evolve in a serene environment, where collaboration takes precedence over competition, with no status or performance at stake.

- ☐ I don't feel the need to be the best.
- ☐ I don't chase challenges, I like it when it's fluid.
- ☐ I'm not looking to climb the ladder, I prefer to feel good about my role.
- ☐ Power or status have never been my priorities.



Imagine winning a prize for your work.

What kind of prize would it be?

What exactly are we celebrating with this award?

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



YOUR MOTIVATION N°6 :

The appeal of **EFFICIENCY** ★ ☆ ☆

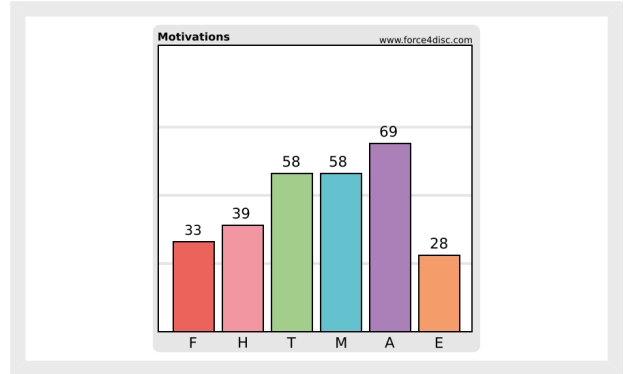
I'm not obsessed with profitability, rigor or optimization. I often prefer to experiment, to create, to take my time. The pleasure of doing is as important as the result. I can forsake the logic of productivity in favor of interpersonal, artistic or reflective work. I live at my own pace, without striving for performance.

- ☐ I'd rather do things with pleasure than quickly.
- ☐ I don't need everything to be optimized.
- ☐ I take the time to experience the steps, even if it's not profitable.
- ☐ I value people more than efficiency.



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

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



PITFALLS TO AVOID

- Wanting to save everyone, even if it means forgetting yourself.
- Saying 'yes' to everything to avoid disappointment.
- Taking to heart things that don't directly concern you.
- Being vulnerable to emotional manipulation.

ALIGNMENT COUNCIL

Your generosity can wear you down if you don't put a framework around it. Helping doesn't mean sacrifice. Accept what others want to give you. Letting yourself be supported is also an act of trust.

MANTRA

I'm committed to helping others, while preserving my own equilibrium.

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

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

MY HINDRANCES AND OBSTACLES,

WHAT I HAVE TO LOSE, WHAT I HAVE
TO OVERCOME

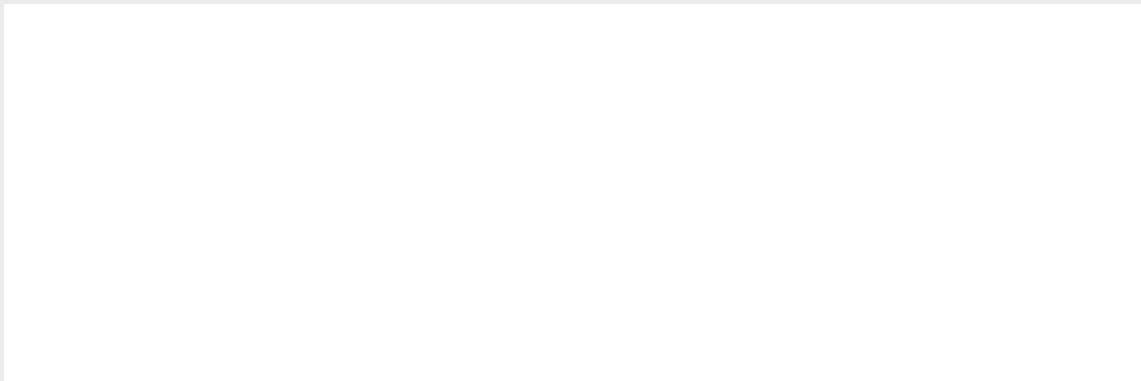
For me, I identify...

For those around me, I identify...

AND THERE IT IS! JESSICA

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

