



Annie Simpson

Example Personal Profile
Vice-presidente RH

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Table of Content

INTRODUCTION to the Nova Global Profile	3
Introduction to DISC Colours	4
Introduction to Motivations	5
Graph Summary	6
Your Behavioural Preferences	7
Motivation chart	12
Your Motivations	13
Your Specific Motivation	15
The Colors that nuance your Motivation	18
Your Natural Talents	20
The 8 Psychological Types	21
Your Communication Style	22
How to Interact More Effectively With You	23
Your Cognitive Preferences	24
Your Ability Scale	25
Areas for Development	27
Your Development Plan	28

INTRODUCTION to the Nova Global Profile

"KNOW THYSELF" -- Socrates

Dear Reader,

The fact that you are reading these words means you have already chosen to embark on a journey of self-discovery. We hope this tool will help you along the way and foster untold breakthroughs in awareness that will allow you to hear your unique voice and honour your inner self.

The Nova Global Profile is a potent tool for achieving your full potential. It was designed to guide you to greater self-knowledge and foster the integration of your unique personality. Just like a roadmap indicates the cardinal directions, your profile will point you to the road leading to fulfillment in your professional and personal life.

Each of us is perfectly imperfect. We therefore ask you to keep an open mind as you read on without judging yourself negatively. To dare to see yourself in a different light and accept your uniqueness is to say "yes" to a life of fulfillment in harmony with your values. Self-knowledge is unquestionably the ultimate tool for achieving our goals and making our plans a success. We can explore many aspects of who we are to maximize our talents, resources and pathways to success.

The Nova Global Profile is an innovative tool based on the DISC theory developed by William Marston, behavioural preference work by Carl Jung, and investigations into value systems (motivations) by psychologist Eduard Spranger.

Your personal profile will focus on your natural style: who you truly are as opposed to who you think you are (adapted style). It will give you insight into your personality traits, sources of motivation, talents, leadership style, preferences and areas for development.

The freedom to succeed is yours for the taking.

The Nova Global Team
www.novaglobal.com

Introduction to DISC Colours

Task-oriented

Perceive their environment as hostile and threatening

Compliance

Need for standards and structure

Introverted

Perceive themselves as weaker than their environment

Stability

Need for harmony and a calm pace



Dominance

Need for challenge and action

Extroverted

Perceive themselves as stronger than their environment

Influence

Need for interaction and fun

Interaction-oriented

Perceive their surroundings as positive and inviting

Introduction to Motivations

Beyond our behaviour lie our actions' driving forces, which motivate us to put things in motion and give meaning to our existence. Our motivations are the heart of our identity; they taint or reinforce the different colours of our personality and guide their direction.

Here's a brief introduction to the six major sources of motivation behind all human behaviour. It's only natural that you see yourself in one, two or even three of these descriptions given that just like our behaviour, we also have various sources of motivation.



COGNITIVE motivation:

TRUTH AND KNOWLEDGE

Needs: To learn, understand, discover and systematize the truth based on rational, proven theories. Values intellectual curiosity and knowledge.



AESTHETIC Motivation:

BEAUTY AND SELF-ACTUALIZATION

Needs: To sense beauty in and around oneself, to trust its intuition and inspiration; to be surrounded by beauty. Values personal growth and development.



UTILITARIAN Motivation:

RETURN ON INVESTMENT

Needs: To invest time, money and energy in a useful, profitable and effective manner, usually for the purpose of achieving objectives. Values results and profitability.



ALTRUISTIC Motivation:

HUMANISM AND SELF-SACRIFICE

Needs: To feel useful and to contribute to the well-being of others. To improve the lives of others. To invest time and energy in assisting others with great generosity. Values care and benevolence.



INDIVIDUALISTIC Motivation:

LEADERSHIP AND RECOGNITION

Needs: To exercise leadership to assert personal power, to have responsibilities; be autonomous and independent; to be recognized for their individuality and uniqueness. Values leadership qualities and social prestige.

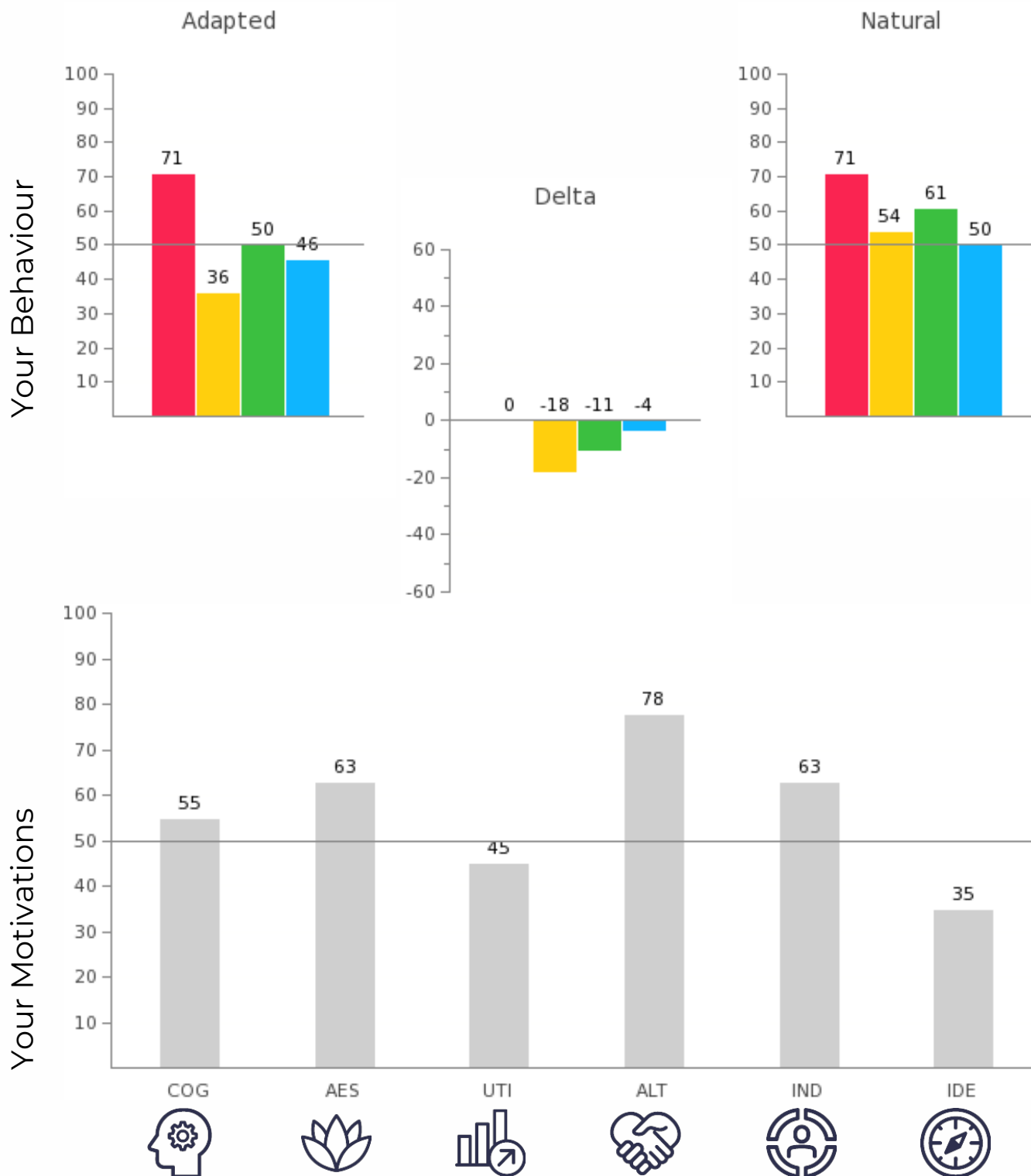


IDEOLOGICAL Motivation:

UNITY AND MORALITY

Needs: To be aligned with their own system of values and/or cause. These principles guide their thoughts and actions. They seek ways to improve life in general. They place importance on their value system and code of ethics.

Graph Summary



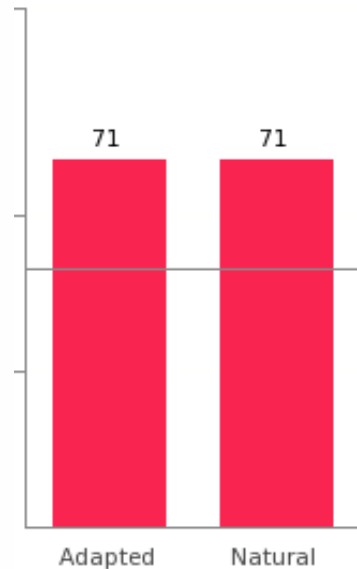
Your Behavioural Preferences

YOUR APPROACH TO FACE PROBLEMS, CHALLENGES AND DIFFICULTIES:

56% or more: A profound need to be proactive, tackle challenges and meet objectives. Confronts situations with confidence and authoritativeness.

30% to 55%: Tends to handle challenges one at a time and chooses the types of challenges/problems they're willing to invest energy in.

29% or less: Tends to avoid taking action to confront problems and difficulties, which are often perceived as conflicts.



Annie, when you face challenges, problems and difficulties:

- You actively seek difficult and demanding challenges as they stimulate your leadership qualities
- You demonstrate initiative and efficiency when dealing with problems
- You face challenges with courage, confidence, efficiency and responsiveness
- You demand strong performance from yourself and others, which can sometimes make you seem uncompromising or intimidating
- For you, every problem has a solution since efficiency is what's important to you
- You have a strong need to be part of the action, make decisions and keep the lead in your projects
- Your need to win makes you competitive and reinforces your directive nature
- If your environment doesn't offer any challenges, you'll create your own stimulating and difficult challenges
- You have a methodical approach to problems
- You need coherence in your actions, and you like to take the time to make decisions that foster harmony in your environment

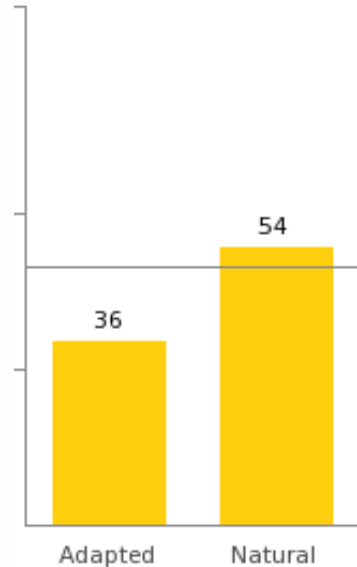
- You need to discuss your problems to gain buy-in and feedback from others, even if you're the one making the final decision

HOW YOU INTERACT WITH OTHERS:

56% or more: A profound need to influence, communicate and interact with a large number of people. Very sociable. Actively seeks fun.

30% to 55%: Chooses who they want to interact with. A good balance between speaking and listening. Sociable.

29% or less: Silent and solitary. Avoids interpersonal situations. Insightful, logical and sceptical.



Annie, when you interact with others:

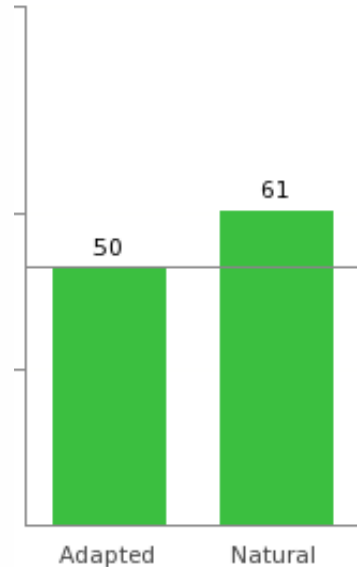
- You are a sociable person who enjoys conversations with others, however, you prefer it when others initiate conversation
- You are comfortable interacting with others and expressing your ideas and opinions, especially with people you're familiar with
- You are naturally personable and warm, people instinctively like you
- When you are convinced, you use your ability to influence and gain buy-in for your projects, ideas, etc.
- You tend to be confident in your approach and you exercise natural authority in your exchanges
- Despite your outgoing nature, you're a great listener and are extremely receptive to others
- You display a healthy balance between listening and talking

HOW YOU RESPOND TO CHANGE, VARIATION AND THE PACE OF YOUR ENVIRONMENT:

56% or more: Profound need for stability and harmony. Very methodical; does one thing at a time, slowly but surely with a calm, coherent and steady pace. Resistant to change.

30% to 55%: Open to change and adaptable. Pace is relatively calm and relaxed. Prefers to work methodically. Likes stability, consensus and harmony.

29% or less: Tends to initiate change. Fast-paced multi-tasker. Tends to be impatient and impulsive. Is easily side-tracked.



Annie, when you set a pace:

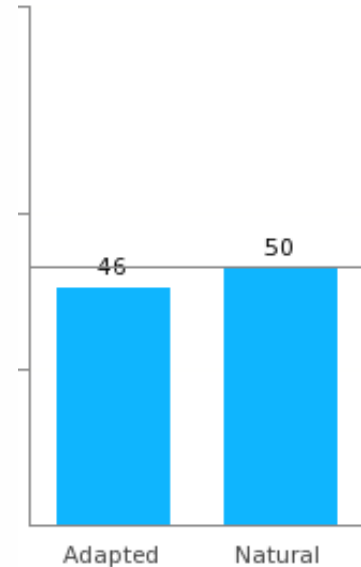
- You have tremendous patience and can therefore steadily and persistently see long-term projects through to completion
- You need time to methodically, coherently and harmoniously focus on one thing at a time
- You show a clear preference for stable, predictable and reassuring environments where change is infrequent
- Your pace is relaxed and calm, which strengthens your resistance to pressure, change and situations that require fast action
- You prefer investing in long-term relationships and in your professional environment because you prefer belonging to a group, to which you become sincerely dedicated, cooperative and reliable
- Despite your strong need for stability, you enjoy innovation when it makes sense to you
- Your pace varies based on the situation and your priorities. It can happen that you'll be patient, but also be in a hurry to achieve your results

HOW YOU RESPOND TO ESTABLISHED RULES, PROCEDURES AND STANDARDS:

56% or more: Profound need to comply with standards, rules and procedures. Structured, rigorous, precise and rather perfectionist. Needs to meet high-quality standard levels.

30% to 55%: Accepts certain norms and procedures provided if they seem logical. Good organizational skills and enjoys working within pre-determined structures.

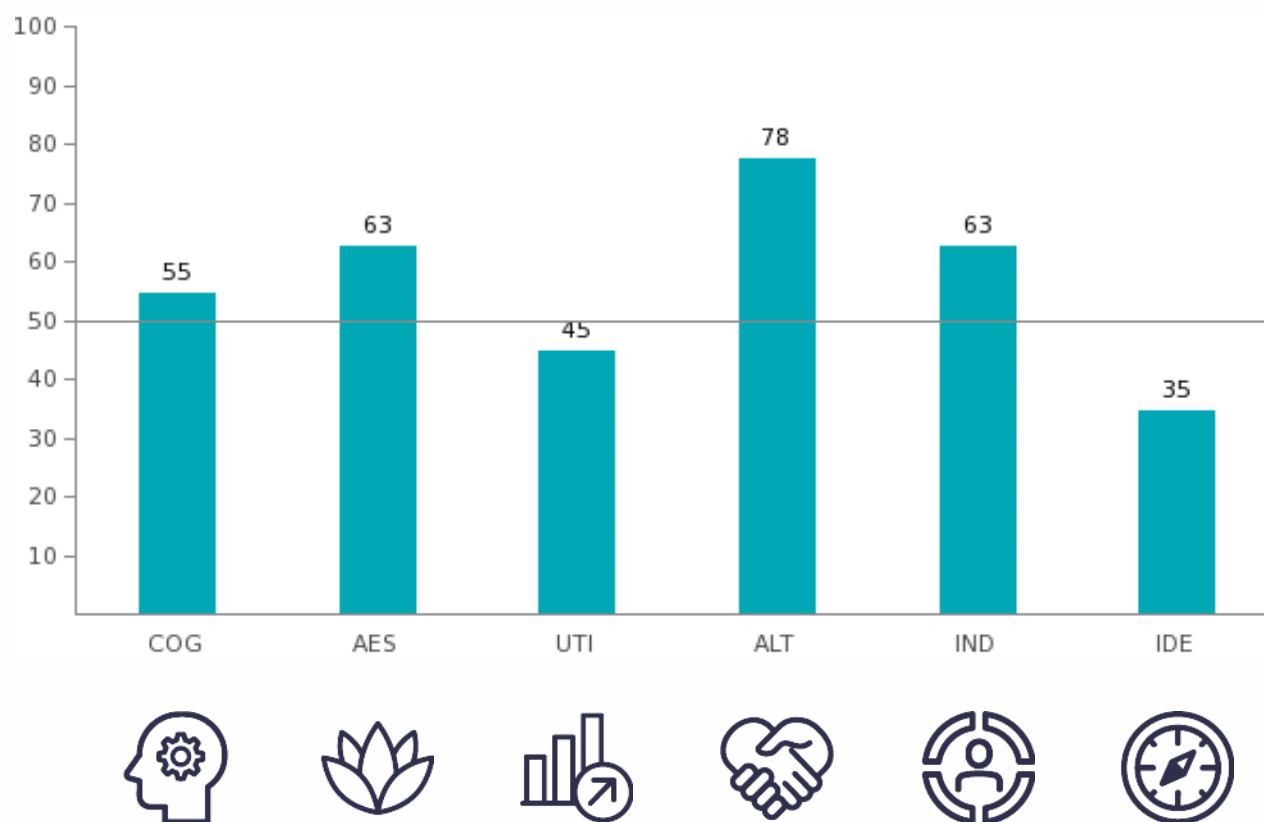
29% or less: Makes their own rules. Resists procedures, norms and rules that are established by others. Tends to be defiant, non-conformist and innovative. Can neglect their commitments.



Annie, when you follow rules and procedures :

- You tend to create your own framework and structure if your environment's structure doesn't meet your quality standards
- You appreciate order, rules and structures, which fulfil your need for security
- You are naturally meticulous, you thrive when meeting quality control standards, which can sometimes make you a perfectionist
- You are rather cautious about following rules, although sometimes, based on circumstances, you might be a little more flexible in this regard
- You need reliability, rules and a reassuring structure to feel comfortable in your environment, both work and personal

Motivation chart



Your Motivations

Human behaviour is influenced by our world view, experiences and values. In the following statements, you may discover how your motivations influence your personality, and better understand the driving forces behind your actions and how to use them in your personal and work life.



55%

COGNITIVE motivation:

- You only enjoy gaining knowledge in fields that interest you
- You enjoy reading and keeping informed
- You respect proven, rational theories and fact-based information
- You are curious about topics that interest you



63%

AESTHETIC motivation:

- You have a profound desire to express your full potential
- You have a fundamental need for beauty and harmony in all areas of your life
- You have strong feelings, intuitions and sensitivity that render your universe profound and nuanced
- You have a deep appreciation for all forms of creative expression
- You have the ability to easily recognize the unique beauty of people, situations and places



45%

UTILITARIAN motivation:

- You value usefulness and a return on investment
- You have a knack for using your resources to generate results
- You like to keep your actions focused on opportunities and economic gain
- You have good business acumen



78%

ALTRUISTIC motivation:

- You have a fundamental need to invest yourself, assist others and be useful
- You have a profound sense of humanitarianism and social justice
- You actively seek ways to promote the well-being of others and develop their potential
- You are extremely generous, you are deeply devoted to others
- You aspire to peace and love for humanity



INDIVIDUALISTIC motivation:

- You have a fundamental need to exercise your power and natural leadership
- You have a strong need for independence and autonomy
- Your profound desire for recognition sets you apart
- Because you consider your career to be important, you aspire to high social status and constant advancement
- You feel the need to control your life, which makes you rather resistant in the face of authority

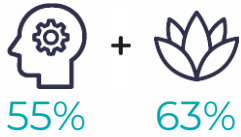


IDEOLOGICAL motivation:

- You are relatively tolerant and open to beliefs and principles that differ from your own
- Traditional value systems are of little importance to you
- Your value system doesn't influence your life; in fact, it sometimes changes

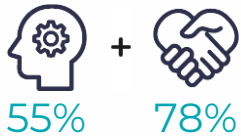
Your Specific Motivation

We always have a few different sources of motivation and, in the following statements, you'll explore some of the unique features that enrich your personality through a combination of your motivations:



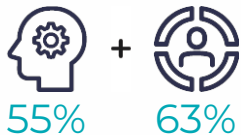
COGNITIVE + AESTHETIC motivations:

- You seek knowledge to enhance your personal development
- You trust your intuition without sacrificing your realism and objectivity



COGNITIVE + ALTRUISTIC motivations:

- You enjoy gaining knowledge to understand others, especially if it can improve their well-being
- You tend to acquire knowledge that'll benefit others
- You share your knowledge generously



COGNITIVE + INDIVIDUALISTIC motivations:

- You favour learning things that provide intellectual independence



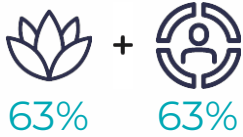
AESTHETIC + UTILITARIAN motivations:

- You have the capacity to be extremely intuitive while pragmatic
- You tend to creatively and intuitively manage your material resources
- You enjoy managing money because it contributes to your personal fulfillment



AESTHETIC + ALTRUISTIC motivations:

- You feel fulfilled when you play a role in others' achievements
- You have a strong need for harmony in all of your relationships
- You are very sensitive and understanding of others' feelings
- You are extremely comfortable in the role of mediator and counsellor
- You enjoy revealing others' inner and outer beauty



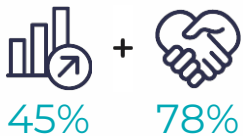
ÆSTHETIC + INDIVIDUALISTIC motivations:

- You have a great need for accomplishment and to be the master of your own life
- You have a strong need to creatively express your uniqueness
- You seek recognition for your unique, inspiring and innovative leadership
- You constantly seek personal development and growth opportunities



ÆSTHETIC + IDEOLOGICAL motivations:

- You are in complete harmony and accepting of others' value system



UTILITARIAN + ALTRUISTIC motivations:

- You have a great need to assist others in useful, practical ways
- You are generous and willingly share your resources with others
- Despite your immense kindness, you like to see a return on investment



UTILITARIAN + INDIVIDUALISTIC motivations:

- You enjoy the power that money provides
- You like achieving objectives that contribute to your advancement



INDIVIDUALISTIC + IDEOLOGICAL motivations:

- You absolutely need to be the only one in the driver's seat of your life and refuse any external influences dictate your behaviour
- You tend to defy value systems that might confine your autonomy and independence



78%

+



63%

ALTRUISTIC + INDIVIDUALISTIC motivations:

- You embody humanitarian leadership
- You need recognition for your altruism and dedication
- You enjoy using your position of power to contribute and assist others
- You have the ability to promote both the welfare of others as well as your own
- Despite your great generosity and dedication to others, you don't forget to also take care of yourself
- You value yourself and make sure to look after yourself



78%

+



35%

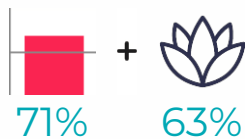
ALTRUISTIC + IDEOLOGICAL motivations:

- You tend to assist others in unconventional ways

The Colors that nuance your Motivation

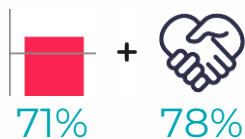
If we were to compare our personality to a car, our colours would determine how we drive in life, whereas our motivations would be the fuel that powers our engine and tells the car which direction we're headed in. These two aspects of our identity are extremely important and interdependent. In fact, if we were to exclusively focus on our behaviour (colours), we would lose the core of our identity and the very thing that gives meaning to our lives (our values). Which is why the Nova Profile places equal emphasis on the motivational sources (your "why") and behavioural preferences (your "how").

In the following statements, you will see the nuances and subtleties involved in your colours and motivations:



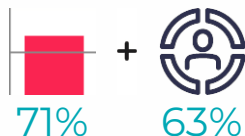
Your AESTHETIC motivation + RED:

- Your combative and demanding nature can sometimes overshadow your need for harmony and your sensitivity
- You have a profound need to feel that your actions contribute to your personal development and self-actualization



YOUR ALTRUISTIC motivation + RED:

- Your desire to assist others softens your directive, demanding nature
- You are comfortable handling emergencies that demand responsiveness to assist others
- You have the unique ability to be confrontational and direct in your approach to assisting others



Your INDIVIDUALISTIC motivation + RED:

- Your directive leadership is reinforced by your need for power and control
- You have a profound need to be recognized as an ambitious leader and for your strength of character and personal power



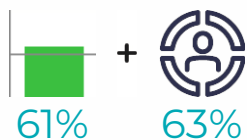
Your AESTHETIC motivation + GREEN:

- Your sensitive nature is magnified by your great need for harmony and depth



Your ALTRUISTIC motivation + GREEN:

- Your warm and benevolent nature is bolstered by your need to be useful to others
- You are reliable, dedicated and consistent in helping others



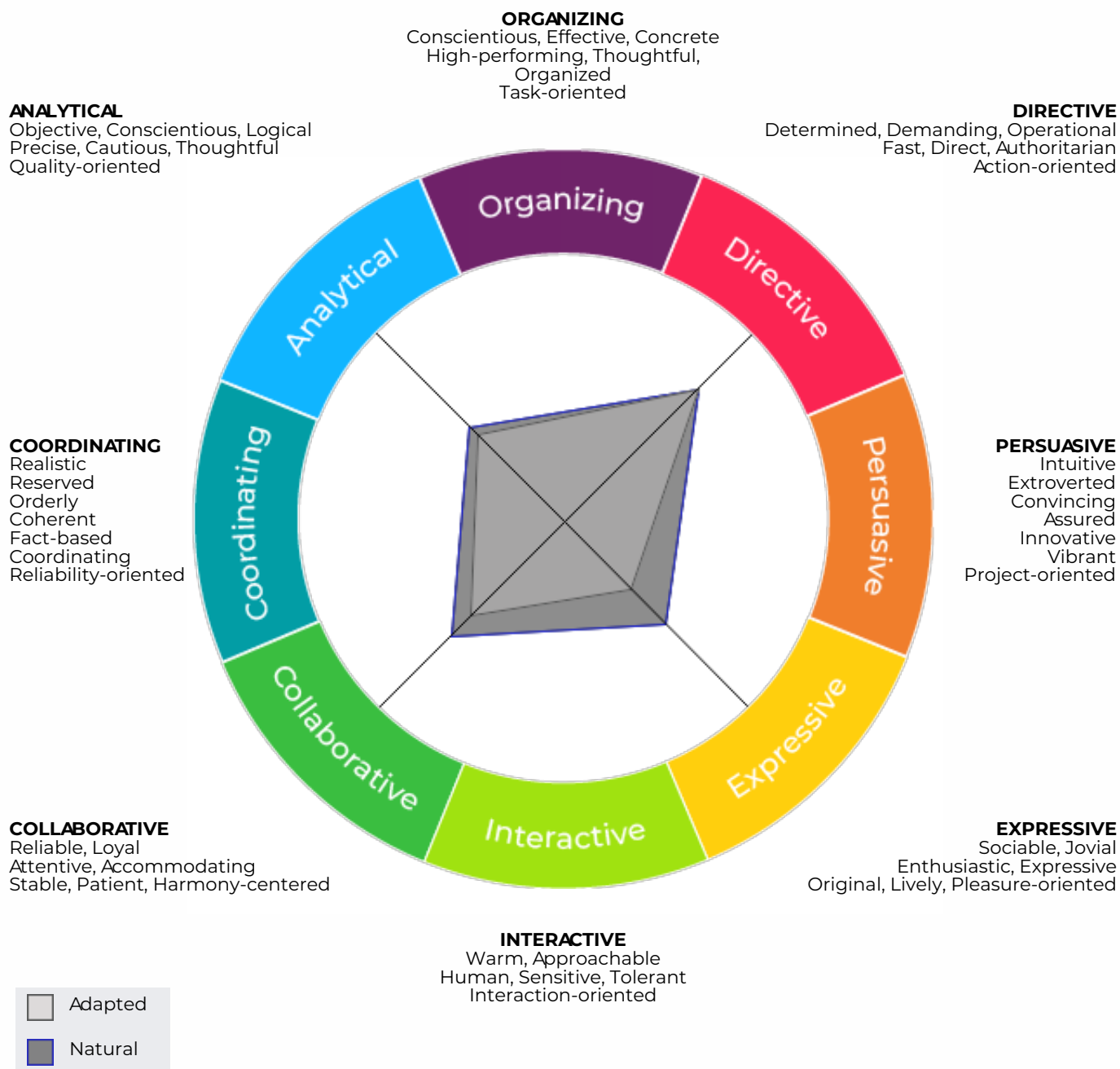
Your INDIVIDUALISTIC motivation + GREEN:

- Your quest for recognition and power is nuanced by your reserved, modest personality
- Despite your humanitarianism, you have a firm leadership style

Your Natural Talents

- Your attention to detail makes you meticulous in performing your tasks
- You like a job well done, and can be counted on to produce great quality work
- You have an aptitude for planning, order and organization
- You analyze facts skillfully
- You are sincere and inspire confidence
- Your consistency and perseverance lead you to see projects through to completion
- Your methodical nature makes your approach coherent
- You are appreciated for being highly efficient and getting things done
- You constantly try to exceed yourself and surpass your limits
- Your natural leadership qualities and self-confidence make you a talented leader
- Your strength of character makes you an ambitious go-getter
- Nothing stops you; you are strong-willed and determined
- You have a certain magnetism about you
- You are creative and imaginative
- You have the ability to be attentive to others, and focus on reaching your objectives
- You are highly creative and intuitive in achieving your goals
- You have a strong tendency to turn your creative ideas into reality

The 8 Psychological Types



Your Communication Style

Annie, **depending on circumstances**, your style of communication can be described as follows:

- In your interactions, you are rather direct and outspoken
- You are rather reserved and discrete, you prefer it when others do the talking
- Your communication is subtler and more nuanced given that you don't use a lot of words to express yourself
- When you express an opinion, you choose your words wisely as to not hurt anyone
- You prefer keeping quiet and taking the time to allow your impressions to ripen before expressing yourself
- When engaged in conversations, you demonstrate great listening skills, quality of presence, and receptiveness
- You speak in few words, and only when you judge it necessary
- You exude a certain level of self-confidence and charisma when you speak
- You are rather warm and friendly in your exchanges
- You take pleasure in exchanging with others
- When you communicate, you focus primarily on objectives, results and concrete facts

Your **communication risks** are:

- You can sometimes risk offending others due to your tone that can sometimes lack tact and be aggressive or confrontational
- You tend to be rather uncomfortable when you have to be the center of attention

How to Interact More Effectively With You

Annie, **here are your needs when others interact with you:**

- Demonstrate leadership, confidence and initiative
- Be proactive and offer solutions to existing problems
- Give you the time to speak at your own pace
- Show sincere and considerate listening
- Honor your silence and need for introspection
- Stand up for yourself when the situation demands for healthy confrontation

What others should avoid when communicating with you:

- Hesitate or lack confidence
- Impose decisions or speak on your behalf
- Be oversensitive or take things personally
- Try to get you to talk about yourself or be on familiar terms with you
- Avoid you, ignore you and/or leave you alone
- Cut conversations short and not allow you to express yourself freely
- Behave in a cold, distant manner and be indifferent to you
- Force you to express yourself
- Be hasty, impatient and force you to pick up your pace
- Lack listening and consideration as well as empathy
- Take advantage of your generosity
- Use an aggressive or confrontational tone
- Try to get you to talk about yourself or be too familiar with you
- Talk about their feelings or personal lives
- Go off topic and/or engage in idle chit-chat
- Change topics too quickly
- Want to connect with you too quickly

Your Cognitive Preferences

We all have preferences and behaviours that feel more natural and comfortable to us than others. Just as we have a preference for writing with our right or left hand, certain behaviours are more natural, innate and easy. Even though we carry the potential inside us for an infinite number of personality traits, we "choose" some over others. Your preferences are as follows:

EXTROVERSION: Externalization

Draws energy from outside sources: takes action, communicative, social, vibrant, high-energy, spontaneous and impulsive. Needs interaction and action.

INTROVERSION: Internalization

Draws energy from internal sources: analytical, reserved, calm and introspective. Prefers silence, calm, solitude, and a small circle of personal relationships. Seeks tranquility.

THOUGHT: Objectivity

Makes rational and logical decisions, analyses. Reflections made based on facts and logic with a focus on results and effectiveness. Pragmatic and concrete.

FEELING: Emotion

Let's the heart decide. Listens to intuition, feelings and emotions. Sensitive to others, benevolent, thoughtful and loving. Is guided by what vibrates within them.

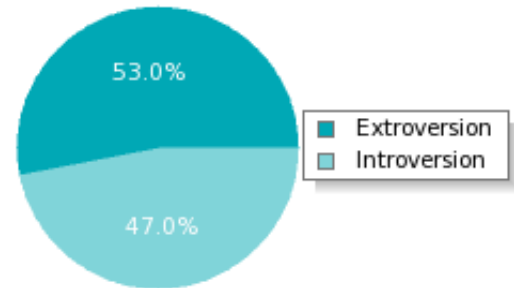
SENSATION: Learns through the five senses

Fact-based and systematic, needs proof and concrete tangible facts, down-to-earth and pragmatic; needs to see it to believe it. Focused on the present moment and on objective reality. Likes what's tangible.

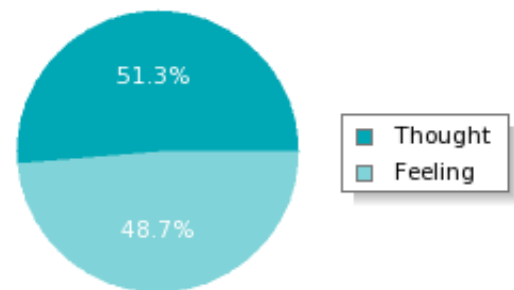
INTUITION: Senses the environment

Imaginative, visualizes, sees future possibilities, allows answers to come from within. Inspirations, emotions and impressions. They can see the bigger picture.

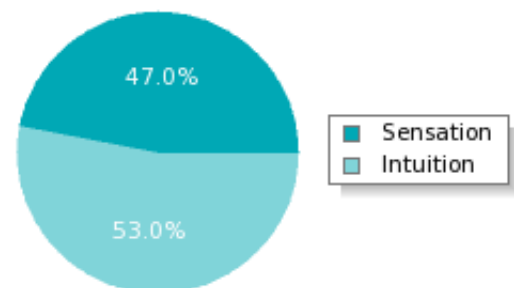
The direction of your energy:



Your decision-making style:

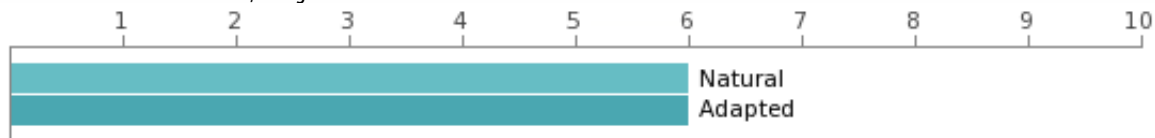


How you perceive:

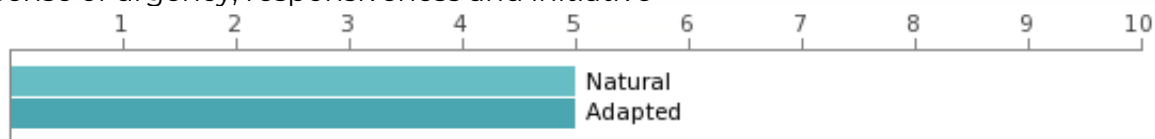


Your Ability Scale

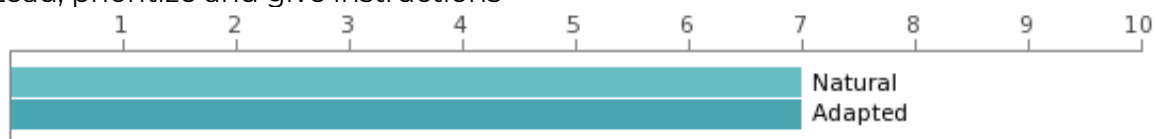
Focused on action, objectives and results



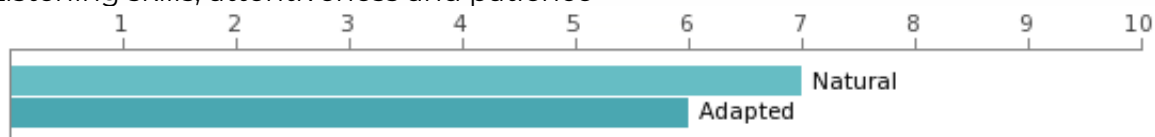
Sense of urgency, responsiveness and initiative



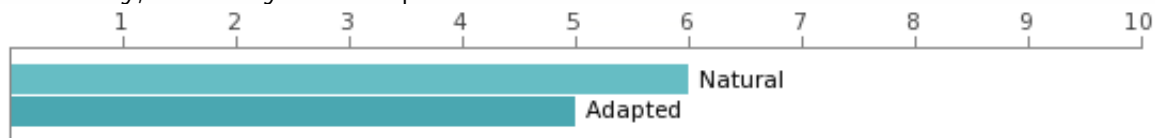
Lead, prioritize and give instructions



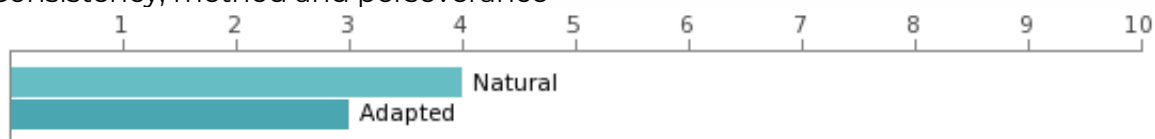
Listening skills, attentiveness and patience



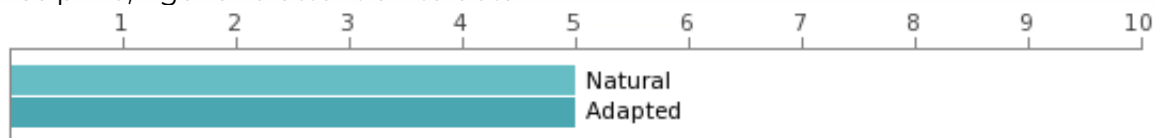
Availability, reliability and cooperation



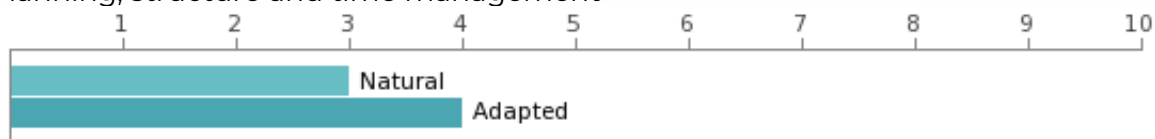
Consistency, method and perseverance



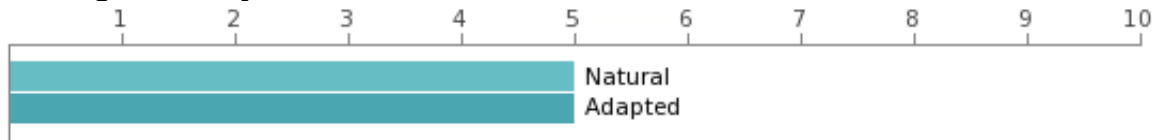
Discipline, rigor and attention to detail



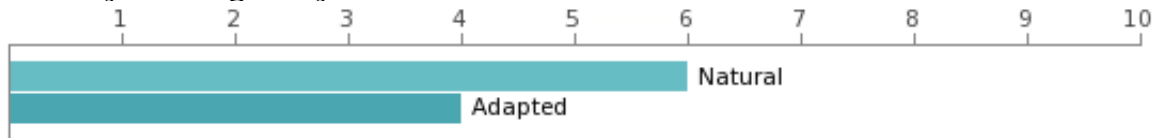
Planning, structure and time management



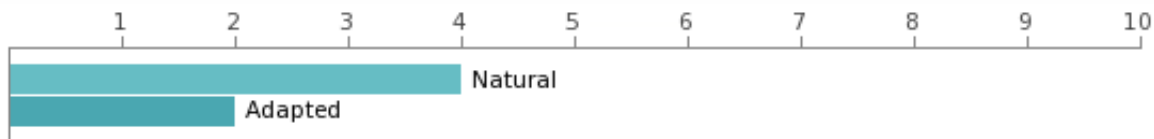
Thinking and analysis



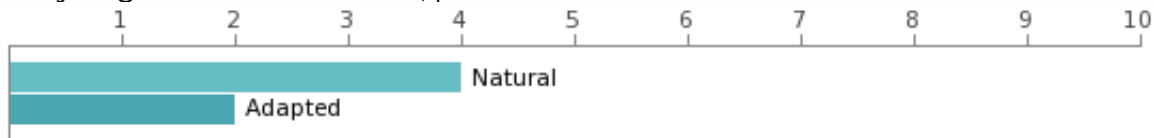
Creativity and originality



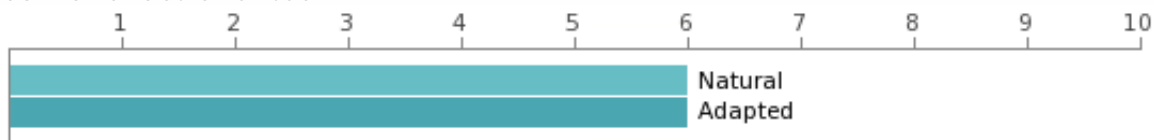
Communication and interaction



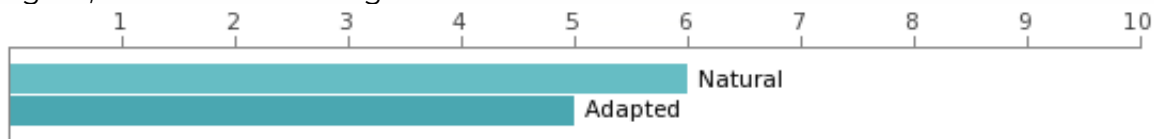
Ability to generate enthusiasm, persuade and influence



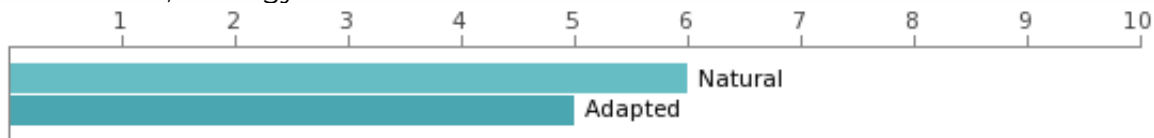
Task- and fact-oriented



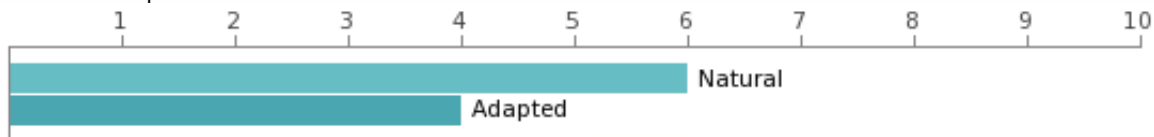
Logical, methodical and organized



Global vision, strategy and innovation



Relationship- and human contact-oriented



Areas for Development

Annie, in the following statements, we describe aspects of your personality that could be improved. These are possible paths for development and areas to keep an eye on.

They are not truths, but merely possibilities.

Annie, you sometimes tend to:

- Avoid conflicts or confrontations and thus create latent conflicts
- Be uncomfortable in meeting tight deadlines
- Defy existing rules, norms and structures by setting your own rules
- Sometimes lack respect towards authority or existing hierarchy
- Take undue risks, act impulsively without thinking about the consequences
- Sometimes be hurtful or confrontational in your interactions due to a lack of tact or aggressive attitude

Your Development Plan

What breakthroughs in awareness have I gained after reading my profile?

Concerning how I approach problems and challenges?

Concerning how I interact with others?

Concerning how I respond to change and my pace?

Concerning how I approach rules and procedures?

Concerning my communication style?

Concerning things to watch for in how I interact with others?

Concerning things people should avoid when interacting with me?

Concerning my unique talents?

Concerning my motivation sources?

- Cognitive:

- Aesthetic:

- Utilitarian:

- Altruistic:

- Individualistic:

Ideologically, what values are non-negotiable for me?

- How would I describe my system of values?

- Is there a cause that is really important to me?
- Is every sphere of my life in harmony with my value system?
- If so, how does it manifest itself?
- If not, why? How can I change the situation?

Do I nurture my major motivation sources?

- If so, how?
- If not, why, and how can I change the situation?

What have I learned from the associations made from the combination of my motivation sources?

Concerning the major aspects of my Nova Global Profile:

What main areas of my profile surprised me the most? Why?

What aspects of my personality did I already know about and that my Nova Global Profile confirmed?

What aspects of my profile create a reaction within me?

- Why do they affect me?

What aspects of my profile do I disagree with?

- Why do I disagree?
Suggestion: It might be interesting to check with the people who know you well to see whether these aspects are perhaps unconscious or unknown to you.

What items do I agree with in the "Areas for Development" section?

- Which areas for development would I like to focus attention on right now?

After reading my profile, what actions and commitments am I going to take?

Key behaviour Means Timeframe