



**Denis Chicoine**

**Example Personal Profile (Sales)**  
Sales Representative

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## 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](http://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.

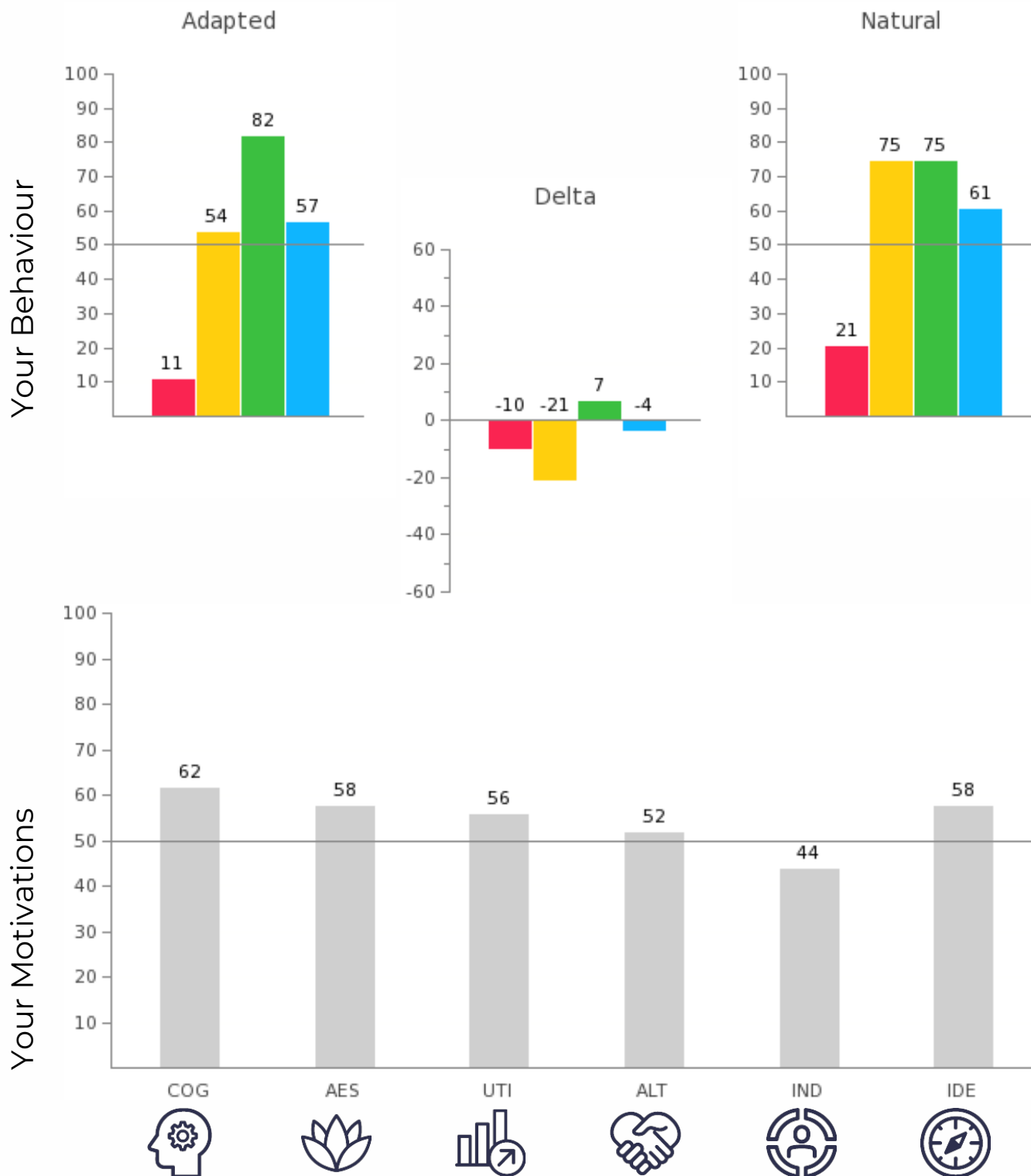


### **IDEOLOGICAL Motivation:**

### **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



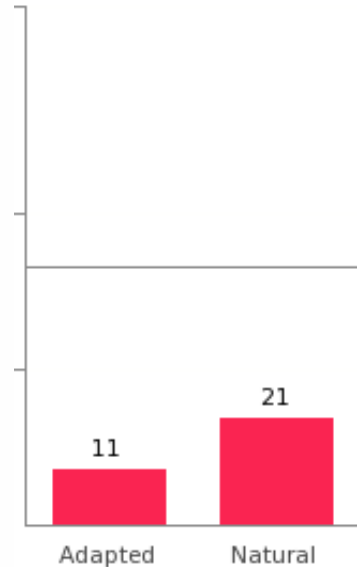
## Your Behavioural Preferences

### 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.



Denis, when you face challenges, problems and difficulties:

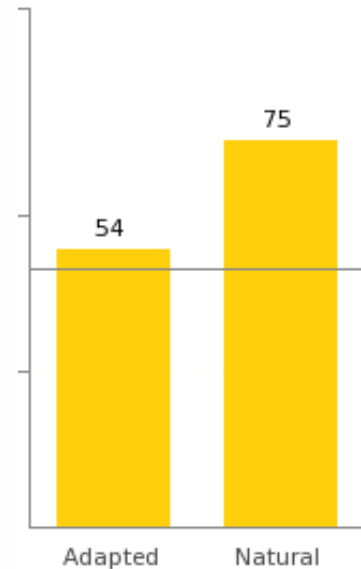
- You tend to avoid facing problems and difficulties, as you are peaceful and cautious in nature
- You prefer predictable, uncomplicated situations that provide security and comfort
- You tend to approach problems in a direct and calculated manner
- Difficulties and problems stress you occasionally
- As a relatively modest person, you have no difficulty letting others exercise authority when challenges arise
- You prefer to follow another person's action plan when facing a difficult situation

## **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.



Denis, when you interact with others:

- You have great interpersonal skills and appreciate diversity and spontaneity in your social interactions
- You are extroverted and actively seek to share pleasure and enthusiasm when interacting with others
- You have an impressive ability to influence others through your self-confidence and eloquence
- People around you tend to perceive you as charismatic and charming, which strengthens your persuasive talents and convincing nature
- Friendly and warm by nature, people naturally like you
- A rallying force, you like to initiate events
- Despite your outgoing nature, you're a great listener and are extremely receptive to others
- You display a healthy balance between listening and talking
- Despite your sociable nature, you maintain a degree of emotional distance and are rather objective in your discussions

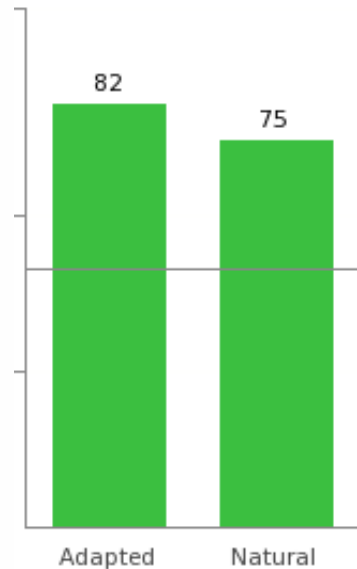


## HOW YOU RESPOND TO CHANGE, VARIATION AND THE PACE OF YOUR ENVIRONMENT:

**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.



Denis, when you set a pace:

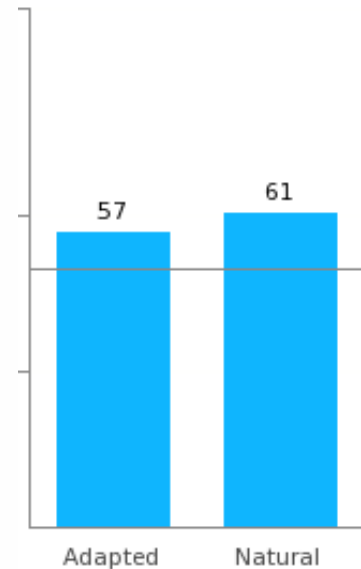
- You have tremendous patience and can therefore steadily and persistently see long-term projects through to completion
- You need time to methodically, coherently and harmoniously focus on one thing at a time
- You show a clear preference for stable, predictable and reassuring environments where change 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

## 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.

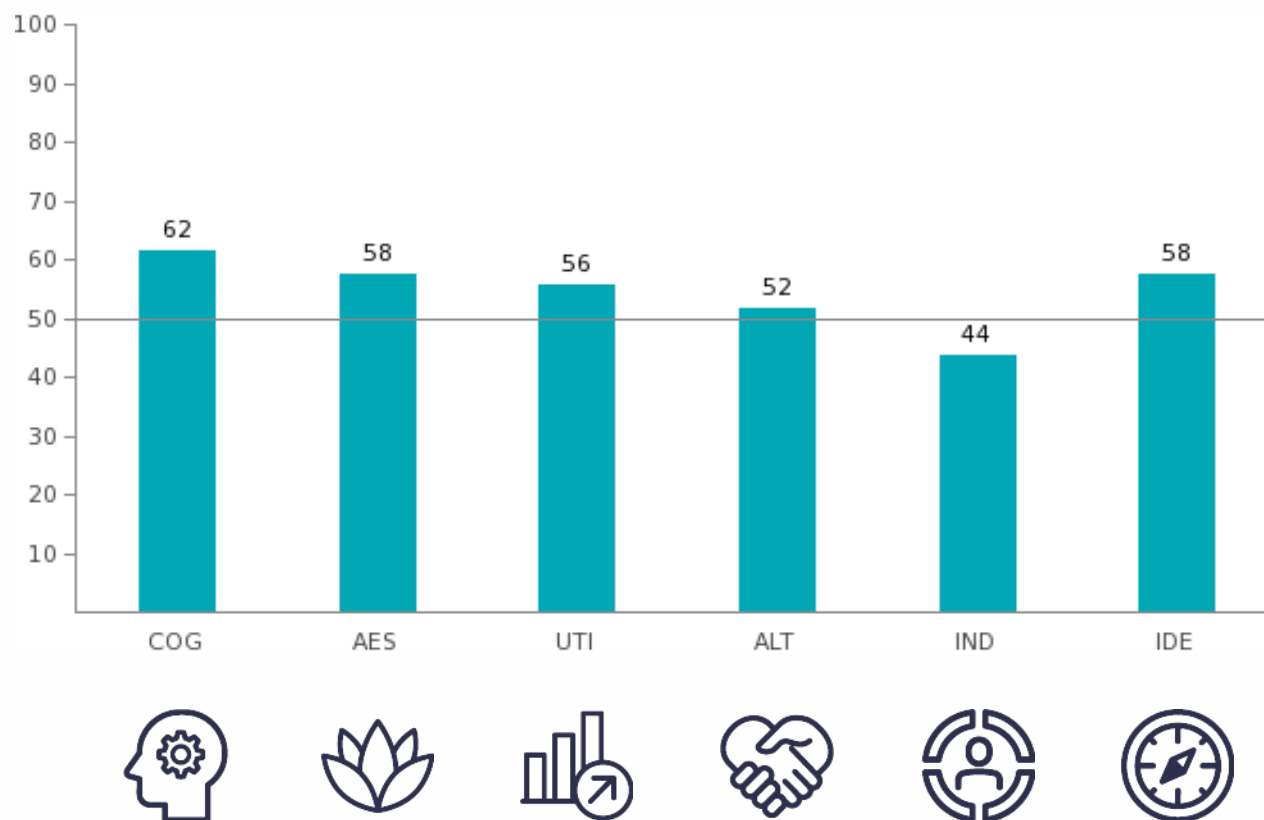
**29% or less:** Makes their own rules. Resists procedures, norms and rules that are established by others. Tends to be defiant, non-conformist and innovative. Can neglect their commitments.



Denis, when you follow rules and procedures :

- You happily follow established rules because of your firm belief that rules are made to be followed
- You find it easy to set limits on your personal and work life, which makes you an orderly person and leads you to plan ahead
- You feel the need to meet high-quality standards, which sometimes pushes you to be a perfectionist, critical of yourself and others
- You are relatively respectful of existing authority figures, and you prefer being given clear and detailed instructions about what is expected of you
- Despite your rational and serious nature, you apply procedures in original and creative ways

## 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.



62%

### **COGNITIVE motivation:**

- You actively seek out the objective truth with keen intellectual curiosity
- You get great satisfaction when the truth can be proven, verified and systematized
- You have a profound need to gain knowledge and engage in a process of continuous learning
- You look for expertise in your educational pursuits, at work and/or in your personal life
- Your propensity for gaining knowledge has made you a cultivated person



58%

### **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



56%

### **UTILITARIAN motivation:**

- You actively seek utility and a return on investment in all things
- You have excellent business acumen and common sense
- You have a fundamental need to capitalize on your resources to generate results
- You have a knack for making money
- You focus your energy on profit-making ventures



52%

**ALTRUISTIC motivation:**

- You enjoy contributing to the well-being of the people around you
- You like to feel useful to others
- You are sensitive to others
- You are relatively accommodating, considerate and caring toward the people around you
- A generous person, you enjoy sharing and giving



44%

**INDIVIDUALISTIC motivation:**

- You appreciate feeling unique and receiving recognition
- You need some degree of independence and autonomy
- You are able to exercise leadership when necessary
- You feel a need to control your life
- You enjoy having social status



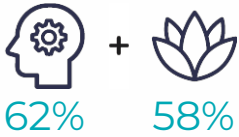
58%

**IDEOLOGICAL motivation:**

- You are governed by strong values oriented towards making the world a better place
- You have a basic need to live in harmony with your values because you care about doing the right thing and acting in accordance with a code of conduct
- You have strong principles and a deep moral sense that heavily influence your life
- You look for what is most meaningful in life because you have a high regard for the meaning of life in general
- You tend to react when your beliefs are challenged

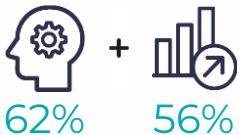
## Your Specific Motivation

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:



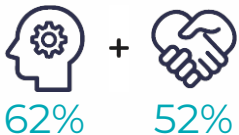
### COGNITIVE + AESTHETIC motivations:

- You have the special ability to be both intuitive and objective
- You strive to achieve self-actualization through knowledge
- You have a vivid imagination that you transfer to the world around you
- You have the ability to perceive beauty in knowledge



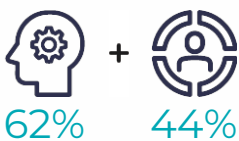
### COGNITIVE + UTILITARIAN motivations:

- You have an excellent capacity for generating results based on numerical data analysis
- You are highly competent in devising effective strategies
- You enjoy capitalizing on your knowledge to optimize the results you achieve
- You are gifted in finding solutions to complex problems



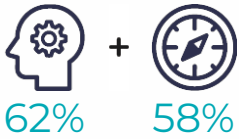
### COGNITIVE + ALTRUISTIC motivations:

- You like to be able to share your knowledge with the people around you
- You like to understand people



### COGNITIVE + INDIVIDUALISTIC motivations:

- You enjoy being recognized for your knowledge
- You enjoy being independent and self-reliant in your learning process
- You enjoy the personal power you derive from your intellectual pursuits



**COGNITIVE + IDEOLOGICAL motivations:**

- You have a strong propensity to search for theoretical foundations to support the truth of your beliefs
- You are relatively skeptical about any subjective statement that conflicts with your system of values
- You tend to defend your principles on the basis of scientific evidence



**AESTHETIC + UTILITARIAN motivations:**

- You have a profound need for fulfillment gained through pursuing and succeeding at ambitious projects
- Your keen business sense is often influenced by your flair
- You are highly creative and intuitive in managing your financial resources
- You tend to enjoy luxury and material beauty



**AESTHETIC + ALTRUISTIC motivations:**

- You have a strong need for fulfillment and to help people around you reach their full potential
- You have a strong need for harmony in your relationships with others



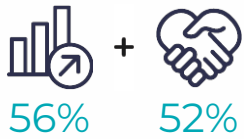
**AESTHETIC + INDIVIDUALISTIC motivations:**

- You have a profound need for self-fulfillment and recognition for your unique personality
- You enjoy exercising leadership in creative ways



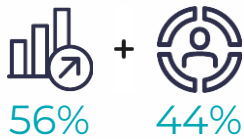
**AESTHETIC + IDEOLOGICAL motivations:**

- You have a profound need to live in harmony and consistency with your values in all aspects of your life
- You feel deeply in unity with your values
- You know that your system of values helps create harmony and fosters self-actualization



**UTILITARIAN + ALTRUISTIC motivations:**

- You use your material and human resources efficiently and respectfully
- You show concern for the well-being of others while striving for results
- In business and/or negotiation situations, you stay carefully focused on profitability, but you rarely make decisions that might jeopardize or threaten the well-being of the people around you



**UTILITARIAN + INDIVIDUALISTIC motivations:**

- You enjoy receiving recognition for the results you generate
- You tend to use your power as a resource to maximize your ability to achieve ambitious objectives



**UTILITARIAN + IDEOLOGICAL motivations:**

- You strive to create tangible results that advance your cause or belief system
- You enjoy finding practical applications that serve your principles
- You could excel in creating wealth on behalf of your cause (fundraising, investors, etc.)



**INDIVIDUALISTIC + IDEOLOGICAL motivations:**

- You like being recognized for your values
- You like putting your leadership to work for causes that matter to you
- When necessary, you will use your influence to win others over to your system of beliefs



**ALTRUISTIC + IDEOLOGICAL motivations:**

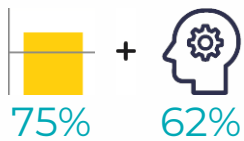
- Your relationships with others are affected by your profound need to do what is right and good for them
- You like helping people who respect your principles
- You sometimes tend to try to convert the people close to you to your values in a desire to enhance their well-being



## The Colors that nuance your Motivation

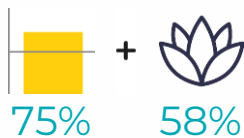
If we were to compare our personality to a car, our colours would determine how we drive in life, whereas our motivations would be the fuel that powers our engine and tells the car which direction we're headed in. These two aspects of our identity are extremely important and interdependent. In fact, 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:



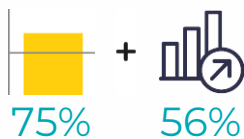
### Your **COGNITIVE** motivation + **YELLOW**:

- Your sociable, outgoing nature is nuanced by your objectivity and rational-mindedness
- You enjoy influencing others by sharing your knowledge
- In your quest for knowledge, you display vision and creativity



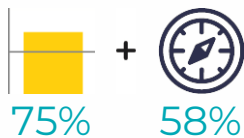
### Your **AESTHETIC** motivation + **YELLOW**:

- Your originality is enhanced by your deep need to express yourself through creativity
- Your confidence in life is sustained by your ability to trust in your intuition



### Your **UTILITARIAN** motivation + **YELLOW**:

- Your communication skills and business acumen help you excel in the art of effective and profitable networking
- You use your persuasive skills freely to inspire others to join in your business ventures
- You have the ability to refer professionals from your network in ways that advance the interests of all people concerned



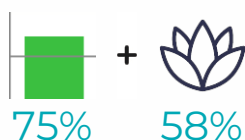
### Your **IDEOLOGICAL** motivation + **YELLOW**:

- You tend to try to influence others to follow your system of values



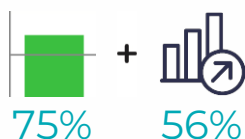
### Your **COGNITIVE** motivation + **GREEN**:

- Your methodical and consistent approach is reinforced by your thirst for objective truth
- You tend to intermix your knowledge into your emotional life



**Your AESTHETIC motivation + GREEN:**

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



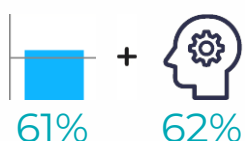
**Your UTILITARIAN motivation + GREEN:**

- You have a gift for promoting an environment of trust and collaboration in your quest for profits and results
- Your patience and perseverance allow you to make long-term investments in projects and agreements that ensure an attractive return on your investment



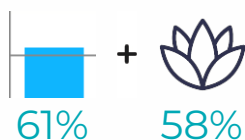
**Your IDEOLOGICAL motivation + GREEN:**

- You feel a strong need to follow a code of conduct that conforms to your values



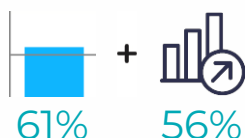
**Your COGNITIVE motivation + BLUE:**

- Your need to gain knowledge is reinforced by your intellectual diligence



**Your AESTHETIC motivation + BLUE:**

- You have psychic gifts and/or intuitive ability although you tend to doubt these aspects of you
- Your rational mind is counterbalanced by your artistic sensitivity



**Your UTILITARIAN motivation + BLUE:**

- Your preciseness and meticulous nature enables you to excel in financial planning and budget management
- You use rules and structures strategically and pragmatically to achieve your goals



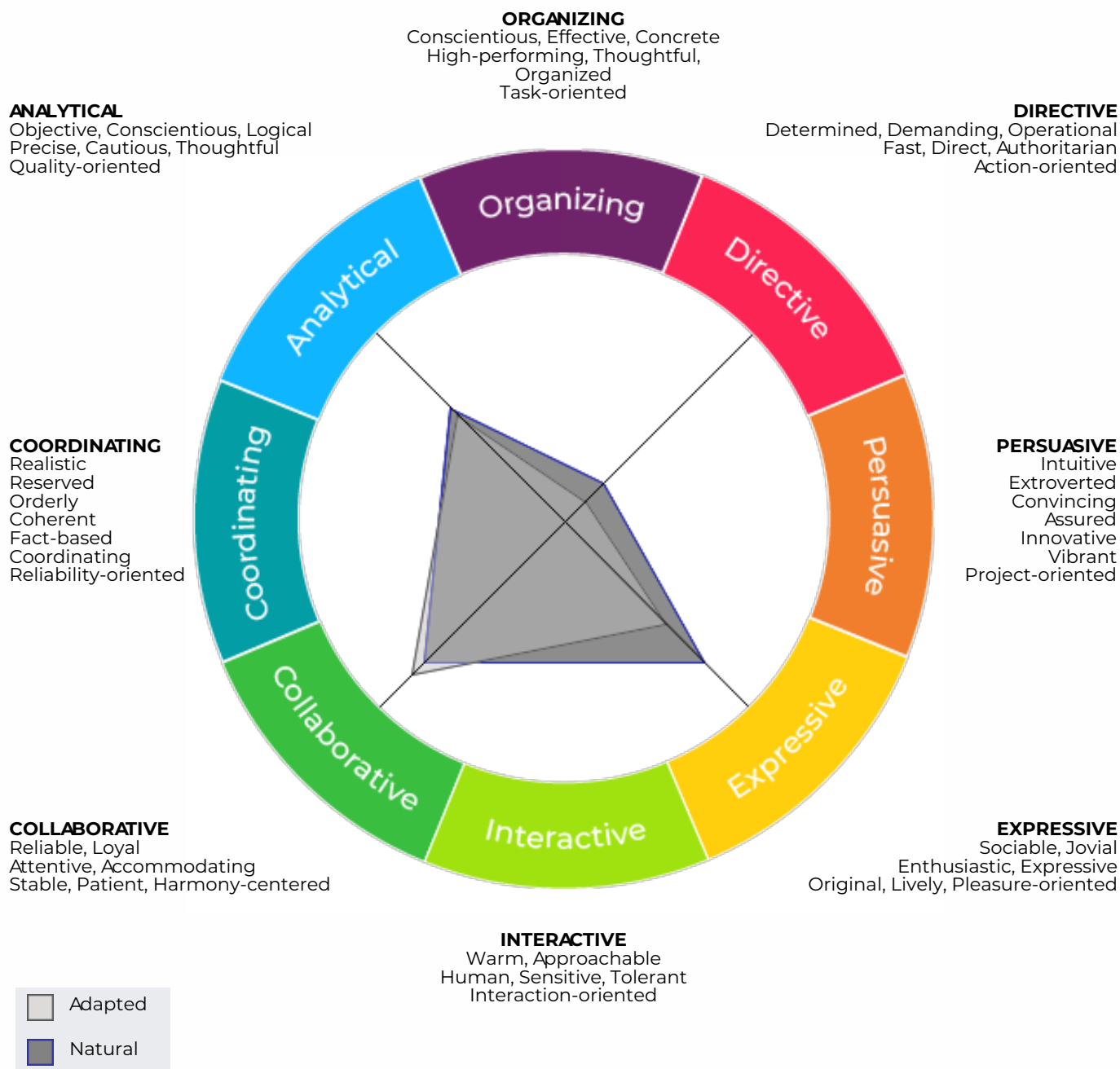
**Your IDEOLOGICAL motivation + BLUE:**

- Your respect for rules is strengthened by your code of ethics and self-discipline
- You can be inflexible at times in dealing with people who do not share your principles and values

## Your Natural Talents

- Your objectivity and realism make it extremely easy for you to analyze facts
- Your professionalism makes you serious and focused at work
- You enjoy a job well done and you can be relied on to carry out quality work
- You have a gift for planning, order and organization
- You pay careful attention to detail, which makes you meticulous in performing your tasks
- Your analytical mind allows you to get straight to the heart of the matter
- You are sincere and inspire confidence
- You have excellent listening skills, a strong capacity for empathy and sensitivity to others
- You encourage consensus and collaboration among your team members
- You have innate skills as a counsellor, mediator and confidant
- Your methodical nature makes your approach coherent
- You are pacific and humble
- You prefer simplicity and easy-going interaction with others
- Your magnetism makes it easy for you to develop relationships
- You manage to remain calm even in face of challenging and sticky situations
- You have the unusual gift of being an imaginative dreamer and an objective realist

## The 8 Psychological Types



## Your natural sales style



The **COMPETITIVE** salesperson: Fast, proactive, takes the lead with clients, determined to achieve sales objectives, primarily focused on closing the sale. They sell their objectives forcefully and with assurance.

The **CHARMING** salesperson: Vibrant, convincing and fun-loving, wants to interact and communicate with clients to influence them into buy. They sell a relationship with enthusiasm and optimism.

The **UNDERSTANDING** salesperson: Discrete, patient, attentive to the clients' needs, calmly guides clients without pressuring them. They sell their thoughtful nature with sincerity and care.

The **TECHNICAL** salesperson: Objective, distant and courteous. Knows with precision and expertise the distinct features of the products/services being sold. Their technical knowledge of the product reassures clients. They sell their expertise and quality assurance.

### Your strengths in SALES are:

- You possess enough self-assurance to reassure your clients and put them at ease
- You show an aptitude for showcasing the products and services you sell by calling attention to their unique and innovative features
- Your listening skills make you an expert in understanding your client's needs
- You possess a strong aptitude for adapting to your client's needs
- Through your cooperative personality, you show sincere dedication in helping your clients meet their needs
- You are conscientious and care about a job well done, which makes you a reliable and professional salesperson
- You have accurate knowledge about the features of the products and service you sell
- You approach clients in a diplomatic, polite and respectful way
- You are comfortable in selling products and services that require relevant expertise and technical skill
- You show an aptitude for backing up your sales arguments with supporting material
- You earn your client's appreciation and trust for not pressuring them simply to make a sale
- You have the perseverance and patience to work your way through sometimes painstaking sales procedures

## Areas for Improvement in Sales

Based on your natural selling style, **your risks** could include:

- Resistance in adapting to new methods of sales
- Failing to step outside the box and add new twists to your sales methods
- Using the same approach with every client, regardless of personality differences
- Failing to take initiatives
- Feeling bad when the time comes to lead your client to closing the sale
- Failing to ask your clients direct questions to lead them toward closing the sale
- Lacking a human warmth in your approach
- Absence of give-and-take or flexibility during negotiations
- Being uncomfortable whenever your client gives negative feedback about the product and/or service that you offer them
- Showing such enthusiasm for your products/services that you may seem to be exaggerating and thus lose your credibility with the client

## Your Communication Style

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

- You are relatively warm, friendly and energetic in conversation
- Despite your low-key personality, you enjoy conversations and discussions
- You sometimes prefer to communicate in subtle more nuanced ways using few words
- You are very careful about choosing your words when you voice your opinions to avoid hurting others
- You prefer to take the time to gauge your impressions and ideas before offering an opinion
- During discussions, you are the one who achieves a balance between listening and talking
- You are rather formal, precise, and focused in your exchanges
- When you communicate, you tend to focus solely on objectives, results, and concrete facts
- You enjoy conversing with others immensely
- You prefer to take the time to carefully analyze a topic before expressing an opinion on it
- Somewhat critical and skeptical by nature, you are extremely insightful and require fact- and evidence-based arguments

Your **communication risks** are:

- In your enthusiasm to express yourself, you sometimes monopolize the conversation and forget to give others a chance to speak
- You tend to be rather uncomfortable when you have to be the center of attention
- You sometimes risk "bursting someone's bubble" when new ideas are presented to you because of your realistic and cautious nature
- In an effort to avoid conflict, you sometimes hold back from telling others what you think and then become passive-aggressive

## How to Interact More Effectively With You

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

- Support your ideas (opinions, anecdotes and dreams) and your need for self-expression
- Make room for fun, laughter and spontaneity during discussions
- Encourage yourself to voice your opinions, ideas and dreams
- Be cheerful, sociable and friendly
- Give you the time to speak at your own pace
- Show sincere and considerate listening
- Be prepared and organized before meetings
- Send your written material to satisfy your urge to analyze
- Take a methodical, coherent approach
- Give yourself time to analyze and reflect

**What others should avoid** when communicating 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
- Dismiss details and/or self-criticizing your work
- Be disorganized, unclear and illogical
- Surprise yourself at the last minute with unexpected tasks



## 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.

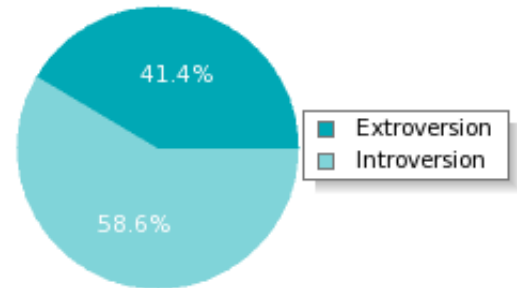
### **SENSATION: Learns through the five senses**

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.

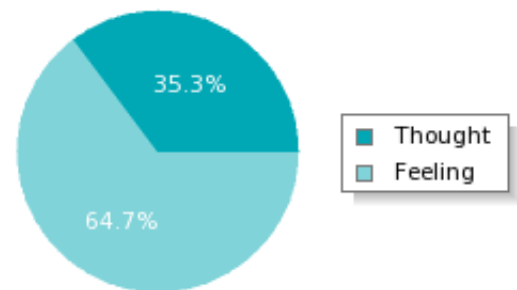
### **INTUITION: Senses the environment**

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

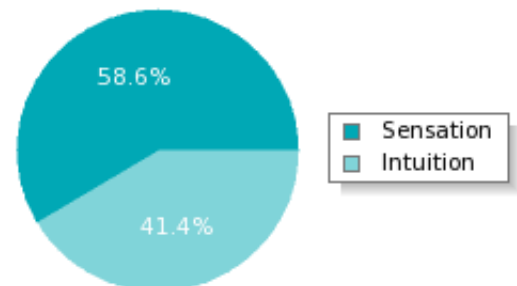
### The direction of your energy:



### Your decision-making style:

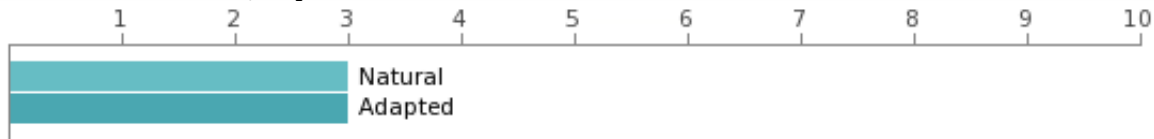


### How you perceive:

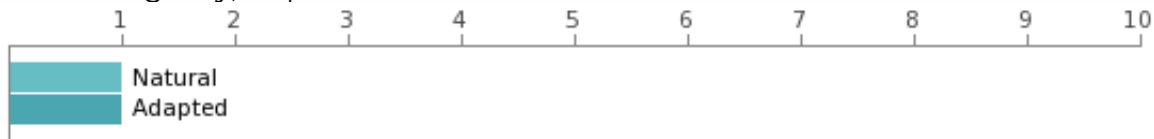


## Your Ability Scale

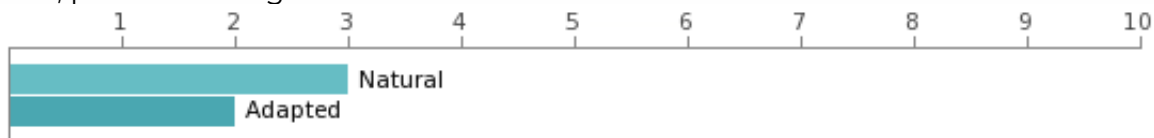
Focused on action, objectives and results



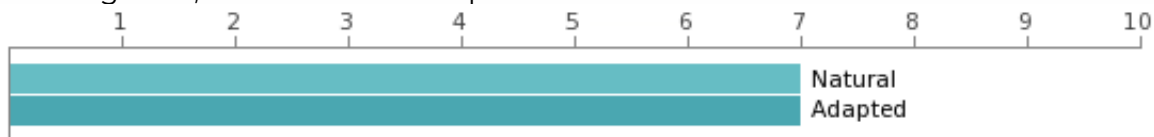
Sense of urgency, responsiveness and initiative



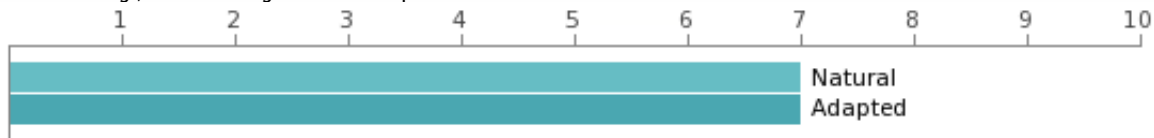
Lead, prioritize and give instructions



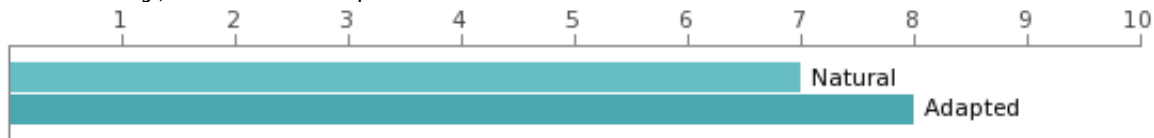
Listening skills, attentiveness and patience



Availability, reliability and cooperation



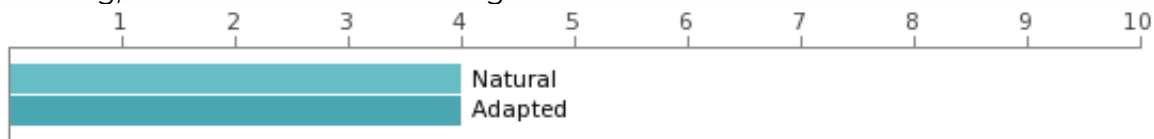
Consistency, method and perseverance



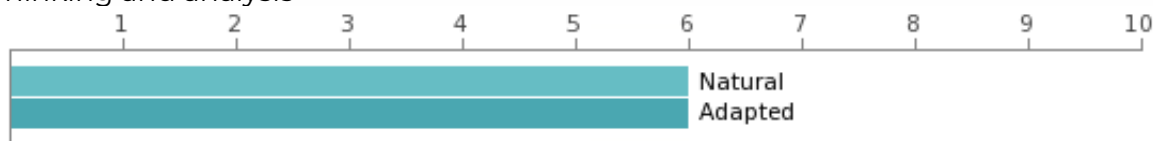
Discipline, rigor and attention to detail



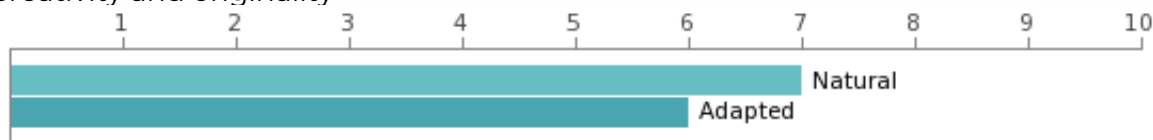
Planning, structure and time management



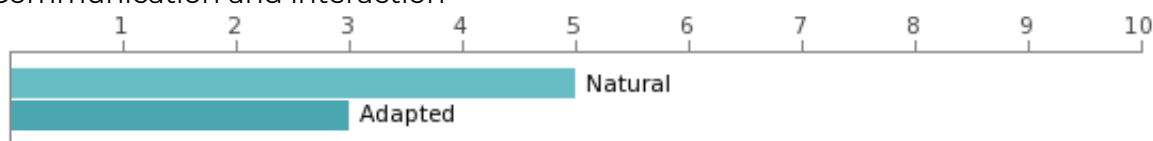
### Thinking and analysis



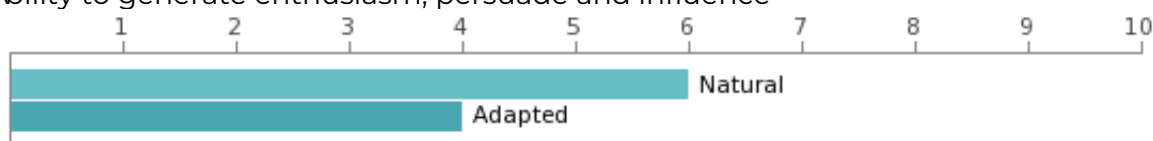
### Creativity and originality



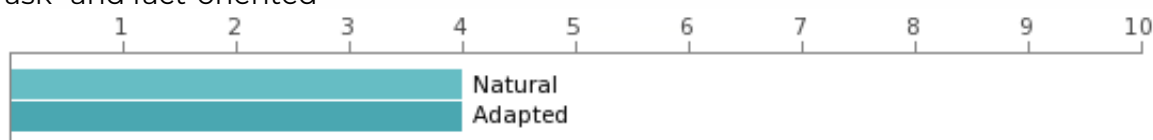
### Communication and interaction



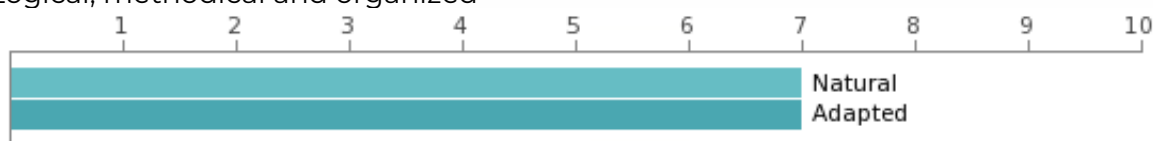
### Ability to generate enthusiasm, persuade and influence



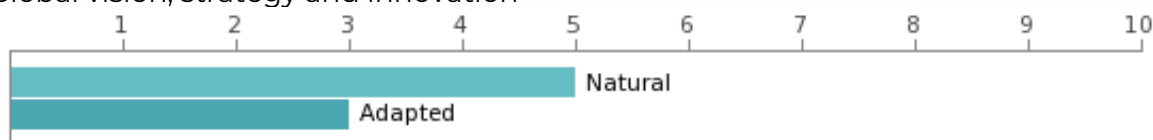
### Task- and fact-oriented



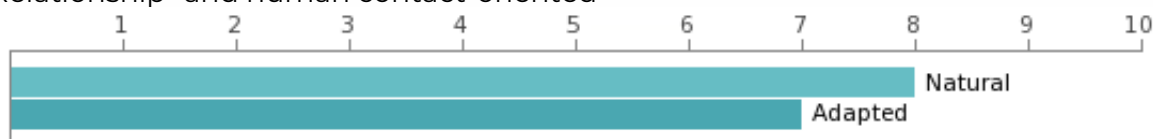
### Logical, methodical and organized



### Global vision, strategy and innovation



### Relationship- and human contact-oriented



## Areas for Development

Denis, 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.

Denis, you sometimes tend to:

- Be friendly and intimate with people who prefer to keep to themselves
- Take the "glass half empty" outlook
- Rationalize and cut yourself off from your feelings, inspirations and intuitions
- Be critical and judgemental toward other people's new ideas
- Avoid conflicts or confrontations and thus create latent conflicts
- Be uncomfortable in meeting tight deadlines
- Hesitate to take action or show initiative in the absence of a predetermined model or clear instructions
- Become "passive-aggressive" and repress your anger rather than express your frustrations through confrontations
- Hesitate and stumble when making decisions
- Be afraid to take risks, to act or to make decisions without guarantees and security
- Refuse to offer an opinion without taking the time to gather data
- Respond to novelty and innovation in a conservative, rigid manner
- Resist all forms of change that isn't aligned with your values
- Be close-minded and show a rigid attitude toward people who live by a different code of conduct than you do
- Have difficulty in managing stress and pressure
- Run from emergencies that require quick responses and fast action
- Have difficulty in saying no, expressing and asserting yourself
- Lack assurance and self-confidence

## 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**