



Stephan Lemire

Example Personal Profile (Management)

Director

2023-03-31

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 Natural Management Style	22
Improving as a Manager	24
Your Communication Style	25
How to Interact More Effectively With You	26
Your Cognitive Preferences	27
Your Ability Scale	28
Areas for Development	30
Your Development Plan	31

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.

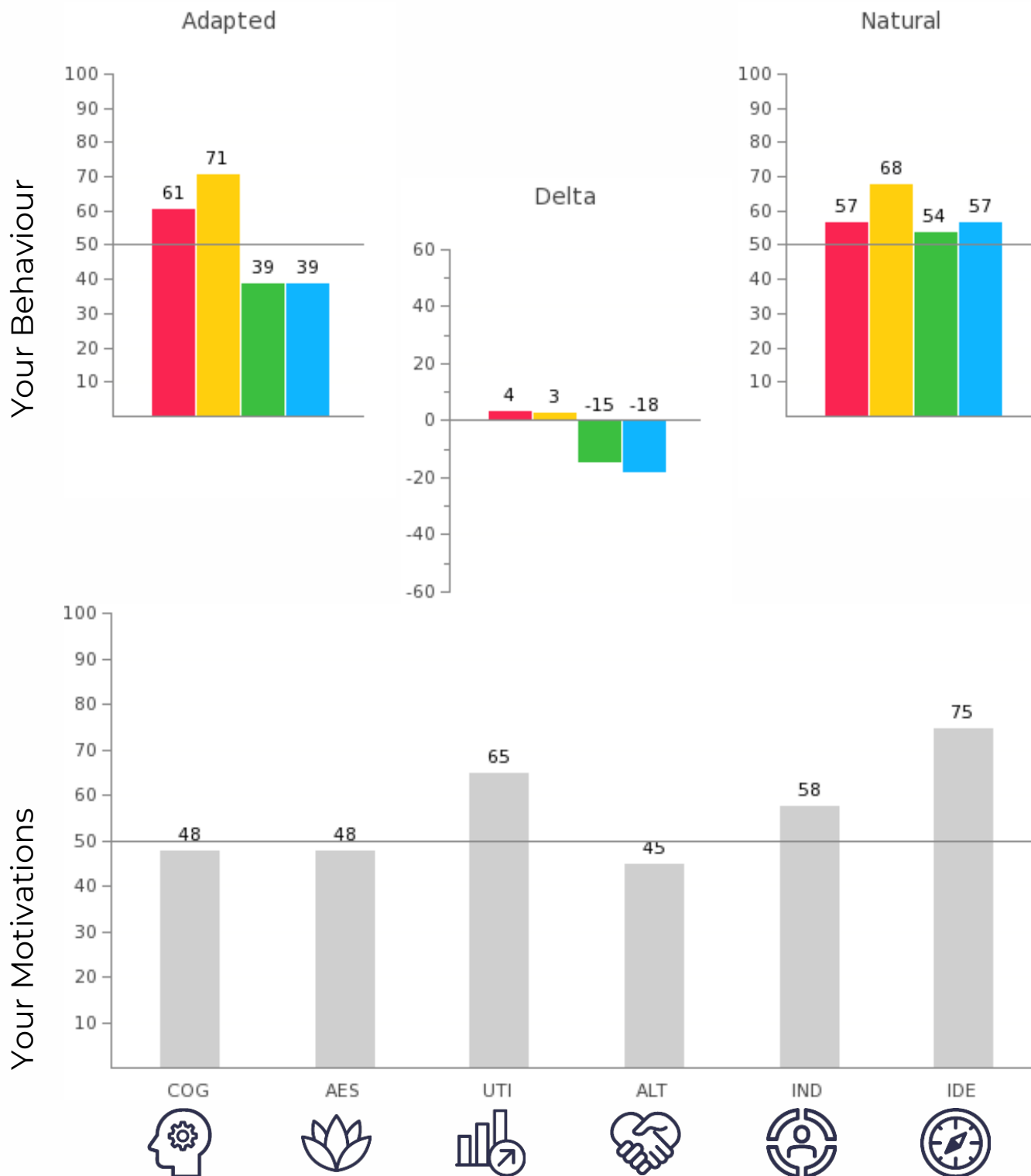


IDEOLOGICAL Motivation:

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



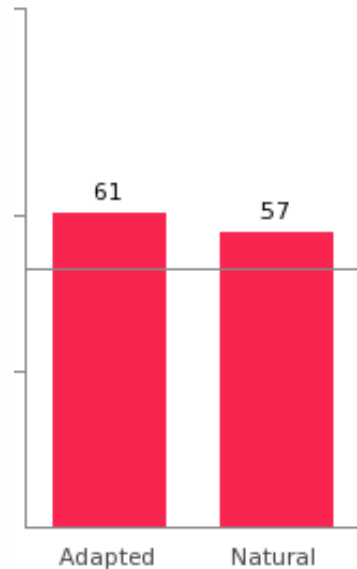
Your Behavioural Preferences

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.



Stephan, 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

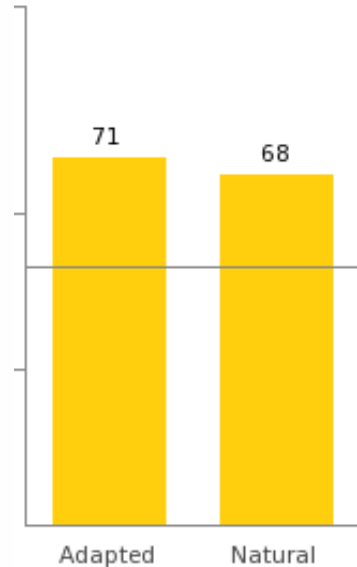
- You are capable of taking calculated risks
- You seek out accurate solutions to problems encountered, relying on your analysis of data, facts and figures
- You need to discuss your problems to gain buy-in and feedback from others, even if you're the one making the final decision

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.



Stephan, when you interact with others:

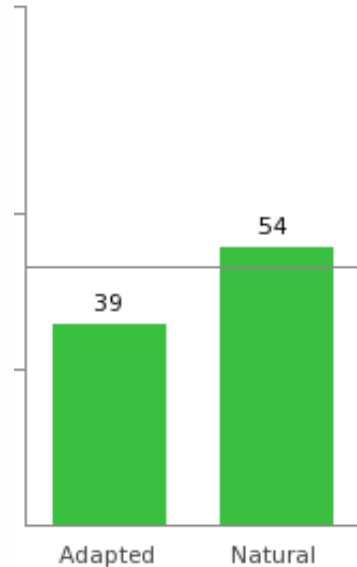
- You have great interpersonal skills and appreciate diversity and spontaneity in your social interactions
- You are extroverted and actively seek to share pleasure and enthusiasm when interacting with others
- You have an impressive ability to influence others through your self-confidence and eloquence
- 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
- 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
- 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.



Stephan, when you set a pace:

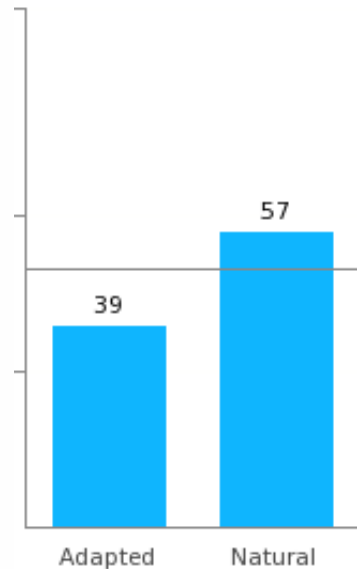
- Your pace varies depending the situation because you are relatively adaptable
- You have patience for projects and goals that matter to you
- You embrace change if the change is coherent and meaningful to you
- Your actions are guided by a methodical approach
- You are relatively easy to get along with because you are flexible and relaxed
- 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.

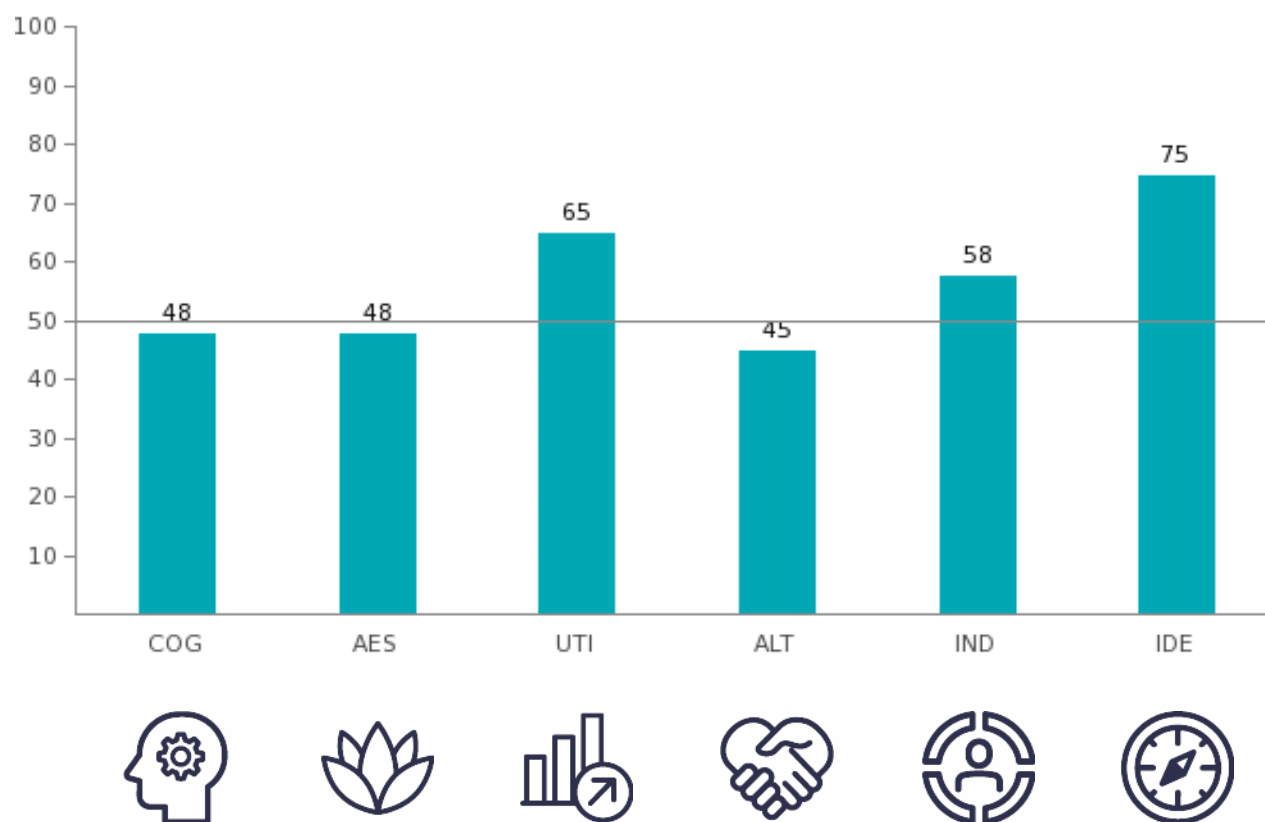
29% or less: Makes their own rules. Resists procedures, norms and rules that are established by others. Tends to be defiant, non-conformist and innovative. Can neglect their commitments.



Stephan, 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 the care you show in following procedures, you enjoy taking calculated risks to reach your goals
- You excel in the art of analysis, yet you also prioritize taking action, which produces tangible results
- 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.



48%

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



48%

AESTHETIC motivation:

- You appreciate beauty and harmony in your environment
- You like to feel involved in a process of self-actualization
- You are fairly intuitive, sensitive and deep
- You enjoy artistic and creative expression



65%

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



45%

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



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

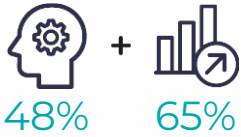


IDEOLOGICAL motivation:

- You are 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

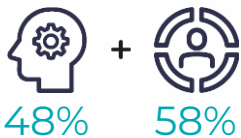
Your Specific Motivation

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:



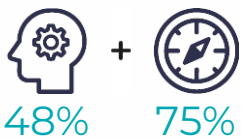
COGNITIVE + UTILITARIAN motivations:

- Your focus primarily focuses on seeking knowledge for profit and practical purposes
- You use your knowledge strategically to maximize your ability to generate profitable outcomes
- You have a knack for assessing business opportunities



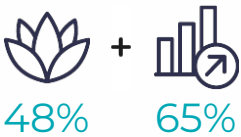
COGNITIVE + INDIVIDUALISTIC motivations:

- You favour learning things that provide intellectual independence



COGNITIVE + IDEOLOGICAL motivations:

- You seek knowledge, especially knowledge related to your value system



AESTHETIC + UTILITARIAN motivations:

- You require both harmony and profitability in your pursuit to achieving your objectives
- Your business sense can be influenced by your flair
- You tend to be creative as in the way you achieve results



AESTHETIC + INDIVIDUALISTIC motivations:

- You enjoy being in touch with your inner and outer beauty, and you like it when others notice them too
- You enjoy a lifestyle that promotes your personal development
- Your search for personal power drives your self-actualization process



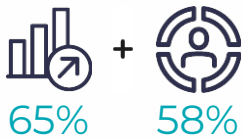
AESTHETIC + IDEOLOGICAL motivations:

- Harmony is important to you, but you tend to react strongly if your beliefs are questioned or threatened



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 have a profound need for recognition, especially for your performance and accomplishments
- You are very fond of power and money
- You tend to use your leadership ability to create prestigious working conditions
- You are informed about profitable business opportunities that allow you to advance your position of power
- You long for financial freedom to satisfy your need for autonomy and independence



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 have strong leadership skills that you use to champion causes and values that are important to you
- You put your leadership ability to use for the good of your cause
- You use your influence strategically to rally others to your cause
- You like being recognized for your leadership and your ethics
- You can react strongly and take things personally if someone challenges your values



ALTRUISTIC + INDIVIDUALISTIC motivations:

- You find it easy to live by the proverb, "Charity begins at home."
- You tend to put yourself at the centre of your priorities despite the generosity you show to the people around you
- You easily take a leadership role while setting an example of collaboration and kindness



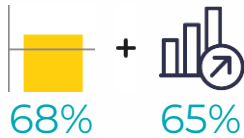
ALTRUISTIC + IDEOLOGICAL motivations:

- 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

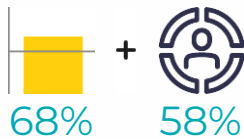
If we were to compare our personality to a car, our colours would determine how we drive in life, whereas our motivations would be the fuel that powers our engine and tells the car which direction we're headed in. These two aspects of our identity are extremely important and interdependent. In fact,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



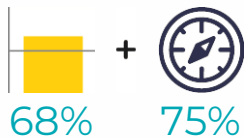
Your UTILITARIAN motivation + YELLOW:

- 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



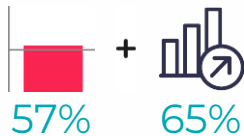
Your INDIVIDUALISTIC motivation + YELLOW:

- Your natural charisma strengthens your leadership style
- You like to shine and receive recognition for your unique personality



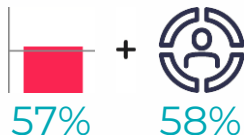
Your IDEOLOGICAL motivation + YELLOW:

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



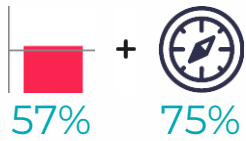
Your UTILITARIAN motivation + RED:

- Your ambitious nature is bolstered by your thirst for quick, profitable and effective results
- You tend to be extremely demanding in terms of your performance; your central focus revolves around productivity, profitability and effectiveness



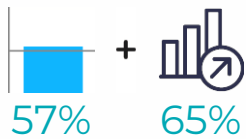
Your INDIVIDUALISTIC motivation + RED:

- 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



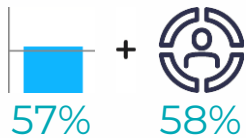
Your IDEOLOGICAL motivation + RED:

- You have a strong tendency to defend your values eagerly and confront people who do not endorse them
- You tend to impose your principles and code of conduct on others, which could generate conflicts with people who do not support them



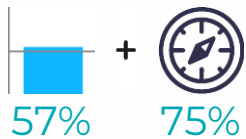
Your UTILITARIAN motivation + BLUE:

- 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 INDIVIDUALISTIC motivation + BLUE:

- You like to be recognized as an expert in your occupational field
- Despite your leadership faculty, you perform your duties cautiously and conservatively



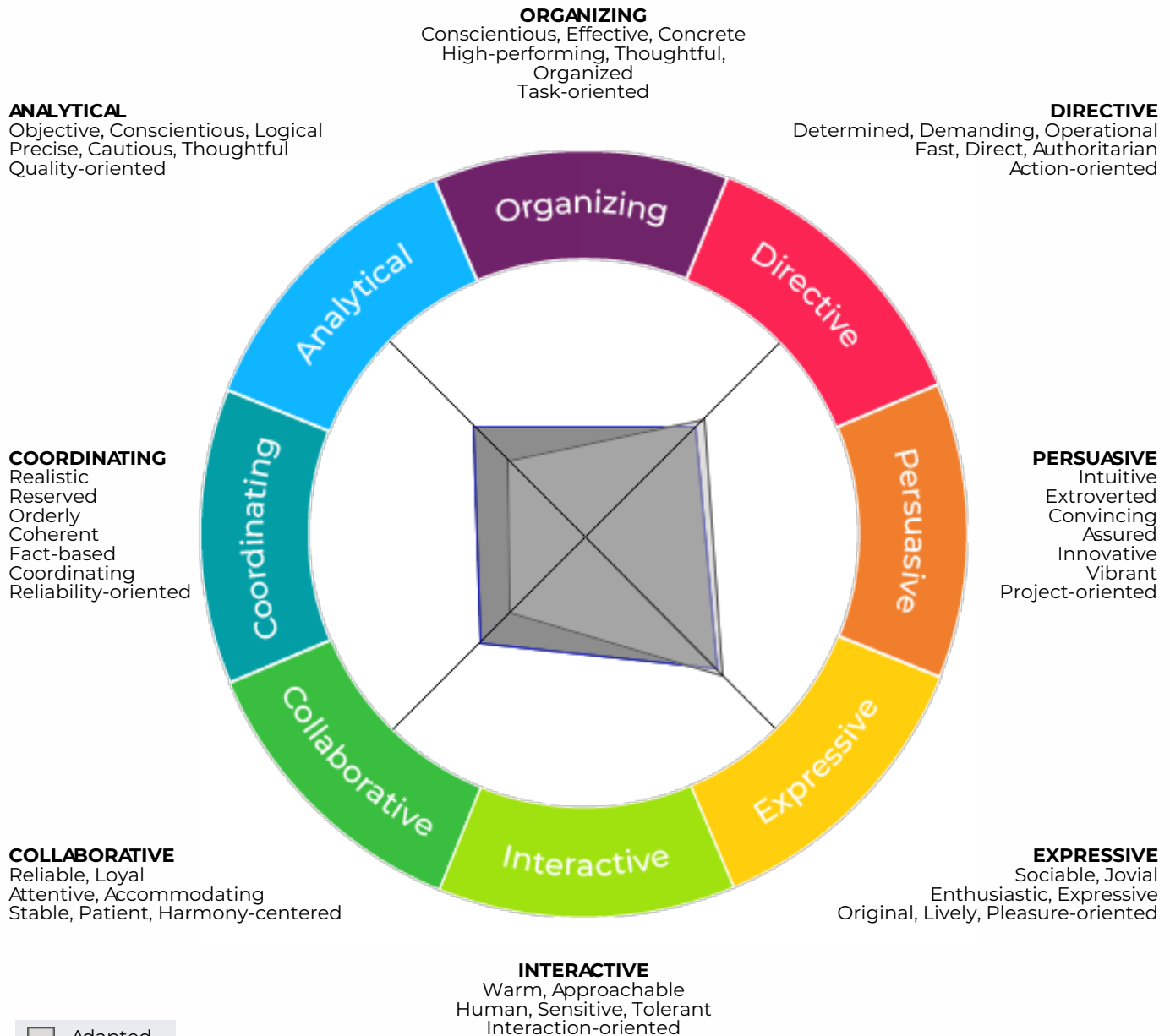
Your IDEOLOGICAL motivation + BLUE:

- 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

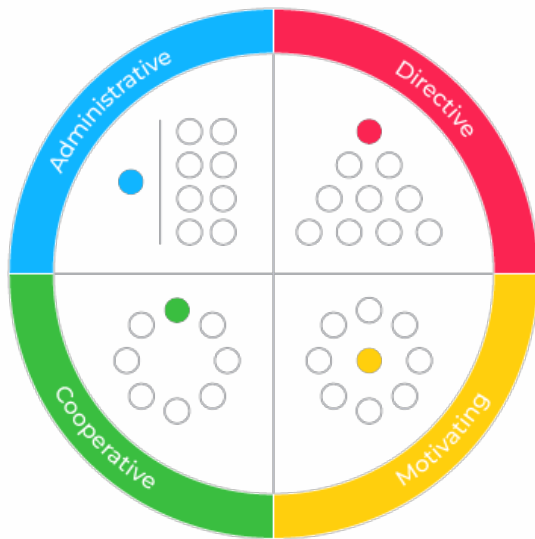
Your Natural Talents

- 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 like to act consistently and methodically
- You are relatively reliable and sincere
- 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 personality is relatively strong
- Your magnetism makes it easy for you to develop relationships
- You are extremely comfortable in expressing yourself and in initiating pleasant conversations
- Your natural charisma inspires others to follow your ideas and plans
- You have the unusual ability to make difficult decisions based on a calculated analysis of the risk before taking action
- You manage to remain calm even in face of challenging and sticky situations
- You have the ability to be attentive to others, and focus on reaching your objectives
- You have the unusual gift of being an imaginative dreamer and an objective realist

The 8 Psychological Types



Your Natural Management Style



The DIRECTIVE Manager: Focused on results, objectives, performance, return, effectiveness and practicality. Leads the company alone with strength and courage.

The MOTIVATING Manager: Focused on vision, innovation, relationships, communication, possibilities, partnerships, alliances. Is an influencer. Leads the company with enthusiasm and creativity by rallying the troops.

The COOPERATIVE Manager: Focused on team unity, consensus, collaboration, corporate values, processes and human resources management. Leads the company consistently and methodically, with respect for individuals.

The ADMINISTRATIVE Manager: Focused on management, structure, standards, and protocols, organization, order, quality, planning, respect for deadlines and budgeting. Leads the company with rigor and consistency, while keeping a certain distance.

Based on your natural management style, **your strengths** are:

- Focused on profitability and the company's financial health
- Maximize each employee's competencies
- Rigorously manage the financials (budgeting, financial statements, etc.)
- Achieve results that align with your ambitious nature
- Be pragmatic, practical with a good sense of the "playing field"
- Monitor your teams' performance
- Be a spokesperson for the company's message, mission, and values
- Be fair in your human resources management
- Assume your leadership role and embody your position of power
- Make sometimes difficult decisions and accept the consequences alone
- Focus on goals and objectives as well as results
- Provide instructions and delegate
- Direct, lead and be an example of strength and courage
- Favour a pleasant, motivating work atmosphere
- Maintain active communications and relationships with your teams

- Create alliances with new clients and/or partners
- See a big picture of the company's activities
- Orient your team towards a common, inspiring goal
- Encourage action and rally your team around a common vision
- Foresee and anticipate risks
- Ensure impeccable administrative management of your corporate structure
- Establish clear and precise work standards and structures
- Leverage your organizational and planning skills within your managerial role
- Establish high-quality standards that are to be respected by you and your employees
- Control and follow-up on work delegated to your team with performance assessments
- Demand excellence from others and yourself
- Provide clear and precise guidance of the objectives to be achieved
- Embody complete authority within your position through leadership, confidence and firmness
- Have all of your teams comply with budget requirements and deadlines
- Enforce policies, norms and rules with all your employees in an unbiased, fair manner

Improving as a Manager

Based on your natural management style, **your risks** could be:

- Over-focusing on performance and speed, sometimes causing employees to feel pressured or stressed by your attitude
- Becoming dictatorial under pressure or in emergencies
- Being too demanding when it comes to the level of performance you expect from your teams
- Failing to leave your colleagues enough room to maneuver
- Micro-managing
- Being overly critical of the quality of your employees' work due to your perfectionism
- Difficulty in accepting uncertainty and managing the risk factors involved in your decision-making position

Your Communication Style

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

- In your interactions, you are rather direct and outspoken
- You are relatively warm, friendly and energetic in conversation
- 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

Your **communication risks** are:

- You can sometimes risk offending others due to your tone that can sometimes lack tact and be aggressive or confrontational
- In your enthusiasm to express yourself, you sometimes monopolize the conversation and forget to give others a chance to speak
- You sometimes risk "bursting someone's bubble" when new ideas are presented to you because of your realistic and cautious nature
- You tend to try to dominate conversations

How to Interact More Effectively With You

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

- Demonstrate leadership, confidence and initiative
- Be proactive and offer solutions to existing problems
- 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
- Be prepared and organized before meetings
- Send your written material to satisfy your urge to analyze
- Emphasize relationships and interaction
- Give you attention and recognition

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
- 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.

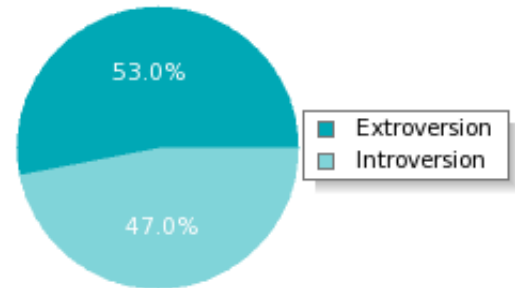
SENSATION: Learns through the five senses

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.

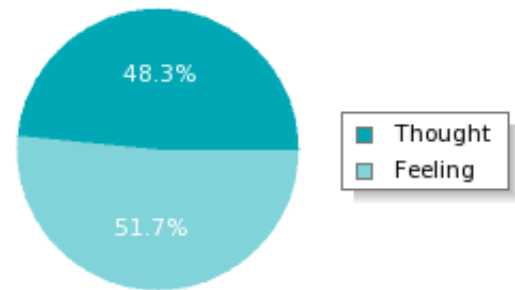
INTUITION: Senses the environment

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

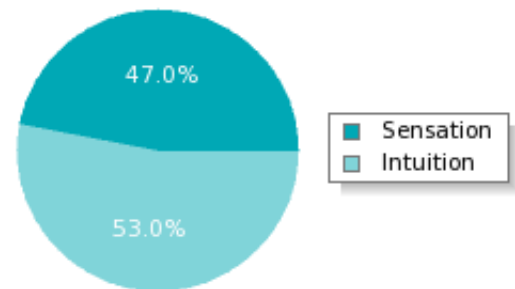
The direction of your energy:



Your decision-making style:

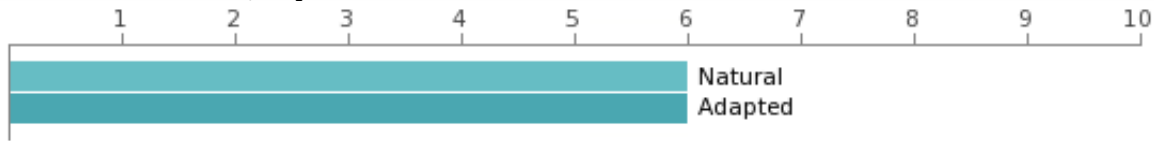


How you perceive:

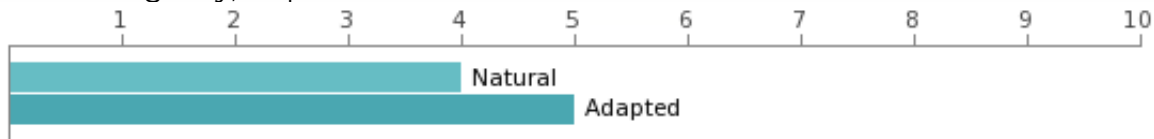


Your Ability Scale

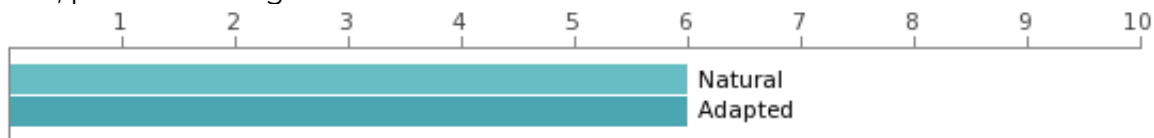
Focused on action, objectives and results



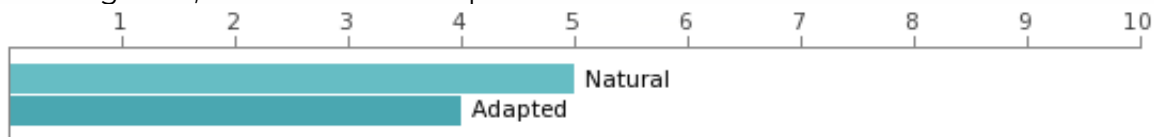
Sense of urgency, responsiveness and initiative



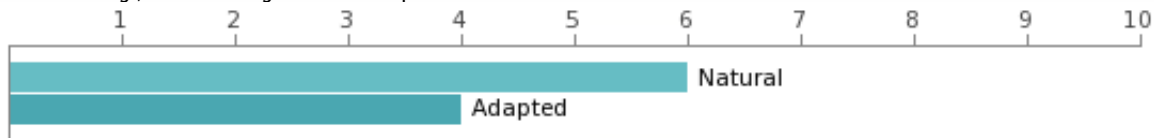
Lead, prioritize and give instructions



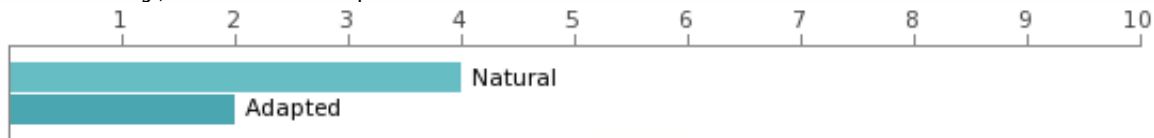
Listening skills, attentiveness and patience



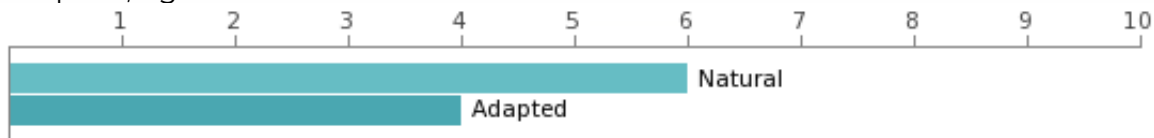
Availability, reliability and cooperation



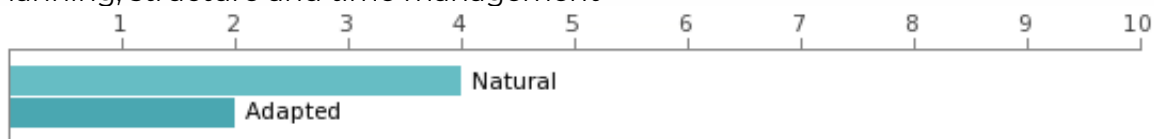
Consistency, method and perseverance



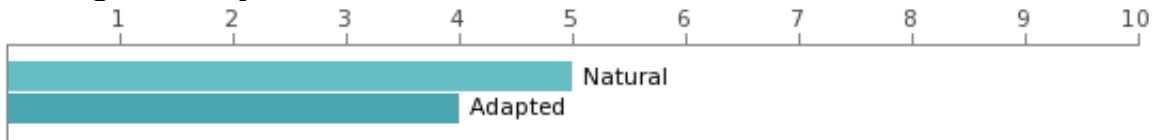
Discipline, rigor and attention to detail



Planning, structure and time management



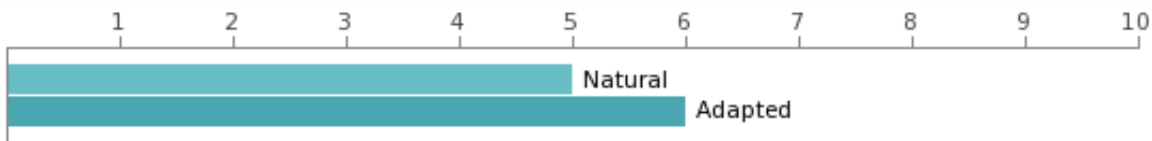
Thinking and analysis



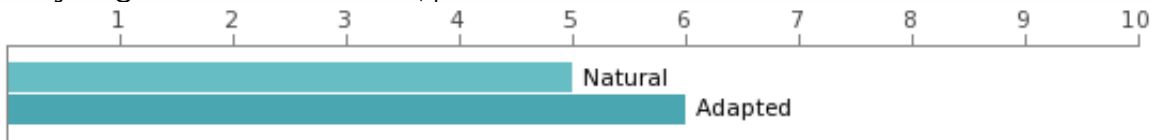
Creativity and originality



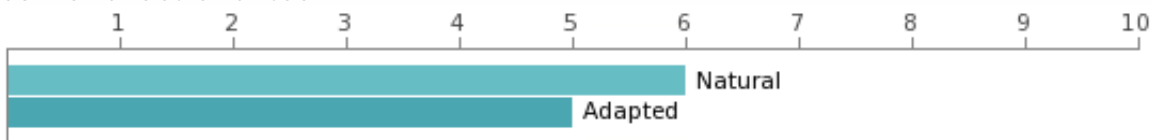
Communication and interaction



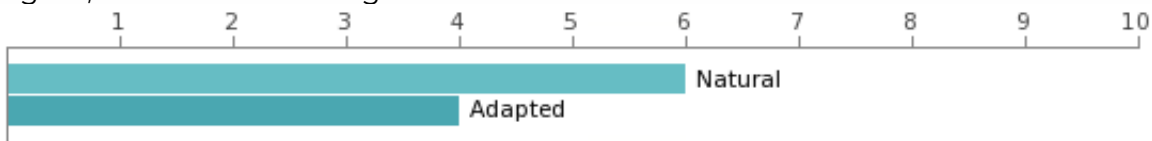
Ability to generate enthusiasm, persuade and influence



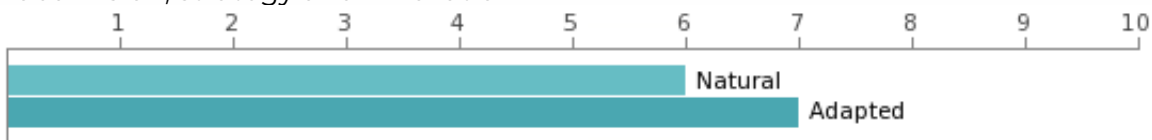
Task- and fact-oriented



Logical, methodical and organized



Global vision, strategy and innovation



Relationship- and human contact-oriented



Areas for Development

Stephan, 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.

Stephan, 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
- Be close-minded and show a rigid attitude toward people who live by a different code of conduct than you do
- 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