

# PERF ECHO

## RISORSE PERFORMANCE

Self-evaluation  
Data entered  
Answering time

**Mr P. Christian**  
**Oct 19, 2013**  
**12 minutes**



*Personal and confidential*



PERFORMANCE

## GENERAL ADVICE

The purpose of the behavioral report of Mr P. Christian is for it to be shared with this person and to help you make pertinent investigations during the feedback interview.

This report is not all-comprehensive, nor does it describe an "absolute truth", this is why you should:

- give it to Mr P. Christian so as to improve and validate its relevance by exploring facts,
- comparing it with other observations from PERF DIALOG.

We recommend this multimodal behavioral approach in order to obtain an objective assessment.

## FIRST IMPRESSIONS

You feel self-confident, especially when meeting strangers. Indeed, you like this kind of situation and actively look for it. Your ability to establish relationships with people comes readily to the forefront and you display a very even temper which is immediately noticeable. This allows you to make friends easily except perhaps with the very shy or the very grumpy who could be intimidated by your outgoing personality. This probably has little effect on you and you're able to leave such people alone if it's what they need.

## ACTIVITY

As you perform best in a calm environment, you certainly draw on your ingenuity to simplify problems, to adapt tools to the stakes and regulate your workload. You like to promote change and put new ideas to good use. You always avoid radical upheavals which are in total contradiction with your view of things.

You probably don't show any talent for organization. Your strength lies rather in your ability to react quickly.

Your relaxed manner in no way prevents you from having the determined will to take on ambitious projects. You probably enjoy working in a system organized around goals. In fact, without challenges, the need "to be in the front lines" as it were, you'd probably feel bored or useless.

Under the right conditions, you find it easy to maintain your efforts in the pursuit of anticipated results.

## SOCIABILITY

You readily and frankly express your views without being prompted and without being abrupt with others since you know how to show interest in what they have to say. The steadiness of your character and your confident manner with others allow you to establish interesting contacts except when dealing with extremely reserved, shy or meek people.

Your self-confidence and your tendency to multiply contacts may be mistaken for lack of consistency.

When you take part in a meeting, your presence can't be ignored since you tend - without displaying any aggressivity - to occupy center stage to impose your views. Feeling sure that your choices and your projects are relevant and interesting, you can often draw on inexhaustible reserves of enthusiasm and drive which could, however, alienate those who have different opinions.

You're aware that life with people requires that each person give due consideration to others.

## RELATIONSHIP TO HIERARCHY

You prefer a style of management where communication works according to realism and a relaxed approach. This is perfectly suited to your outgoing sensible temperament. You're intent on working for people who set up working conditions allowing people to express themselves as they wish, without undue constraints or encroaching on the work of others.

You'd be unhappy being strictly restrained in your work; you may feel it to be an infringement on your freedom.

You have faith in the value of your opinions and you don't hesitate to speak your mind calmly, but with determination to try to convince your superiors of where their interest lies. In the face of opposition or reticence, you're certainly able to present your arguments from a different angle, but without getting sidetracked from your point of view.

It's advisable for your supervisors to provide you with projects likely to make you feel motivated.

## REACTIONS TO STRESS

However surprising this may be to apprehensive or reserved people, you tend to seek challenges and uncommon situations. It's not that - like some - you need to feel permanently under stress to be effective, but because you want to feel you're moving forward and that the pleasure you get from discovering new things matters a lot to you.

You also know that the balance you're careful to maintain, in your work as much as with people, often lessens the likely consequences of many mishaps.

When things become too problematic, you seem to be more receptive to advice from people around you although you don't take any suggestion in an ill-considered way. Exchanging ideas stimulates your imagination and your cleverness which are among your most invaluable assets to get yourself out of a bind.

You're quite able to improvise, perhaps even too much, and may make a bad situation worse.

## WORKING ENVIRONMENT

You know how to be enthusiastic when you like something and you try to share it as much as you can. You run the risk, however, of making decisions that are a little too reckless, especially if you find yourself with people who think too much like you do.

You probably don't want your professional life to monopolize all of your time and energy on a task or on a single subject because you need to discover and learn new ideas. It's under these conditions that your dynamism can be best expressed.

You certainly communicate a lot with the people you know, but you don't want to be trapped in a social network which would impose obligations or habits on you. You want your time to be your own and to be able to change directions when you choose.

NOTE: You think spontaneity has a great value to the extent that you refuse to be paralyzed by constraints or predictions. This probably makes people like you and you orient your tasks to those areas where improvisation is highlighted.

## SUPPORTING FACTORS

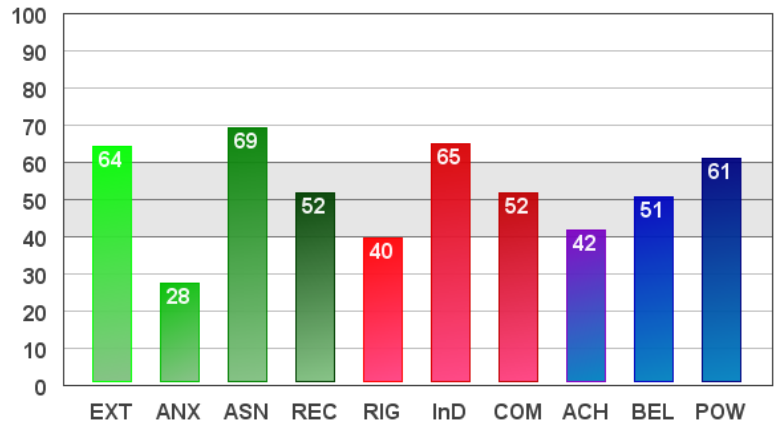
- Likes to improvise without constraints
- Is capable of boldness
- Likes to discover and learn
- Tries to be available for others
- Knows how to calm a heated discussion
- Chooses among his acquaintances
- Is quick-minded
- Takes no notice of preconceived ideas
- Stays cool and collected
- Puts the seriousness of situations into perspective

## WARNING FACTORS

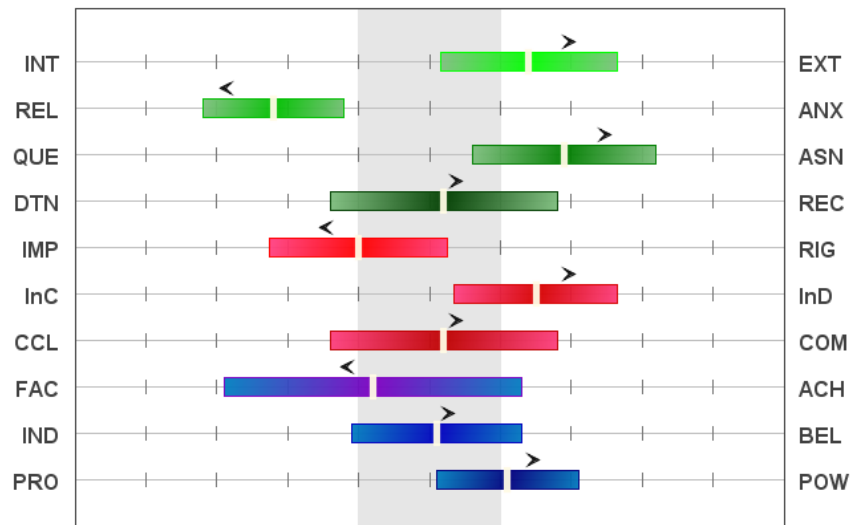
- Tends to misjudge what it takes to get the job done
- May run the risk of biting off more than he can chew
- Tends not to concentrate on just one subject
- Needs change
- Could sometimes be fickle
- Tends to shun constraints and planning ahead
- Tends to go off in all directions at once
- May sometimes be too self-assured

## THE MODEL WITH FIGURES

Flow chart representing the ten behavioral dimensions



Graph representing the ten bipolar behavioral dimensions



- Introversi - Estroversi
- Rilassamento - Ansietà
- Domanda - Assertività
- Distanza - Ricevibilità
- Improvvisazione - Rigore
- Conformismo intellettuale - Dinamismo intellettuale
- Conciliazione - Combattività
- Motivazione di Facilitazione - Motivazione per l'Accomplimento
- Motivazione per l'Indipendenza - Motivazione per l'Appartenenza
- Motivazione per la Protezione - Motivazione per il Potere