

ASSESSFIRST

David BERNARD

CEO/Company Director
20/12/2014





WHAT YOU WILL FIND IN THIS REPORT

This report is based on the responses that David BERNARD gave in the AssessFirst personality questionnaire on Dec 20, 2014 at 2:40:39 PM (Europe/Paris).

It enables you to understand how David BERNARD operates and to anticipate the behaviour he is highly likely to demonstrate in the workplace.

When reading this report, bear in mind that David BERNARD's profile must be viewed in light of the position and environment within which he moves.

As this report is based on the perception that David BERNARD has of himself, some of its conclusions may be limited or even invalid. We recommend that you conduct a follow-up interview with David BERNARD, which will enable you to gather all the information you need to understand what his behavior means in practical terms and to put certain conclusions into perspective if need be.

ASSESSMENT CONDITIONS

DAVID BERNARD CONFIRMATIONS

I completed the assessment in good conditions.



I responded to all questions honestly.



ASSESSMENT DURATION

05'28"



RESPONDENT SPONTANEITY

A long time was taken to respond to these personality traits.

These personality traits were answered spontaneously.

These personality traits were answered reflexively.

1

19

0



ASSESSMENT ANALYSIS

Number of logout(s) from the application*

Number of automatic pause(s)**

0

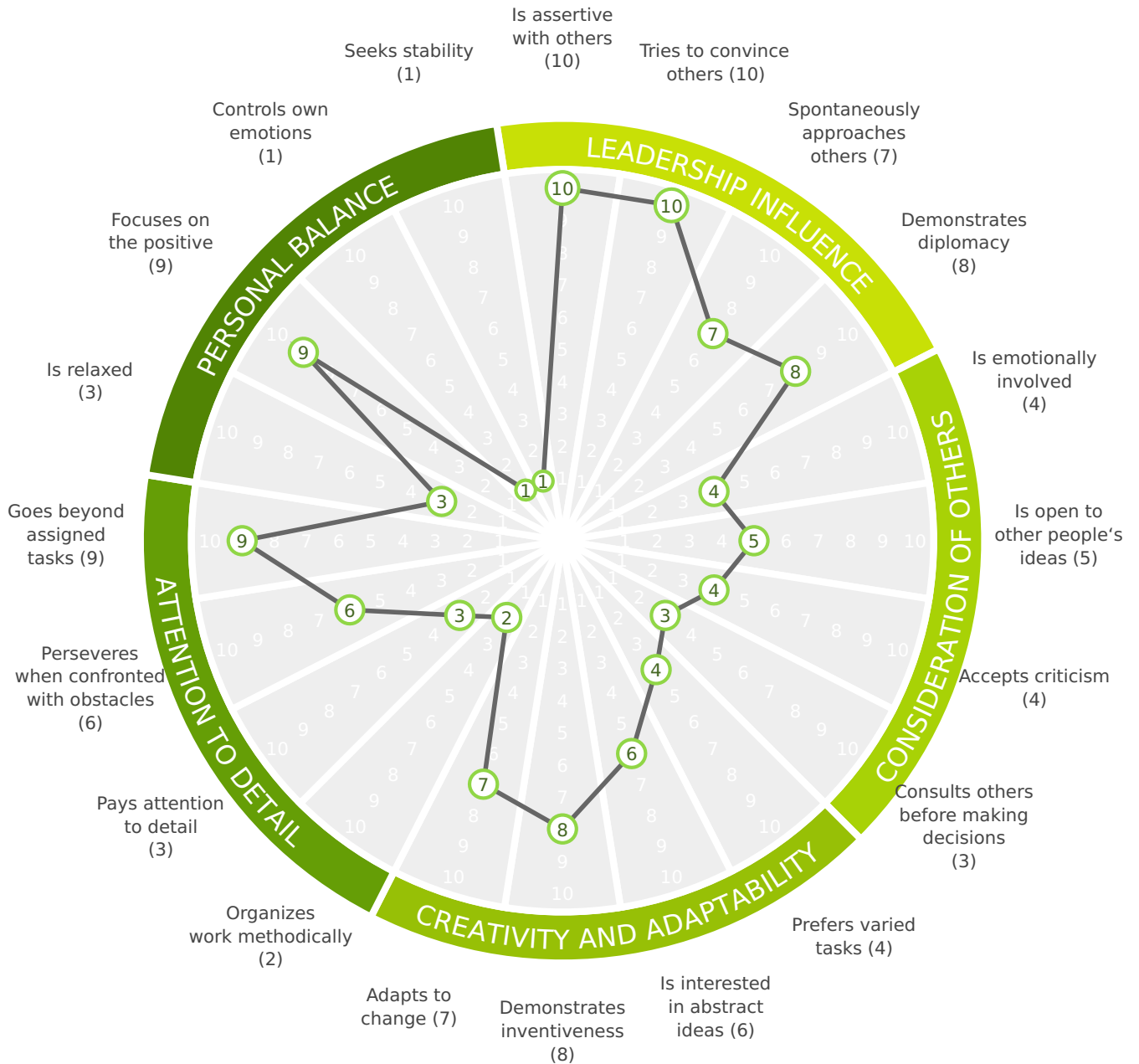
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*Activated when the user closed the browser during the assessment.

**Activated when the respondent is inactive for more than 2 consecutive minutes.

RADAR PROFILE

2



PROFILE SUMMARY



STRENGTHS

BEHAVIOR WHICH DAVID BERNARD CAN USE TO MAKE A DAILY DIFFERENCE.

- His/her ability to approach people while keeping his/her distance.
- Appears to be able to take and be responsible for decisions quickly.
- Does his/her utmost to persuade those he/she is talking to and achieve his/her ends.
- Gets over personal criticism.
- Takes and directs ambitious initiatives.
- Focuses on what he has to do.
- Appears to be able to handle uncertainty.
- Acts as an innovative driving force for his/her work.
- Moves forward himself by suggesting possible changes.
- Uses stress as a driving force.
- Energizes the working atmosphere.
- Finds it easy to put him/herself at risk.



WEAKNESSES

BEHAVIOR WHICH MAY POTENTIALLY HAMPER DAVID BERNARD'S SUCCESS IN CERTAIN CONTEXTS (TO BE CONFIRMED BY INTERVIEW).

- Is selective in his/her approach to relationships.
- Makes decisions without confirming them with the relevant people.
- Uses all means to achieve his/her ends.
- Seldom self-analyzes.
- Always needs more.
- Finds it difficult to break away from what he starts.
- Does not attach much importance to thoroughness.
- Often looks for a way of doing things differently.
- Regularly questions ways of working.
- Shows a certain impulsiveness.
- Can easily get carried away.
- May make decisions without weighing up the consequences.

IN-DEPTH PROFILE ANALYSIS



FIRST IMPRESSIONS

WHAT EFFECT DOES DAVID BERNARD HAVE ON PEOPLE HE MEETS FOR THE FIRST TIME?

David BERNARD is a friendly person, very at ease with other people even though he may not know them particularly well. With his infectious enthusiasm, he has the gift of being able to quickly break the ice. He has a pleasant way about him and wants to please everybody. Also, the attitude he develops makes those around him generally like him. A resolute optimist, his demeanor really injects energy into his everyday relationships. He knows exactly how to get the most out of people and projects. The strong involvement he seems to show in his relationships with others is often, however, just a front. He will only truly engage with his inner circle.



HIS RELATIONSHIPS WITH OTHERS

HOW DOES HE COMMUNICATE?

With a genuine gift for persuasion, David BERNARD speaks to others with the aim of convincing them. To do so he adjusts his words entirely to the feelings and orientations of the person he is speaking to. He is strongly attached to his personal beliefs, convictions and points of view and readily applies strategy to get those around him to adopt them. He, on the other hand, is not very receptive to either criticism or comments from other people and is not exactly quick to question himself. As a result, he is also difficult to influence.

WHAT POSITION DOES HE HAVE WHEN HE IS IN A TEAM?

When working within a team, David BERNARD naturally positions himself in a "leading" role. With a lively and determined temperament, he likes deciding quickly and deciding for the group! He does this all the more readily as he does not particularly need other people's advice or views to make up his own mind. He likes setting the agenda, mapping out the route and bringing others along on this path. He does not find it particularly difficult to take drastic action, including on thorny issues!



HIS WAY OF WORKING

HOW DOES HE APPROACH SITUATIONS THAT HE ENCOUNTERS?

With both a conceptual and global approach to situations, David BERNARD is accustomed to strategic thinking. Furthermore, this often leads him to challenge the status quo and question the more "traditional" ways of doing things. He quickly adjusts to any changes and has plenty of ideas. He regularly suggests new projects and also makes endless contributions to creating developments, breaking trends or thinking of new systems. He is more interested in project guidelines and by "reinventing" rather than pure "implementation".

HOW DOES DAVID BERNARD MANAGE HIS ACTIVITIES? WHAT TASKS DOES HE FOCUS ON FIRST?

For David BERNARD, it is vital to meet his work priorities. He is therefore more inclined to adapt his days according to what he knows he has to do, rather than plan his work in the strictest sense of the word. Focused on his goals, he tries not to take too much on as he is committed to seeing what he does undertake through to completion. As a result, he often works sequentially, focusing his energy first on one project, then on the next. He sometimes forgets the peripheral elements or prefers to postpone them until later so that he can concentrate on what he considers to be vitally important.

HOW DOES DAVID BERNARD SEE HIMSELF IN HIS ACTIVITIES? WHAT LEVEL OF ENERGY DOES HE DISPLAY AT WORK?

Forever in search of the next "Major Project", David BERNARD is firmly focused on the future. He is proactive and systematically looks for ways to develop and improve what he is doing and achieve more. He is not short on inspiration and generally finds something extra to bring to each project he undertakes. His desire to surpass himself and his capacity for innovation may lead him to suggest incisive solutions to meet the challenges he encounters, but may also serve as an excuse for him not to tackle the most daunting aspects of his work.



HIS EMOTIONAL PROFILE

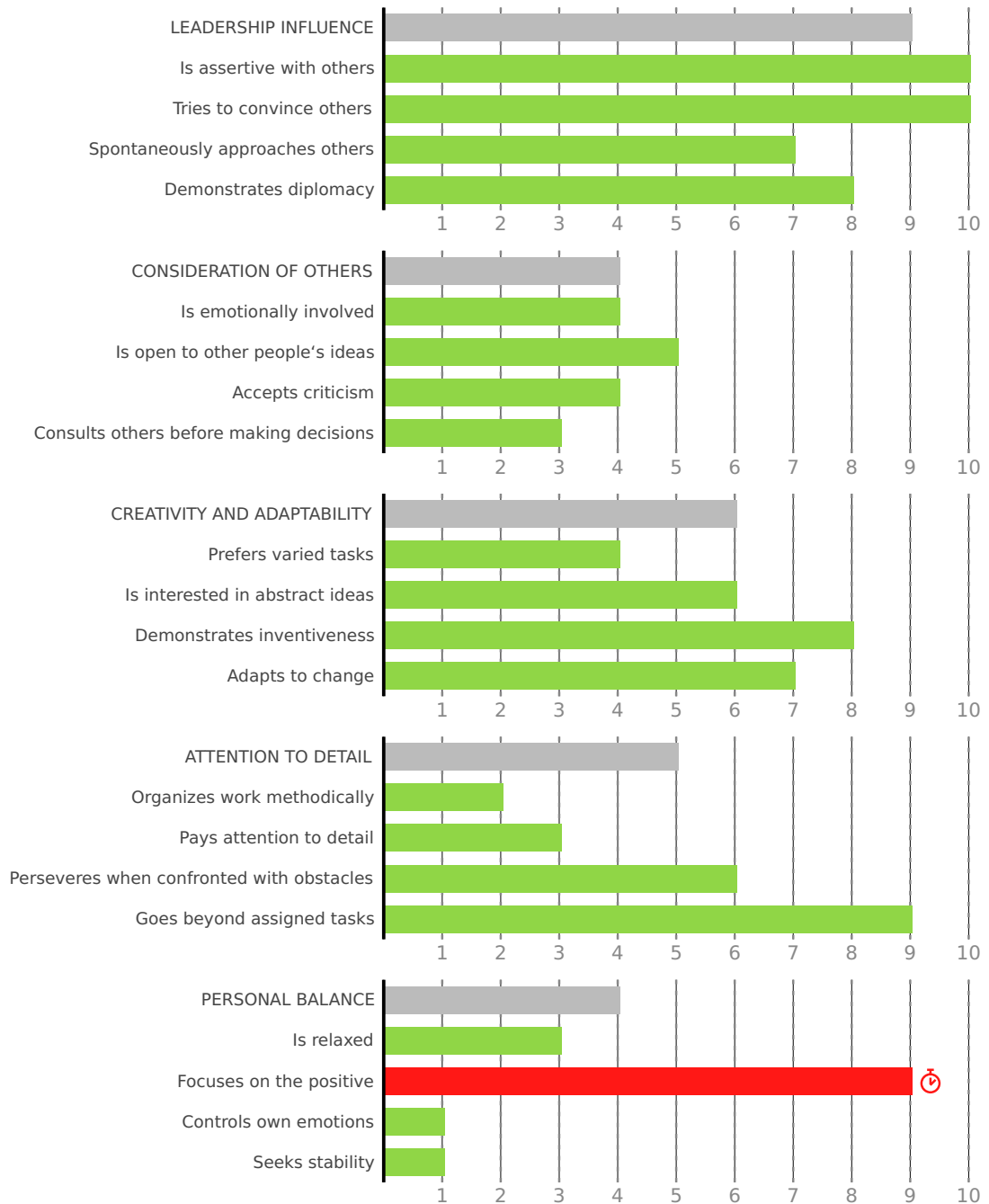
WHAT EMOTIONS DOES HE MOSTLY FEEL? HOW DOES HE HANDLE IT, EITHER ON A PERSONAL LEVEL OR IN HIS RELATION TO OTHERS?

On a day-to-day basis, David BERNARD is naturally dynamic. A fundamental vitality that is reflected in fast action and an aptitude for taking risks. And inherently, through infectious enthusiasm. This responsiveness may sometimes veer towards impulsiveness, whether in his decision-making or his reactions. Always ready to move forward, he does not need any particular guarantees before he commits himself to new projects. Stress for him, therefore, is a driving force that spurs him into action. He likes sharing his positive feelings and his optimism with those around him at work.

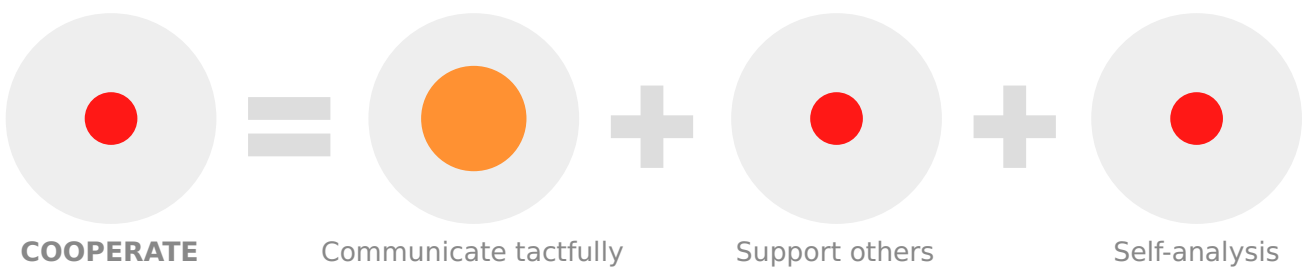
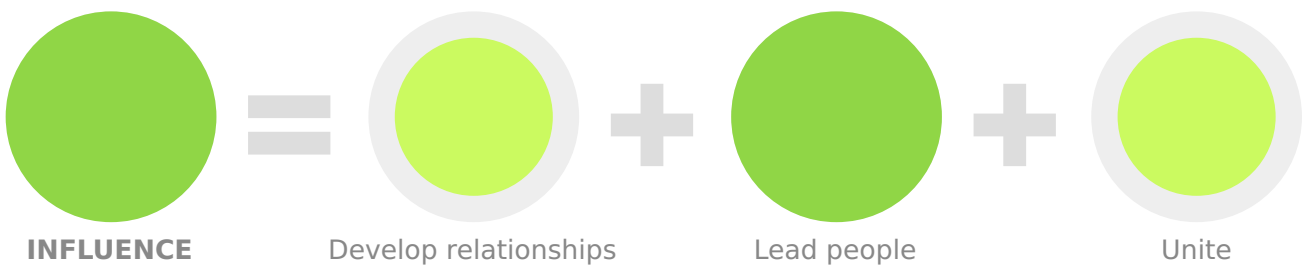
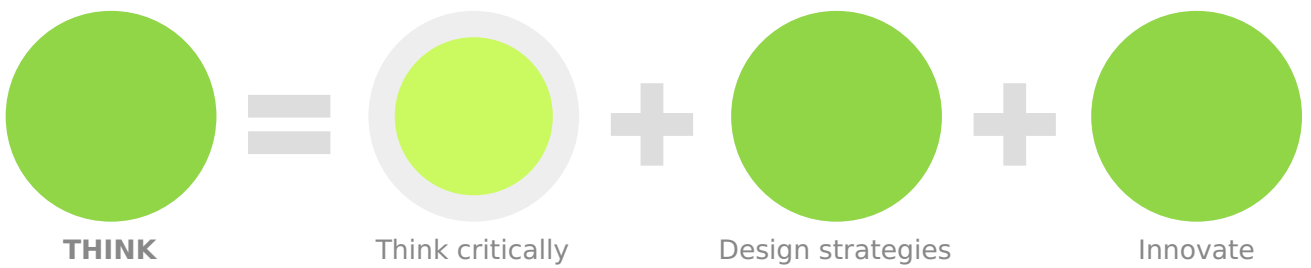
SECTION #5

TRAIT PROFILE ANALYSIS

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- Cluster (grouping of 4 personality traits)
- Characteristic traits (Respondent answered normally. These traits may develop over time.)
- Adapted traits (Respondent answered contemplatively. These traits may develop greatly.)



Potential ● Maximum ● Strong ● Average ● Weak

RISK ANALYSIS

	RISK FACTORS 		
Lack of confidence	Low		
Intolerance of uncertainty	Low		
Tendency towards authoritarianism		Medium	
Detachment	Low		
Procrastination		Medium	
Tendency to worry	Low		
Impulsiveness		Medium	
Hypersensitivity	Low		



ABOUT

This report has been generated by AssessFirst based on the answers that David BERNARD gave during the assessment PSV20. This questionnaire evaluates 20 personality traits in relation to individual and collective performance.

AssessFirst creates and commercializes HR assessment tools to help HR professionals and operational managers to better recruit (recruitment tests) and develop strengths of their co-workers (360° surveys).

More www.assessfirst.com

DISCLAIMER

AssessFirst advises against making any personnel selection, management, or development decisions solely on the basis of these assessments, questionnaires, and/or surveys results.

AssessFirst is not responsible in any way for the direct and/or indirect consequences related to the use of the tools and assessments systems that it provides.

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