



# ASSESSFIRST

**Valentine SALMON**  
Communications Officer  
03/02/2016





**WHAT YOU WILL FIND IN THIS REPORT...**

This report is based on the responses given by Valentine SALMON on the AssessFirst DRIVE questionnaire on the Feb 3, 2016 at 11:09:32 AM (Europe/Paris).

It allows Valentine SALMON's motivating factors to be identified and to anticipate her satisfaction and commitment in a given professional context.

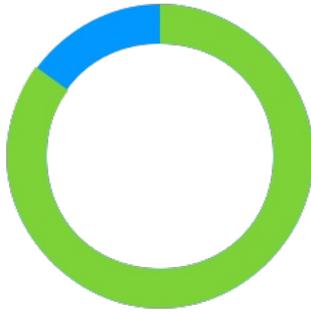
When reading this report, bear in mind that Valentine SALMON's profile must be viewed in light of the position and environment within which she moves.

This report is based on the response provided by Valentine SALMON at a given time under give conditions. Certain conclusions contained within may need to be moderated or confirmed. We advise you to conduct a feedback interview with Valentine SALMON. This interview will allow you to collect all the information you need to understand the way in which her motivations are seen concretely, as well as to put the findings into perspective as needed.

# SUMMARY

# 1

## ORIENTATION OF MOTIVATIONS



■ Energy  
■ Stability

## THE THREE ACTIVITIES SHE PREFERS

What Valentine SALMON likes the most in the activities that can be entrusted to her is being able to provide her ideas and vision. She likes, indeed, thinking about the best way of achieving fixed objectives, and suggesting new challenges. Moreover, she needs to carry out and feel fully mobilised in a project.



### DESIGN

Imagine / Create / Invent



### EVALUATE

Appreciate / Measure / Estimate



### PROPEL

Boost / Launch / Instigate

## THE TWO STYLES OF LEADERSHIP THAT SUIT HER

Valentine SALMON expects a manager to bring a vision and inspire. She needs, above all, to be challenged towards clear and shared objectives. She needs a leader who gets involved and who asks her to push herself to achieve the collective objective. She is motivated by a leader who has a sense of outcomes and who values accomplished results.



### VISIONARY

Come with me



### PACESETTING

Watch and do as I do

## THE CULTURES THAT ALLOW HER TO FLOURISH

Valentine SALMON seeks an active work context oriented towards results. She is satisfied in a company culture that values innovation by adopting a flexible approach to work. Each person is free in they way they proceed with the work as they like until the objectives are achieved. She needs a work context that evolves regularly to integrate new ways of working, and is regularly questioned.

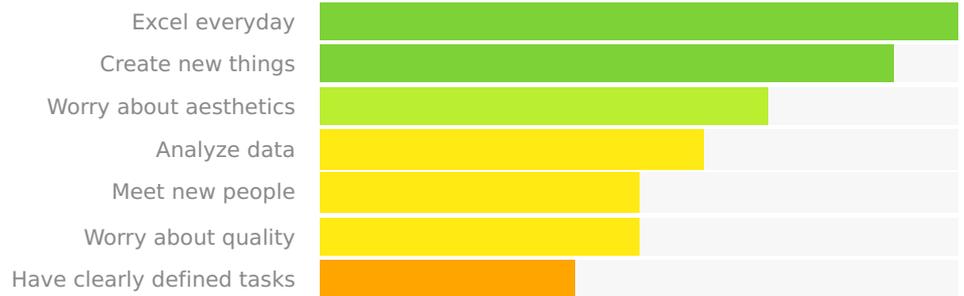


# THEIR DRIVERS

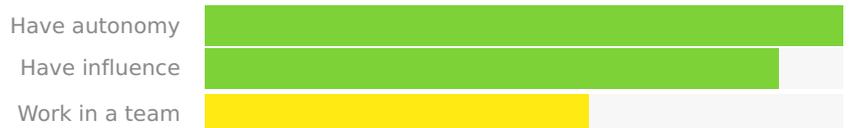
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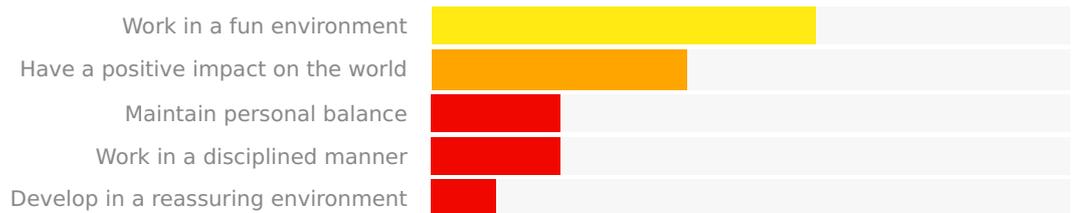
## WHAT SHE WANTS TO DO



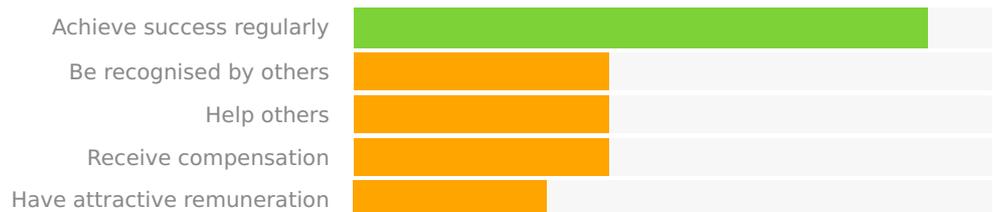
## HOW SHE WANTS TO DO IT

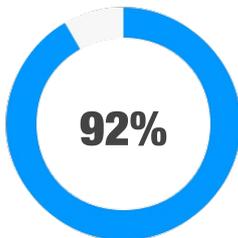


## IN WHAT CONTEXT SHE WANTS TO DO



## WHY SHE WANTS TO DO



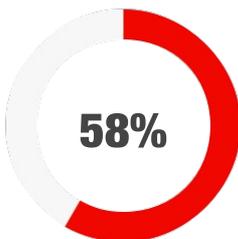


**THINK**

Design / Assess / Analyze

**THINK**

Valentine SALMON is strongly satisfied at work through activities of reflection. She is considerably interested in completing analyses. Putting facts into perspective and totally mastering subjects on which she works are, for her, strong sources of motivation. She almost only invests herself in intellectual activities where she can contribute her knowledge and ideas to develop them.

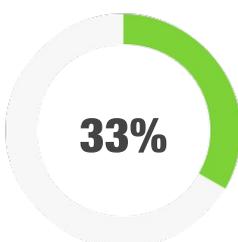


**ACT**

Organize / Boost / Perfect

**ACT**

The actual production of the work is an area in which Valentine SALMON finds very interesting. She likes working both at the beginning of projects to boost the plan of action, and at the finalization stages to validate the quality of the work produced. Being in the action is something that energises and gives her motivation day to day.



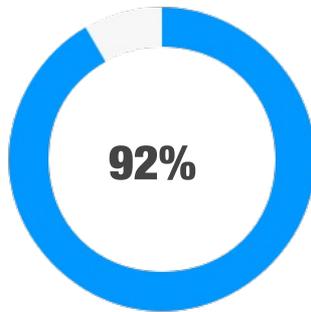
**INTERACT**

Coordinate / Promote / Support

**INTERACT**

In the relational sphere, it is essential for Valentine SALMON to promote projects. She finds a great deal of satisfaction in selling the ideas of others and generating commitment. She particularly values being in touch with external team partners. She likes playing the role of ambassador.

# THINK



## THINK

Design / Assess / Analyze

### ACTIVITIES RELATED TO THINKING

Activities related to thinking involved with developing a strategy, studying a case study, conducting critical analyzes, providing new ideas to develop a function, and so on, are all tasks that are more intellectual than practical. They are very present at the beginning of projects.



#### DESIGN

Imagine / Create / Invent



#### EVALUATE

Appreciate / Measure / Estimate



#### ANALYZE

Seek / Examine / Study

### DESIGN

Designing is an essential activity in which Valentine SALMON feels fully engaged. Contributing her imagination and ideas is, indeed, crucial for her because she draws a lot of energy and interest from it. It is one of the ways she finds satisfaction in her work.

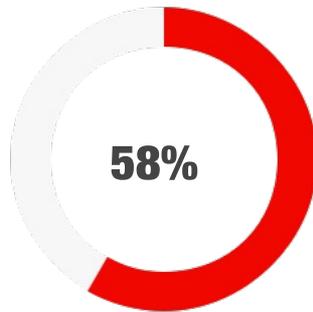
### ASSESS

Assessment is an activity in which Valentine SALMON can truly be satisfied from a personal point of view. She particularly likes being able to be a point of reference and providing her opinion in his field of expertise. She has a specific idea of how things should be carried out at work and does not hesitate to challenge the opinions of others on a subject.

### ANALYZE

Valentine SALMON is satisfied with the fact of having to analyze situations. Indeed, she seeks to base her decision-making on factual and rational elements. Moreover, not seeking approval, she is detached enough from others to not let them influence her conclusions.

# ACT



## ACT

Organize / Boost / Perfect

### ACTIVITIES RELATED TO PRODUCTION

Activities related to production are those that involve creating results. They relate to the implementation of an action plan, monitoring obtained results, and validating the quality of what is produced. These tasks are concrete and allow set objectives to be achieved. They are involved during the end of projects.



## ORGANIZE

Structure / Plan / Predict



## PROPEL

Boost / Launch / Instigate



## PERFECT

Finalize / Check / Perfect

### ORGANIZE

Valentine SALMON has a very weak interest in activities that require organization. She does not look for standards or rules. She prefers a more intuitive approach to work where she can produce things with neither planning nor structure.

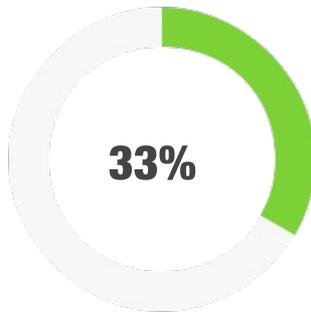
### BOOST

It is essential for Valentine SALMON to be able to invest herself in an activity where she has to initiate the action process. She is satisfied when pushing projects and producing results. She is impatient and seeks to boost the energy when carrying out work.

### PERFECT

Valentine SALMON enjoys being able to dedicate her energy to taking care of the presentation of the work and perfecting it. It is important for her to produce something reliable and perfect from a visual point of view. She could be frustrated if she has to sacrifice this quality for timeframe reasons or because it is not the priority.

# INTERACT



## INTERACT

Coordinate / Promote / Support

## ACTIVITIES RELATED TO RELATIONSHIPS

Activities related to relationships are related to interactions between people, including discussions that can be had within the team or among external representatives. These activities allow people to work with each other. The relational sphere is necessary for collaboration and working together.



## COORDINATE

Arrange / Standardise / Combine



## PROMOTE

Present / Facilitate / Spread



## SUPPORT

Support / Guide / Help

## COORDINATE

Valentine SALMON rarely invests in the role of coordinator. Although she enjoys working in a team, she does not need to set clear standards at work and advance a team to progress towards short-term objectives. It is, therefore, not an activity that she seeks to take in charge.

## PROMOTE

Valentine SALMON particularly enjoys be able to invest herself in the promotion of a job. She values asserting a product or a project to external representatives or her team. She draws much satisfaction when she can produce a presentation or sell something.

## SUPPORT

Valentine SALMON draws little satisfaction from supporting others. Indeed, she is not interested in the idea of using her time and energy to help others. She prefers to invert the competition and is particularly stimulated with she has to confront others.

# HIS/HER WORKING STYLE

# 4

## THE ENVIRONMENT IN WHICH SHE LIKES WORKING

Valentine SALMON needs a warm work environment where everyone is responsible enough to set their own limits. She seeks, above all, a work context that offers her flexibility and is not too constraining. Some informal rules are enough for her and anything else is too much. She is also more comfortable when the hierarchical relationship is not too obvious in relationships, but rather, there is mutual trust.

**#RELAXED #FLEXIBILITY #FRIENDLY #AGILITY  
#WELCOMING #ADAPTABILITY #PROXIMITY  
#LIBERTY #HOSPITABLE**

## HER AND TEAM WORK

Valentine SALMON is carried by team work and finds it to be a significant source of motivation. She needs to conduct collective projects to maintain maximum commitment. She also needs discussions with people outside the team, although this aspect is somewhat secondary for her.

It is essential for her to have the freedom to conduct her work as she likes. She needs to do things in her way and not apply directives to the letter. This autonomy is necessary for her and is seen in her willingness to get involved in decisions that are made.

**MEET NEW PEOPLE : 50%**



**HAVE INFLUENCE : 90%**



**WORK IN A TEAM : 60%**



**HAVE AUTONOMY : 100%**



## HER MOTIVATION TO SUCCEED

Success is not an option for Valentine SALMON, but a priority. She has a marked taste for challenges that always push her further. Her commitment can be considerably diminished if she is faced with objectives that are not ambitious. She needs to overcome obstacles and be demanding of herself. She needs an activity in which she is pushed to be the best because she works best, above all, in victory.

**HAVE SUCCESS REGULARLY : 90%**



**EXCEL EVERYDAY : 100%**





**VISIONARY**

Come with me



People who seek a visionary leader need a manager who provides a clear course. They need to be given meaning in their work, and to feel that everyone is working towards the same objective. These are people who need to be empowered.

**COMPATIBILITY: 80 %**



**PACESETTING**

Watch and do as I do



People who are compatible with a pacesetter leader like to be challenged by ambitious objectives. They seek a demanding role-model to follow. Their manager must be exemplary, and embody success in their domain to be credible.

**COMPATIBILITY: 71.4 %**



**COACHING**

Try this



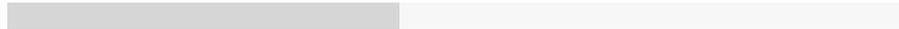
The coaching leader has an individual approach to management. People who seek this style need to progress personally on the job and be encouraged by their manager. They must also be there to support, not to push.

**COMPATIBILITY: 50 %**



**DIRECTIVE**

Do what I tell you



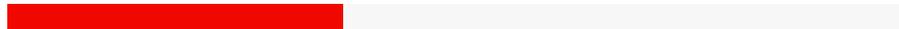
The commanding leader leaves little room for initiatives but provides a structured framework. People who seek this style need a manager who leads clearly and follows them closely. They need a strong hierarchy and top-down authority.

**COMPATIBILITY: 43.8 %**



**DEMOCRATIC**

And you, what do you think?



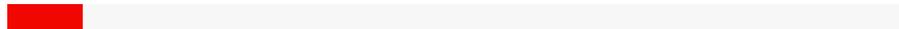
The democratic leader values the group and makes everyone find their place in the team. People who are compatible with this style need a manager who stimulates group participation and intelligence. They must also be interested in people before being interested in results.

**COMPATIBILITY: 37.5 %**



**EMPATHETIC**

Collaborators first



The affiliative leader puts people before results. People who are compatible with this style need a kind manager who takes the time to listen and make them feel comfortable. They do not handle pressure well.

**COMPATIBILITY: 8.3 %**

# FOR IT TO WORK...

# 6

## ENTRUST HER WITH THESE KINDS OF TASKS

- Create or develop an activity.
- Bring new ideas to improve those that exist.
- Bring a critical eye to a precise subject.
- Develop an expertise in a domain.
- Push projects into action.
- Ensure good work momentum is maintained.

## IF YOU WANT TO MAKE HER COMPLY

- Question her opinion on the subject targeted.
- Present your point of view, taking into account this opinion.
- Leave room for her reactions.
- Specify her direct interest in this decision.

## THE STRUCTURE SHE EXPECTS

- Be flexible in the application of rules.
- Tolerate when she sometimes goes outside the box.
- Leave her free to work in her own way.
- Make her away of the mean to achieve her objective.

## THE BEST WAY TO RECOGNISE HER WORK

- Give her consideration.
- Value her as a person.
- Entrust her with projects that she most likes.
- Push her to develop personally.

## AVOID ENTRUSTING HER WITH THIS

- Plan tasks to do.
- Structure the work and set deadlines.
- Help others in their work.
- Create links within the team.
- Make sure that everyone uses the best of their resources.
- Monitor the progression of collective objectives.

## WHAT WILL SURELY FAIL

- Present an idea without asking for her opinion.
- Take control of the discussion after hearing her speak.
- Get involved once the decision has been taken.
- Seek to elaborate to add value to the decision.

## USELESS TO TRY THIS

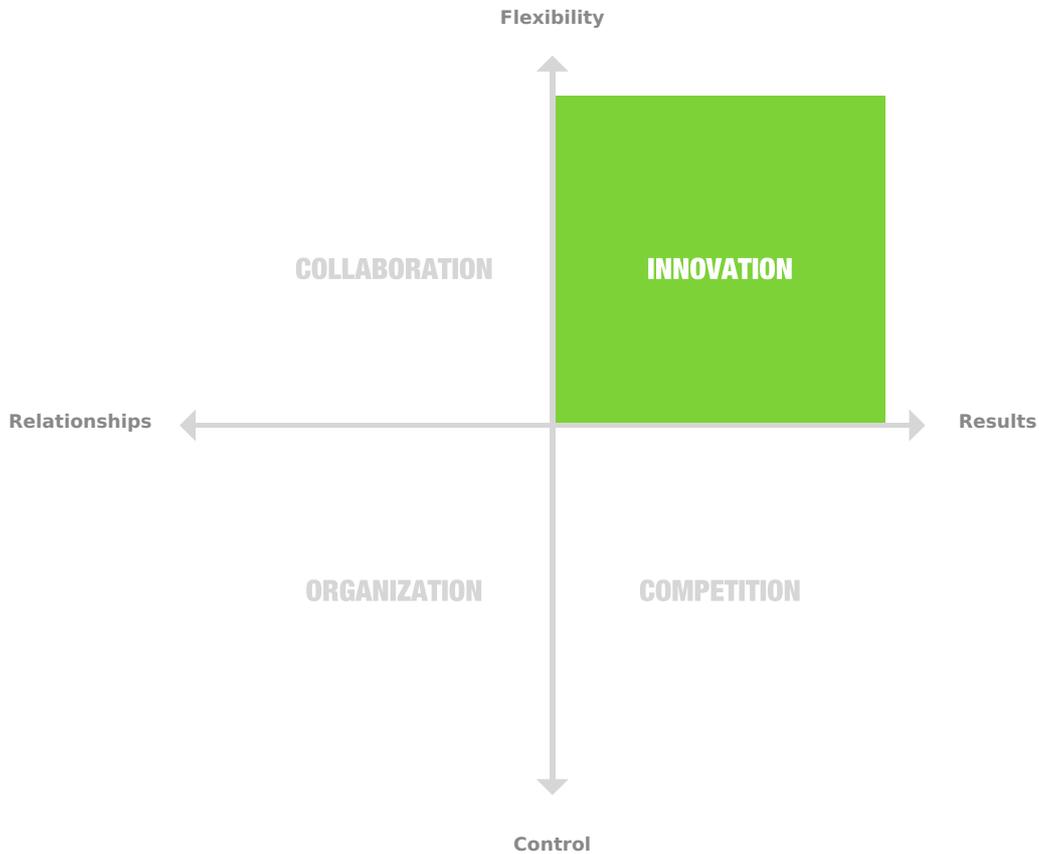
- Be constantly behind her.
- Tell her how to do her job.
- Be strict with respect to the rules.
- Value the attitude more the result.

## WHAT SHE WILL BE LESS SENSITIVE ABOUT

- Enjoy a privileged status.
- Offer her development in his projects.
- Offer her a primary bonus.
- Treat the subject only from an economic angle.

# THEIR PRIORITIZED CULTURE

# 7



- Preferred culture
- Secondary culture

## THE CULTURE IN WHICH SHE FLOURISHES

Valentine SALMON seeks an active work environment oriented towards results. She is best satisfied in a company culture that values innovation by adopting a flexible approach to work. Each person is free to work in their own way to achieve their goals. She needs a work context that evolves regularly to integrate new ways of working, and be regularly questioned. Indeed, she expects to be stimulated by her environment, and in no case does she set herself a work routine. Definitely, she needs few rules, but rather a culture that values accomplishments.



**FUN**

60%



**POSITIVE IMPACT**

40%



**PERSONAL BALANCE**

20%



## ABOUT

parent drive questionnaire long description

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](http://www.assessfirst.com)



## DISCLAIMER

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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.



## CONTACT

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