

MyPrint[®]

COLLABORATION

REPORT



Peter Bisschops

 May 06, 2021

 29:46



Anne-Marie Peeters

 May 06, 2021

 30:37



PERSONALITY



MOTIVATIONS



BEHAVIORS



ABOUT THE MyPrint® COLLABORATION REPORT

This report was produced using Talentoday software systems, and is based upon the MyPrint® assessment, a psychometric questionnaire which explores individuals' personality and motivations in work areas.

The MyPrint® assessment has been shown to be reliable and consistent with contemporary psychological theories. The results available in this report have been automatically generated by comparing the responses of **Peter** and **Anne-Marie** to the MyPrint® questionnaire with those of thousands of professionals. For more information, please download the MyPrint® Short Technical Manual available on our [website \(https://www.talentoday.com\)](https://www.talentoday.com).

The current results thus enable a good prediction of how these individuals will behave in a variety of situations, ultimately depending on the honesty and level of self-awareness with which the MyPrint® questionnaire was completed.



HOW TO INTERPRET THE MyPrint® COLLABORATION REPORT

The purpose of this report is to compare the psychological characteristics of two individuals, in order to gain a better understanding of how they can best work together. Throughout the report, each individual will be referenced by a dedicated color code. Specifically, the report enables you to:

- **analyze in detail the similarities and differences in the personality traits and motivators of these individuals**
- **identify the key behavioral styles of these individuals and detect their potential synergies**

Crucially, the report offers a non-judgmental approach to individual similarities or differences as it recognizes the intrinsic value of all personality traits, motivators and behavioral styles - each has its advantages and disadvantages.

Furthermore, the information contained within this report is likely to remain a good reflection of the two individuals' self-perception for 12-24 months depending upon circumstances. It is potentially sensitive, so every effort should be made to ensure that it is stored in a secure place.



WHAT YOU WILL FIND IN THE MyPrint® COLLABORATION REPORT

Both descriptive and prescriptive, this report includes the following sections:



COMPARATIVE METRICS

PAGE 3

This section provides key metrics regarding the potential of collaboration between two individuals. Depending on the number of traits, needs and behavioral styles that are shared by these individuals, the explanations provided will refer to the relevant sections of the report to obtain more information.



PERSONALITY COMPARISON

PAGE 4

This section provides a comparative profile (across 13 dimensions) of two individuals' personalities, together with exhaustive interpretations regarding the dimensions on which they are respectively the most similar and the most different between each other.



MOTIVATIONS COMPARISON

PAGE 7

This section provides a comparative ranking (across 11 dimensions) of two individuals' motivations, together with detailed clarifications and concrete examples about their respective primary motivators.



BEHAVIORS COMPARISON

PAGE 9

This section provides a comparative list (across 11 themes) of the behavioral styles exhibited by two individuals, together with precise explanations about their respective key behaviors and potential synergies.



UNDERSTANDING OUR COMPARATIVE METRICS

Our comparative metrics enable to quickly assess whether two individuals show a good behavioral synergy, which reflects a strong collaboration potential. If these individuals have, among many similarities, some differences in their traits and needs, it will lead them to show complementary behaviors and thus boost their working synergy. However if they accumulate oppositions in their personality and motivations, their collaboration potential will be lowered.

SHARED TRAITS 8/13

Personality refers to the attitudes and emotional characteristics underlying stable behaviors. **Peter** and **Anne-Marie** share **8 traits**, which indicates they have quite similar personalities. Refer to the 'Personality comparison' section to learn how these individuals can best leverage their similarities, by paying a particular attention to the Confident dimension, that brings them together the most.

SHARED MOTIVATORS 6/11

Motivations correspond to the desires and needs triggering, orienting and maintaining specific behaviors towards a given objective. **Peter** and **Anne-Marie** share **6 needs**, which indicates their respective goals are quite similar. Refer to the 'Motivations comparison' section to learn how these individuals can best respond to each other's top needs.

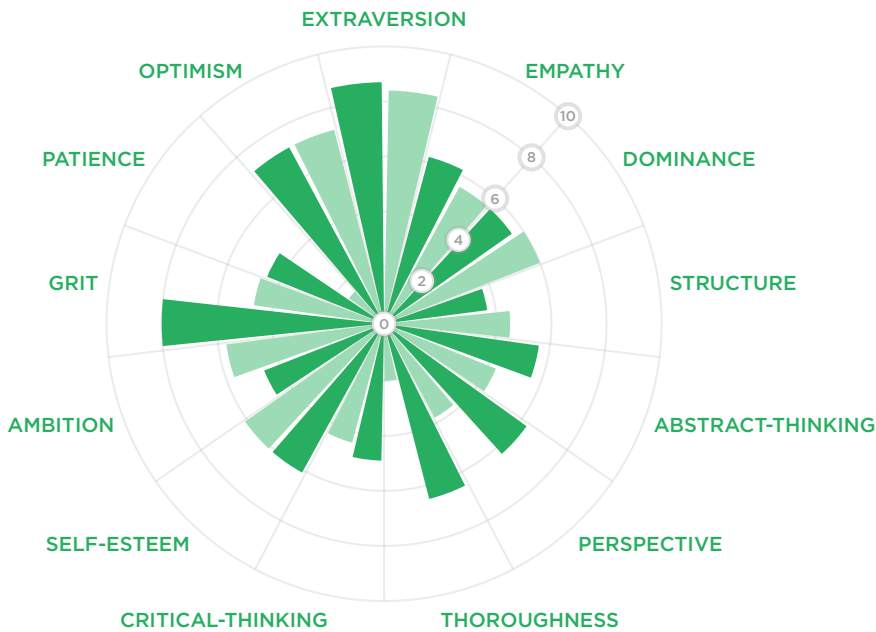
COLLABORATION POTENTIAL 75%

Behaviors represent the ranges of observable actions made by individuals in conjunction with their environment. **Peter** and **Anne-Marie** behavioral **synergy** is of **75%**, which indicates they have a lot of similar or complementary behavioral styles. Refer to the 'Behaviors comparison' section to see which professional contexts make these individuals synergize so well together!



HOW TO INTERPRET THE MyPrint® PERSONALITY RADAR

The personality radar is a powerful, easy-to-read chart once one is familiar with the MyPrint® assessment. Here, the radar displays the scores (from 0 to 10) of two individuals (referenced by their respective color) on every personality dimension. Each of the 13 dimensions opposes two extreme traits (or poles), and the radar, by design, gears each dimension towards one specific trait. As a result, there is no such thing as a bad personality profile: a score close to 0 does not reflect an absence of trait but rather indicates a strong tendency towards the opposing trait.



● Peter Bisschops

● Anne-Marie Peeters

WHAT PERSONALITY TRAITS DO Peter AND Anne-Marie SHARE?



Peter & Anne-Marie are **CONFIDENT**



Peter & Anne-Marie are **POSITIVE**

STRENGTHS

They are more likely to make decisions without requiring feedback from other sources

They strongly believe in their abilities and are indifferent to personal criticism

RISKS

They would not easily recognize their own mistakes in case of failure

They may frequently assert their opinions regarding various situations, even when they are not experts on the matter

ADVICE

They should try to better listen to each other's input when it comes to discussing things out of their scope of practice

They should allow other people to give their advice before making a decision together

STRENGTHS

They can find the silver lining when working on tough projects together

They easily trust one another when collaborating together

RISKS

They can be taken advantage of by others if they always trust their motives

Their natural hopefulness can lead them to make really risky choices

ADVICE

They should take time to also discuss the potential difficulties of their projects

They should keep highlighting the positive aspects of situations together, but without ignoring the negative parts if they arise

ON WHICH PERSONALITY DIMENSIONS DO Peter AND Anne-Marie DIFFER?

Peter is
PRECISE

Anne-Marie is
EASY-GOING

Peter is
BIG PICTURE

Anne-Marie is
FOCUSED

STRENGTHS

Anne-Marie is able to focus on the bottom-line and to ensure transition between tasks and projects for Peter is able to focus on subtleties and crucial details that Anne-Marie may miss in projects

RISKS

Anne-Marie might view Peter as nitpicky and spending too much time on details

Peter might view Anne-Marie work as being too light and rushed

ADVICE

Anne-Marie should pay more attention at the polishing phase when working on projects with Peter should avoid oversharing the details with Anne-Marie and just give the need to know information

STRENGTHS

Peter is able to help Anne-Marie understand the long-term vision and goals of a project

Anne-Marie is able to think in terms of actionable items to reach Peter's long-term goals

RISKS

Peter might have difficulty focusing on the immediate action items suggested by Anne-Marie might have difficulty forecasting long-term outcomes of projects carried out with Peter

ADVICE

Peter should learn to break down his vision into smaller steps and clear goals when working together with Anne-Marie should sometimes try to defocus from project steps to address their long-term consequences with Peter



HOW TO INTERPRET THE MyPrint® MOTIVATIONS SCALE

The motivation scale is a user-friendly chart that here lists, in order of importance, the different sources of motivation of two individuals (referenced by their respective color). Each of the 11 motivation dimensions oppose two extreme needs (or poles), and the scale, by design, gears each dimension towards one specific need. As a result, there is no such thing as a bad ranking of motivation sources: the lowest ones do not reflect any absence of motivations but rather indicate strong opposing needs.



● Peter Bisschops

● Anne-Marie Peeters

WHAT ARE Peter AND Anne-Marie's TOP MOTIVATORS?

1

Peter needs for DIVERSITY

He needs regular changes in his environment of work.

WHAT MOTIVATES Peter?

- To learn new knowledge or skills on a regular basis
- To frequently move from one project to another

1

Anne-Marie needs for EXTERNAL ACKNOWLEDGMENT

She seeks admiration from others regarding her achievements.

WHAT MOTIVATES Anne-Marie?

- To receive positive feedback and compliments for her efforts at work
- To have a respected and prestigious position

2

Peter needs to CONTRIBUTE TO SOCIETY

He desires to put his efforts into the service of others.

WHAT MOTIVATES Peter?

- To work on projects whose outcomes mainly benefit others
- To dedicate his free time to others in a selfless way

2

Anne-Marie needs to SWAY OTHERS' OPINIONS

She needs to convince others and to impact their decisions.

WHAT MOTIVATES Anne-Marie?

- To regularly advise others in the achievement of their goals
- To teach others the things she is an expert on



WHAT ARE THE MyPrint® BEHAVIOR MATRICES?

The behavior matrices are straightforward reading grids that are generated on the base of both the personality and motivation results of the MyPrint questionnaire. Here, they allow to highlight the respective behavioral styles that two individuals would adopt in 11 themes of their professional life, each theme being covered by 4 potential behavioral styles. The styles that are diagonal from one another reflect opposing behaviors, while the styles that are along the same row or column reflect complementary behaviors.

TEAM CONTRIBUTION

ENERGIZING
 ENERGIZING

WORK STYLE

DEDICATED
 RESPONSIVE

COMMUNICATION STYLE

PERSUASIVE
 PERSUASIVE

CREATIVITY STYLE

VISIONARY
 FUNCTIONAL

LEADERSHIP STYLE

MENTOR
 INCLUSIVE

LEARNING STYLE

EXPERIMENTAL
 EXPERIMENTAL

CHANGE REACTION

RESILIENT
 ADAPTABLE

DECISION MAKING

ANALYTICAL
 DELIBERATE

RISK ORIENTATION

RISK-NEUTRAL
 RISK-NEUTRAL

RULE CONSCIOUSNESS

ADVOCATE
 ADVOCATE

CONFLICT MANAGEMENT

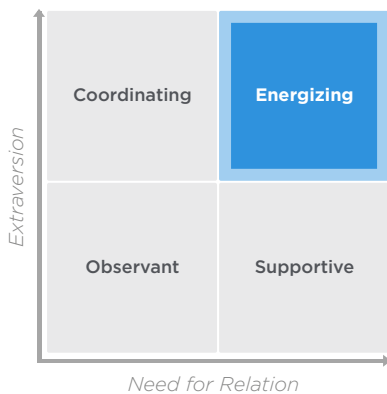
DECISIVE
 APPEASING

Peter Bisschops

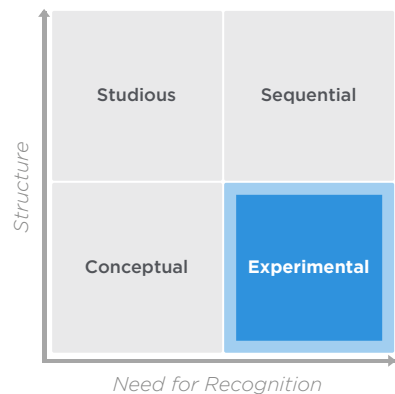
Anne-Marie Peeters

WHAT ARE THE KEY BEHAVIORAL DYNAMICS BETWEEN Peter AND Anne-Marie?

TEAM CONTRIBUTION



LEARNING STYLE



Peter & Anne-Marie's SYNERGIES

In team meetings, they get excited and draw others in with enthusiasm, while showing a relatively short attention span.



Peter & Anne-Marie's SYNERGIES

They learn well by doing, especially through group interactions, where they seek to get praised while they are testing their new skills on others.

Talentoday is a human-centric people analytics solution that empowers individuals and teams to identify and harness their unique soft-skills in order to grow. We are passionate about supporting individuals in unlocking their true potential and strengthening team cohesion and engagement to achieve their goals.

Empowering Growth



Talentoday's core purpose centers on positively impacting lives by empowering personal growth. Through our dedication to social science, we are committed to developing innovative tools so as to:

- Partner with employers to aid in the development of a workplace culture that is authentic, cohesive, and prosperous.
- Ensure professionals great success thanks to their better understanding of their strengths, motivations and growth opportunities.
- Support students in uncovering their potential as they shape their career goals and thus maximizing their future success.

For more information about Talentoday, and to stay up-to-date on news and tips for leveraging soft skills in order to empower the growth of your team, please join our social media communities online and visit www.talentoday.com!

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