

MyPrint[®] -PREMIUM- REPORT



Anne-Marie Peeters

 May 07, 2021

 17:02



PERSONALITY



MOTIVATIONS



BEHAVIORS



ABOUT THE MyPrint® PREMIUM REPORT

This report was produced using Talentoday software systems, and is based upon the MyPrint® assessment, a psychometric questionnaire which explores an individual's 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 **Anne-Marie Peeters** 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 this individual 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® PREMIUM REPORT

The purpose of this report is:

- **to analyze in detail the personality traits and the motivators of an individual**
- **to help identify the behavioral styles that result from their combination**

Crucially, it offers a non-judgmental approach to individual differences as it recognizes the intrinsic value of all personality traits, motivators and behavioral styles: each has its advantages and disadvantages, although some tendencies may suit some activities, jobs or interests better than others.

Furthermore, the information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months depending upon circumstances, and 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® PREMIUM REPORT

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



PERSONALITY

PAGE 03

Personality refers to the attitudes and emotional characteristics underlying stable behaviors. This section provides a profile (across 13 dimensions) of an individual's personality, together with exhaustive interpretations about their different tendencies, and tips on how to react to them adequately.



MOTIVATIONS

PAGE 12

Motivations correspond to the desires and needs triggering, orienting and maintaining specific behaviors towards a given objective. This section provides a ranking (across 11 dimensions) of an individual's motivations, together with detailed clarifications about their expectations, and concrete examples of potential motivators and demotivators.



BEHAVIORS

PAGE 19

Behaviors represent the ranges of observable actions made by individuals in conjunction with their environment. This section provides a list (across 11 themes) of the behavioral styles exhibited by an individual, together with precise explanations about their conducts, and questions regarding the difficulties that might be encountered.



WHAT ARE THE MyPrint® PERSONALITY AXES?

Personality partly determines how an individual is likely to act, adapt to and function in a given situation. Personality might be slowly shaped by - professional - experience throughout the whole life. For an easier understanding of the 13 personality dimensions assessed in the MyPrint® questionnaire, we propose to cluster them into 4 main personality axes: Express, Address, Dare and Adapt. In other terms, personality dimensions that belong to the same personality axes are supposed to share together a higher thematic, which is often considered as important in a professional context.

4 PERSONALITY AXES

The definitions and associated color code of the MyPrint® personality axes are as follows

EXPRESS

The way she interacts with others.

ADDRESS

The way she approaches issues and underakes her tasks or projects.

DARE

The way she thinks about herself and her condition.

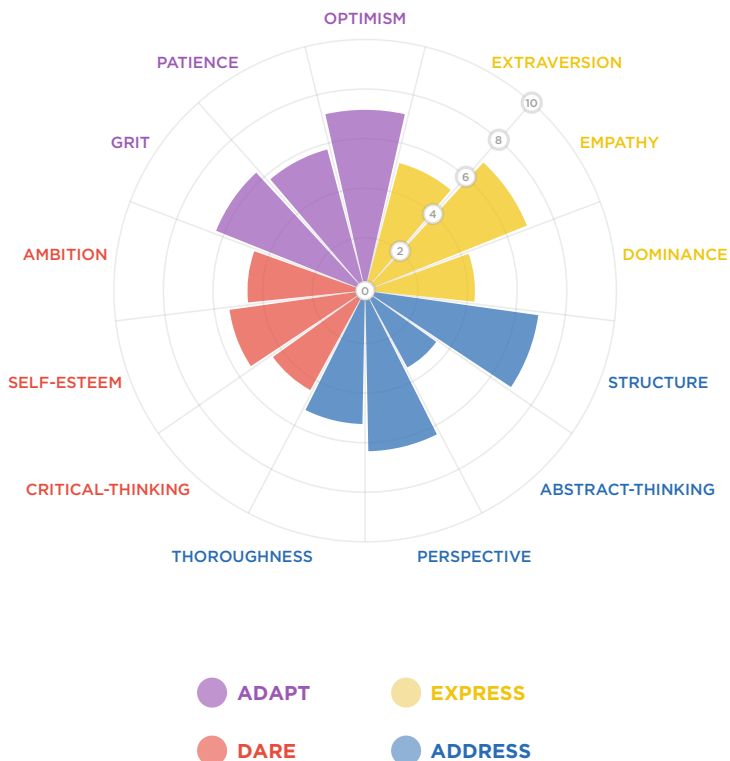
ADAPT

The way she considers changes occurring in her environment.



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. For each of the 4 personality axes, the radar displays the scores (from 0 to 10) of an individual on the corresponding dimensions. Each of the 13 personality 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.





WHAT ARE THE MyPrint® PERSONALITY POLES?

Personality dimensions are traditionally seen as bipolar: for each dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or traits). Here, the 13 personality scores displayed on the radar are converted into percentages of inclination towards each dimension's pole. Detailed descriptions and concrete tips are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

3 EXPRESS TRAITS

Extraversion

The degree of interaction with others in public.

48%
Introverted



52%
Extroverted

DESCRIPTION

Anne-Marie is moderately comfortable in social situations. She does not feel particularly embarrassed when building new relationships or speaking in public, but she will not necessarily go out of her way to do so.

TIPS FOR WORKING WITH Anne-Marie

- Create informal settings that will help her engage in open discussion
- Give her time to prepare before a public talk

Empathy

The degree of consideration towards others.

31%
Individualistic



69%
Empathetic

DESCRIPTION

Anne-Marie is a rather considerate person, who likes to make others feel welcome to come and talk. She tends to take a deep interest in their points of view and pay significant attention to their problems.

TIPS FOR WORKING WITH Anne-Marie

- Teach her how to treat relationships in a more objective way
- Create an environment where she can help those around her

Dominance

The degree of authority exercised in interactions.

57%
Compliant



43%
Assertive

DESCRIPTION

The inclination of Anne-Marie to assert herself in interactions mainly depends on the status of her counterpart. The more influential the latter is, the more likely it is that she will want to avoid direct confrontation.

TIPS FOR WORKING WITH Anne-Marie

- Be ready to negotiate some of your requests with her
- Avoid giving her too direct of orders

4 ADDRESS TRAITS

Structure

The degree of organization at work.

31%
Spontaneous



69%
Orderly

DESCRIPTION

Anne-Marie is a rather organized person, who is not very tolerant of ambiguity at work. She tends to schedule all her tasks scrupulously and to keep things in order.

TIPS FOR WORKING WITH Anne-Marie

- Solicit her on projects that are clearly defined
- Organize your thoughts prior to meeting with her

Abstract-Thinking

The degree of imagination in solving problems.

66%
Practical



34%
Imaginative

DESCRIPTION

Anne-Marie is a rather realistic person. Most of the time she relies on context and concrete facts to solve problems, although she will sometimes try to approach them in a more theoretical way.

TIPS FOR WORKING WITH Anne-Marie

- Provide her with concrete examples when discussing a problem together
- Solicit her on projects requiring tangible solutions

Perspective

The degree of anticipation of consequences regarding the decisions made.

37%
Focused



63%
Big Picture

DESCRIPTION

Anne-Marie is rather thoughtful in her projects. She will generally seek to establish a clear vision of the final results, but also of the future challenges.

TIPS FOR WORKING WITH Anne-Marie

- Solicit her on strategic projects
- Help her to better understand what her immediate objectives are

Thoroughness

The degree of attention to details at work.

48%
Easy-going



52%
Precise

DESCRIPTION

Magali's attention to details is relative to the size of the project at hand. The longer the task will be, the more she will favor its quick progress over the quality of its completion.

TIPS FOR WORKING WITH Anne-Marie

- Give her the bottom line of a project before digging into the details
- Solicit her on tasks where quality is not the main priority

3 DARE TRAITS

Critical-Thinking

The degree of discernment towards standard ways of thinking.

56%
Conventional thinker



44%
Critical thinker

DESCRIPTION

The way Anne-Marie makes judgements is relative to the information being presented to her: she will avoid starting arguments about all topics, except for those that really matter to her.

TIPS FOR WORKING WITH Anne-Marie

- In common situations, use tried and true processes when working with her
- Let her express her comments regarding topics that truly matter to her

Self-Esteem

The degree of confidence in one's own abilities.

46%
Modest



54%
Confident

DESCRIPTION

Magali's belief in her own abilities is relative to how she perceives the abilities of those around her: it should be strengthened by receiving recognition from people having a high level of competence.

TIPS FOR WORKING WITH Anne-Marie

- Avoid being too direct when you have some remarks to make about her work
- Give her opportunities to showcase the areas in which she excels

Ambition

The degree of expectation at the professional level.

54%
Humble



46%
Striving

DESCRIPTION

Magali's professional expectations are dependent on the opportunities that arise. Although she has a rather simple vision of life, she won't step back when faced with an opportunity to make a jump in her career.

TIPS FOR WORKING WITH Anne-Marie

- Set mostly realistic goals when working with her
- Be supportive when she accomplishes something big

3 ADAPT TRAITS

Grit

The degree of resolution in the face of difficulties.

37%
Opportunistic



63%
Determined

DESCRIPTION

Anne-Marie is a rather persistent person. She will most often put every possible effort in accomplishing her initial goals, no matter what kind of difficulty is encountered.

TIPS FOR WORKING WITH Anne-Marie

- Solicit her predominantly on long-term projects
- Avoid making sudden changes of course in projects she is working on

Patience

The degree of self-control in the face of unexpected events.

42%
Eager



58%
Relaxed

DESCRIPTION

Magali's reaction to unexpected events is relative to the requirements set by her environment. The more moderate the external demand is, the more she is able to control her stress level in urgent situations.

TIPS FOR WORKING WITH Anne-Marie

- Warn her in advance if major constraints are likely to arise in her projects
- Avoid creating excessive pressure in her direct work environment

Optimism

The degree of hope for the future.

28%
Apprehensive



72%
Positive

DESCRIPTION

Anne-Marie is rather confident about the future. When faced with uncertain circumstances, she mostly tries to keep the focus on the bright side of things.

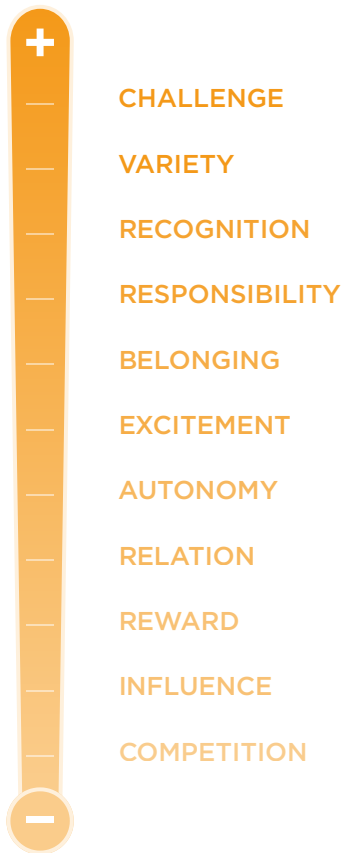
TIPS FOR WORKING WITH Anne-Marie

- Justify your concerns when you work with her on projects
- Check twice for potential issues that might arise in her projects



HOW TO INTERPRET THE MyPrint® MOTIVATIONS SCALE

The motivation scale is a user-friendly chart that lists, in order of importance, the different sources of motivation for an individual. 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.





WHAT ARE THE MyPrint® MOTIVATION POLES?

As for personality, for each motivation dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or needs). Here, the ranking of the 11 motivations includes the precise percentages of inclination towards each dimension's pole. Detailed descriptions and concrete examples are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

11 MOTIVATORS

Challenge

The extent to which one seeks to get out of their comfort zone.

27%
Need for attainable goals



73%
Need for personal achievement

WHAT MOTIVATES Anne-Marie

- To evolve in an environment with high standards of performance
- To work on projects that allow her to test her skills

WHAT CAN DISCOURAGE Anne-Marie

- To have simple objectives to achieve
- To not have the opportunity to surpass her previous achievements

Variety

The extent to which one seeks out new experiences.

29%
Need for consistency



71%
Need for diversity

WHAT MOTIVATES Anne-Marie

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

WHAT CAN DISCOURAGE Anne-Marie

- To be required to maintain a daily routine
- To evolve in a static environment

Recognition

The extent to which one seeks admiration from others.

34%
Need for intrinsic enjoyment



66%
Need for external acknowledgment

WHAT MOTIVATES Anne-Marie

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

WHAT CAN DISCOURAGE Anne-Marie

- To see her work and accomplishments ignored by others
- To receive critical feedback on her work

Responsibility

The extent to which one seeks to feel accountable.

37%
Need for sharing
responsibility



63%
Need for taking
personal
responsibility

WHAT MOTIVATES Anne-Marie

- To be responsible for the work of a large number of people
- To be able to work on projects where a lot depends on her

WHAT CAN DISCOURAGE Anne-Marie

- Having to share the responsibilities of her work with other people
- To not be consulted when an important decision is made

Belonging

The extent to which one wishes to be part of a group.

42%
Need for freewill



58%
Need for affiliation

WHAT MOTIVATES Anne-Marie

- To have a certain freedom of thought and action
- To feel accepted by most of her peers

WHAT CAN DISCOURAGE Anne-Marie

- To never be included in her colleagues' plans
- Having to work constantly in an independent manner

Excitement

The extent to which one is motivated by thrill.

44%
Need for safety



56%
Need for adventure

WHAT MOTIVATES Anne-Marie

- To work most of the time in reliable and safe conditions
- To occasionally have the opportunity to take risks

WHAT CAN DISCOURAGE Anne-Marie

- To evolve in a highly unpredictable environment
- To never feel adrenaline rushes at work

Autonomy

The extent to which one wishes to control their circumstances.

52%
Need for support



48%
Need for self-reliance

WHAT MOTIVATES Anne-Marie

- To receive support from others in achieving her work from time to time
- To have the opportunity to adjust her goals if necessary

WHAT CAN DISCOURAGE Anne-Marie

- To constantly receive unsolicited feedback on her ongoing projects
- To never be able to consult others before setting important goals for herself

Relation

The extent to which one seeks to have multiple social contacts.

56%
Need for privacy



44%
Need to socialize

WHAT MOTIVATES Anne-Marie

- To be able to have contact with others from time to time
- To be able to isolate herself from others if necessary

WHAT CAN DISCOURAGE Anne-Marie

- To never be able to work alone
- Having to speak and elaborate in public on a regular basis

Reward

The extent to which one is motivated by tangible rewards.

62%
Need to contribute to society



38%
Need for tangible benefits

WHAT MOTIVATES Anne-Marie

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

WHAT CAN DISCOURAGE Anne-Marie

- To see her philanthropic projects taken up and transformed into profitable processes
- Having to justify each resource she spends to help others

Influence

The extent to which one seeks to influence others' opinions and intentions.

69%
Need to open up to
others' opinions

10

31%
Need to sway others'
opinions

WHAT MOTIVATES Anne-Marie

- To evolve in an environment where people are open-minded
- To have healthy and calm discussions with her peers

WHAT CAN DISCOURAGE Anne-Marie

- Having to persuade others to agree with her point of view when she thinks she is right
- Having to take strong sides in a discussion

Competition

The extent to which one seeks to outperform others.

72%
Need to cooperate

11

28%
Need to win

WHAT MOTIVATES Anne-Marie

- To evolve in an environment where synergy and collective efforts are the norm
- To share useful knowledge with others

WHAT CAN DISCOURAGE Anne-Marie

- To feel in competition with others
- To only achieve individual objectives



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. They allow to highlight the main behavioral styles (or patterns) an individual would use in 11 themes of their professional life, each thematic being covered by 4 potential behavioral styles - for a total of 44 behavioral styles available. Detailed descriptions and structured questions are provided for each predominant style.



HOW ARE THEY DESIGNED?

The way an individual actually acts or conducts themselves strongly depends on both their personality traits and motivations. Thus, each behavior matrix is produced by coupling a particular personality dimension (psychological characteristic) with a given motivation dimension (psychological trigger). The different couplings were adjusted based on a meta-analysis of hundreds of articles reviewing traditional behavioral models (Thomas-Kilmann Instrument, 1974; Goleman's Leadership Types, 2000...) of industrial and organizational psychology.



WHAT ARE THE MyPrint® BEHAVIORAL STYLES?

A behavioral style refers to the whole set of effective conducts that an individual is likely to adopt in a given professional context (or thematic). The behavioral styles belonging to the same diagonal of a matrix reflect rather opposed conducts, while the styles belonging to the same row or column reflect rather complementary conducts. Please note that a behavioral style does not represent any direct indicator of performance.

11 BEHAVIORS

COMMUNICATION STYLE
RECEPTIVE

CONFLICT MANAGEMENT
APPEASING

DECISION MAKING
ANALYTICAL

WORK STYLE
DEDICATED

LEADERSHIP STYLE
INCLUSIVE

LEARNING STYLE
SEQUENTIAL

CREATIVITY STYLE
FUNCTIONAL

RISK ORIENTATION
RISK-TAKER

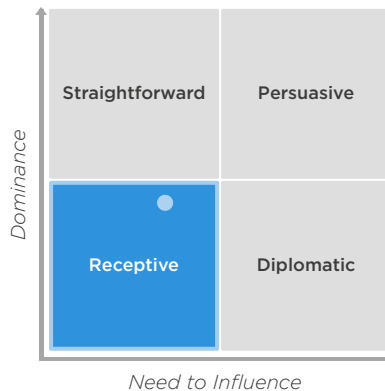
TEAM CONTRIBUTION
COORDINATING

CHANGE REACTION
RESILIENT

RULE CONSCIOUSNESS
ADVOCATE

Communication Style

Communication style can be summarized as the set of processes by which an individual sends a message to one or many peers, verbally or not.



MAGALI'S ASSETS

She wishes to open up to others' opinions, and tends to be compliant.



BEHAVIOR THAT Anne-Marie EXHIBITS

She is inclined to speak softly in interactions, and mostly listens to others' points of views in order to please them.

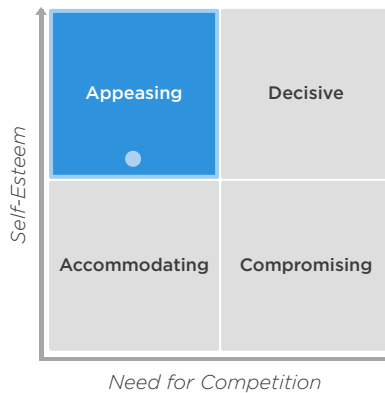


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does she react when she has to assert her opinion in front of others?
her audience?
- How does she adjust her communication style depending on

Conflict Management

Conflict management can be summarized as the way an individual tries to limit the negative aspects of a confrontation while increasing its positive aspects.



MAGALI'S ASSETS

She is self-confident, yet seeks to cooperate with others.



BEHAVIOR THAT Anne-Marie EXHIBITS

In a conflict situation, she tends to consider the underlying concerns and others' views in order to get a win-win solution.

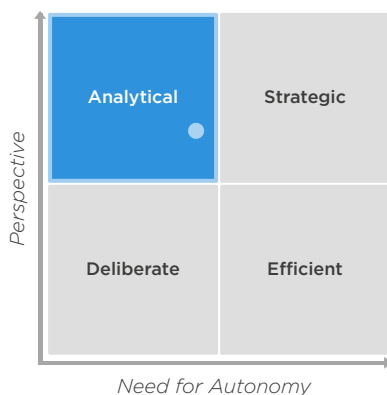


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What does she do when she cannot come to a solution that is fair to everyone involved?
- How does she adapt her attitude towards conflict depending on the seniority of the individuals involved?

Decision Making

Decision making can be described as the set of processes, either intuitive or reasoned, by which an individual ends up choosing between two or more courses of action.



MAGALI'S ASSETS

She sees the big picture, yet still values guidance.



BEHAVIOR THAT Anne-Marie EXHIBITS

When making decisions, she tends to consider multiple points of view in order to frame the situation very broadly.

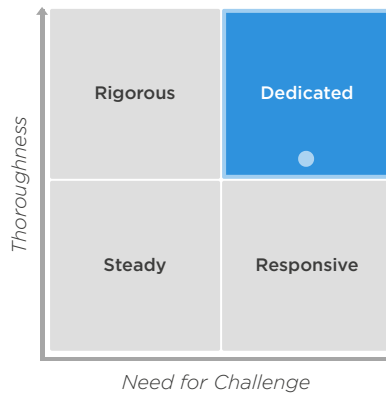


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What limitations does she typically see in making a choice only by herself?
- What did she learn from the last time she made a significant decision?

Work Style

Work style refers to the way an individual tackles their tasks and projects and the pace at which they complete them.



MAGALI'S ASSETS

She is thorough, and needs to surpass herself.



BEHAVIOR THAT Anne-Marie EXHIBITS

Providing high quality work that goes above and beyond is a challenge she embraces, even at the cost of potential burn out.

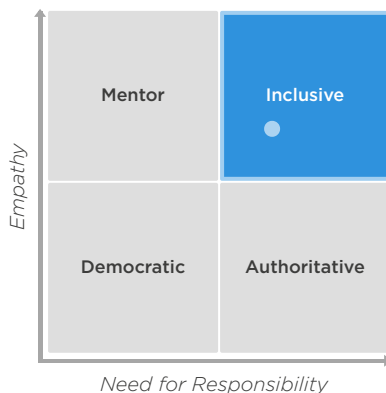


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- Would a drop of external demand and expectations impact her engagement at work?
- How does she consider the balance between her private and professional life?

Leadership Style

Leadership style can be described as the set of processes by which an individual motivates their peers to contribute toward the effectiveness of their organization.



MAGALI'S ASSETS

She seeks to take charge in a group and is attentive to others' needs.



BEHAVIOR THAT Anne-Marie EXHIBITS

When leading others, she is likely to drive necessary changes by mobilizing everyone toward a common vision.

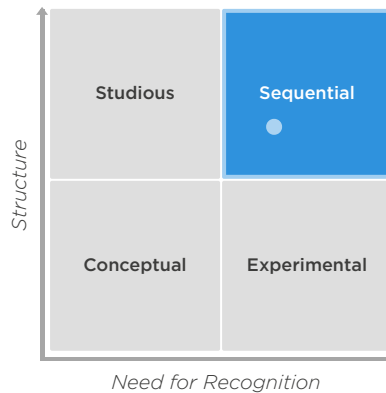


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- To which extent does she value team opinions that diverge from her own vision?
establish her leadership?
- In which team settings does she find it more difficult to

Learning Style

Learning style can be summarized as the set of processes by which an individual acquires new, or transforms existing, skills or knowledge in a long-lasting manner.



MAGALI'S ASSETS

She is structured and wishes for external recognition.



BEHAVIOR THAT Anne-Marie EXHIBITS

She learns best when taught in lesson format, with clear goals to hit and positive feedback validating her progress.

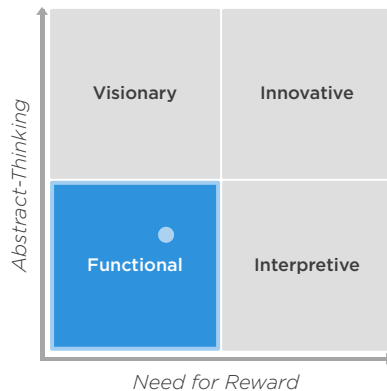


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How would she approach studying a new topic with almost no guidance or reinforcement?
- How does she consider her own mistakes in a learning process?

Creativity Style

Creativity style can be described as the set of processes by which an individual produces something new and somehow valuable, be it intangible or concrete.



MAGALI'S ASSETS

She is realistic, and wishes to contribute to society.



BEHAVIOR THAT Anne-Marie EXHIBITS

Her creative actions may take place in everyday activities, through original ways of using some tools or methods.

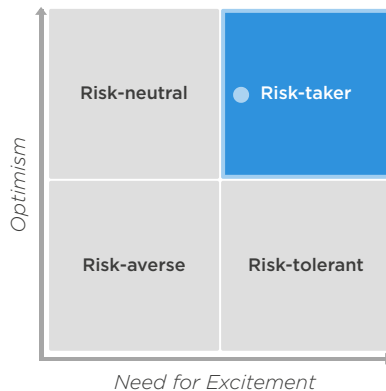


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- Has the applicability of her creative actions been questioned by her peers?
- When was the last time she came up with a new solution to an issue, and how did her colleagues

Risk Orientation

Risk orientation can be described as the way an individual invests energy in response to perception of significant uncertainty, namely in seeing either the opportunities or the obstacles.



MAGALI'S ASSETS

She tends to be optimistic, and seeks adventure.



BEHAVIOR THAT Anne-Marie EXHIBITS

She is likely to expect positive outcomes from risky opportunities, making her typically go for them in order to maximize the gains.

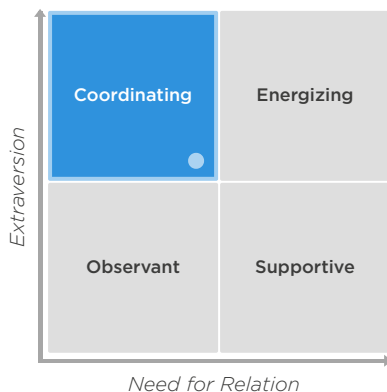


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does she react when she has to work on predictable, risk-free projects?
- What kind of uncertain situations does she fear the most?

Team Contribution

Team contribution can be summarized as the way an individual cooperates with others in group settings, in order to achieve organization objectives.



MAGALI'S ASSETS

She is comfortable in group settings, yet values meaningful relationships with a select few.



BEHAVIOR THAT Anne-Marie EXHIBITS

In team meetings, she expects efficiency, focuses on goals and coordinates people together.

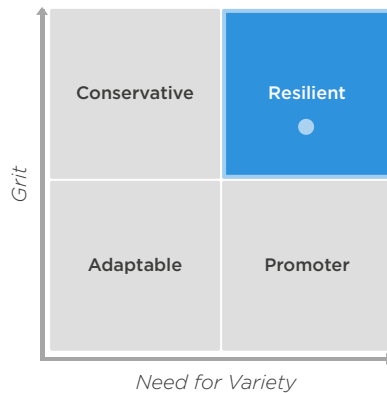


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- To which extent does she leave room for her teammates to give their input in meetings?
- Where would she say stand the difficulties of working as a team?

Change Reaction

Change reaction can be described as the typical response of an individual to the unexpected events or situations arising in their environment of work.



MAGALI'S ASSETS

She needs variety in her work, yet is determined in pursuing her goals.



BEHAVIOR THAT Anne-Marie EXHIBITS

When changes occur in processes, she tends to recover from them by finding new ways of reaching her initial goals.

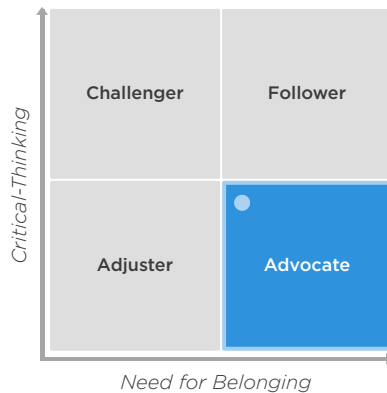


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What kind of information could facilitate her understanding of process changes when they occur?
- What did she learn from the last time a big change happened in her work environment?

Rule Consciousness

Rule consciousness can be summarized as the way an individual interprets, judges and reacts to the organizational rules in place.



MAGALI'S ASSETS

She tends to agree with others, and desires affiliation.



BEHAVIOR THAT Anne-Marie EXHIBITS

She is likely to show a strong respect for authority, and promote the existing rules or norms of any organization she belongs to.



QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How would she react if those around her were bending rules that she deeply respects?
- What kind of organization policies does she find it more difficult to own?

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.

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