



RESULTS OF TEST TAKEN ON 2024-10-01

JÉRÉMY

**YOUR *FORCE4DISC* REPORT  
SAYS A LOT ABOUT YOU.**

Let's take a look...



# FOR STARTERS, LET'S BEGIN WITH AN OBSERVATION...

Each person is unique and sees the world in their own way.  
Everyone communicates and behaves in a unique style.

As a result, we all make the same mistake: we talk to others as we would like them to talk to us. Yet **one of the golden rules of communication is to adapt to the person you're talking to. But to do so, you need to know them well!**

In a long-term relationship, this is relatively straightforward because you've got to know each other and spent time together. In the short term, it's not so easy.

## ...TO HELP US UNDERSTAND WHERE *FORCE4DISC* COMES FROM

This is the pedagogical representation of Carl Gustav Jung and William Moulton Marston's work on **the analysis of individual behavior**.

In Marston's view, the behavioral expression of emotions can be classified into four primary components, which derive from a person's self-perception in relation to their environment.

These four components correspond to the four profiles represented on the disc:

**DOMINANT**, **INFLUENTIAL**, **STEADY** and **CONSCIENTIOUS**.



REMEMBER

# THE 4 BEHAVIORAL STYLES

**Force4DISC is not an IQ test.** It does not measure a person's intelligence, aptitudes, mental health or deep-rooted values. **It describes behaviors and motivational styles** in a wide range of situations; for example, in response to stress, challenges, conflicts, procedures etc.

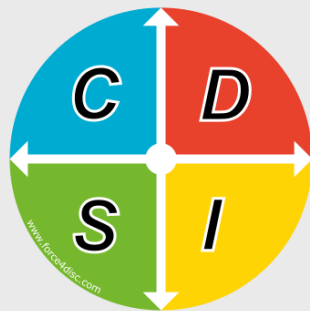
It allows you to identify your own behavior and that of others in terms of **four profiles**, each associated with a color:

## THE CONSCIENTIOUS

They like to think before they act. They have a strong desire to learn, explore and, above all, understand their surroundings. They seek perfection and accuracy. Their relationship with others is somewhat cold, cautious and sometimes even indifferent. They need security and confidence to feel fulfilled.

## THE DOMINANT

Brimming with energy, they are always focused on action and movement. Naturally ambitious and tenacious, they enjoy challenges. They always focus on the goals ahead. They're straightforward and quick to make decisions. Their relationship with others is direct, authoritarian and sometimes even aggressive.



## THE STEADY

They are reliable, loyal and stubborn. They like a job well done, in a calm and harmonious atmosphere. Always good listeners, they enjoy helping those close to them, defending different causes and easing tensions. Their relationship with others is warm, discreet and sometimes even shy. Their fundamental need is to be accepted by others.

## THE INFLUENTIAL

They have a friendly, cheerful, sunny disposition and a genuine interest in fashion and trends. They like to maintain good relations with others, and constantly seek out company. They're good at collaborating, persuading people and delegating. Their relationship with others is natural and democratic.

# AND THE 6 MOTIVATIONS THAT GUIDE OUR ACTIONS

The Force4DISC test also reveals which **personal motivations** influence our decision-making:



The desire for  
**FULFILLMENT**



The search for  
**HARMONY**



The quest for  
**TRUTH**



The need for  
**MORALITY**



The concern for  
**ALTRUISM**



The appeal of  
**EFFICIENCY**

**You're now going to discover your behavioral style.**

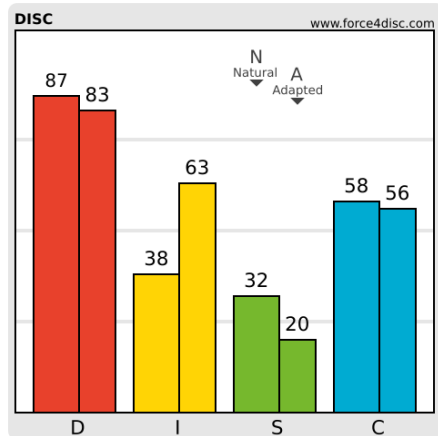
It's important to understand that there is no right or wrong profile.

Each style has its own strengths and limitations.  
Understanding yourself better will help you  
communicate better and improve all your relationships.

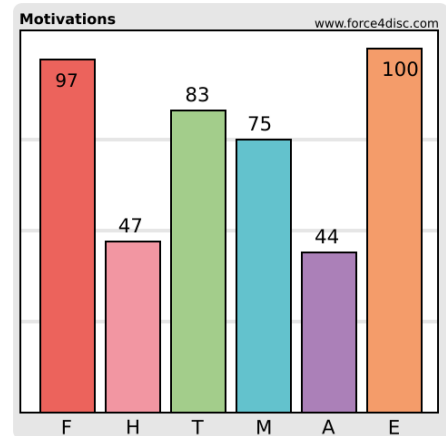
**Would you like to debrief together? Need further training?**

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# YOUR PROFILE AT A GLANCE



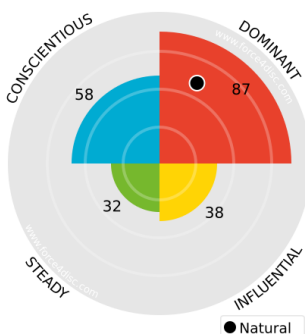
Based on your test answers, this is your profile.



And the first **motivations** which influence your decisions are **EFFICIENCY** and **FULFILLMENT**

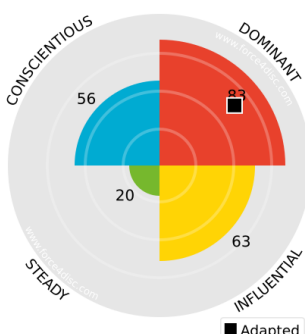
The Force4DISC test also distinguishes two behaviors that correspond in short to how you are and how you appear:

- the **natural behavior** we unconsciously adopt in our inner circle
- the **adapted behavior** we demonstrate in our professional circle



## Your natural behavior

This is the behavior you've developed as you've grown up, due to your upbringing, your environment and your experiences. It's your "private self", which characterizes you and is unlikely to change over the course of your life. It corresponds to how you behave with those closest to you. And of course, when you're under pressure, your true nature can also come to the fore!

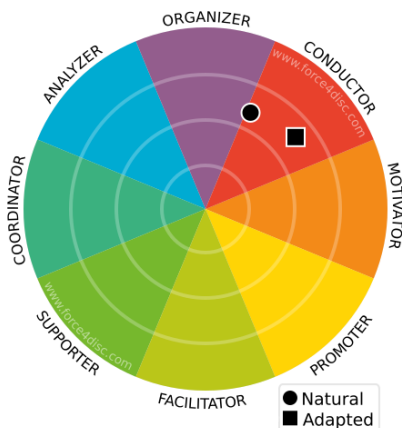


## Your adapted behavior

This means how you behave in a particular situation which requires you to respect given social codes, be they conscious or subconscious. This "public self" is expressed, for example, at work in front of your superiors or customers, or in everyday life with shopkeepers or people you don't know well.

Your two superimposed styles highlight the **similarities and differences between your Natural and Adapted behaviors**.

The aim is not to pass judgment, but simply to give you a finer perception of your personality.

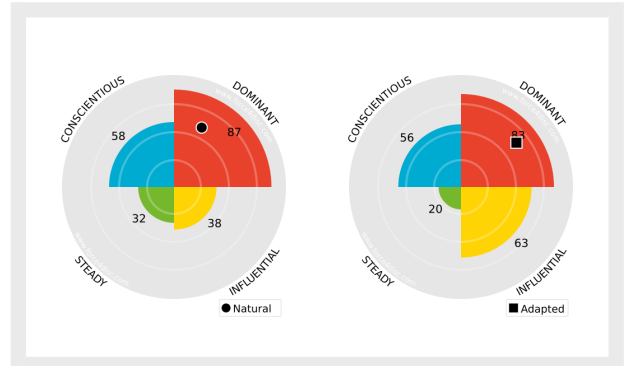


The superimposition of your behaviors reveals your ability to be  
**CONDUCTOR**  
in your relationships with others.

**The Force4 assessment reveals the character traits, strengths and potential weaknesses which define you.**

- It examines the four DISC components through the lens of your two behavioral styles.
- It reveals your inner nature and highlights how you react in a positive context and when under stress, and to what degree.
- Last but not least, it offers advice to those around you to help them understand your preferences and interact with you better.

## LET'S TAKE A CLOSER LOOK AT YOUR PROFILE



### WHAT DEFINES ME

- I am very results-oriented and also judge people on the basis of the results they obtain
- I finish anything I start in order to obtain the desired result
- I take risks when others hesitate
- I act like a winner; I get my own way and say what I think
- I cast aside rules if there is an emergency or a change that requires me to adapt quickly
- I am independent and innovative
- I take initiatives
- I strive for excellence and quality

*These are the main character traits and behavioral tendencies that stand out in your Force4DISC profile. Do you recognize yourself?*

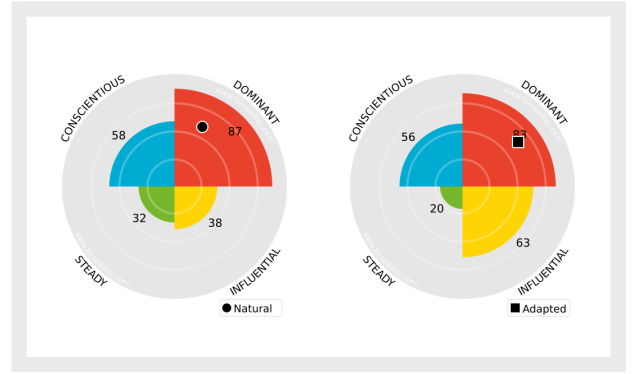


List your 3 main strengths:

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## WHAT OTHERS THINK OF ME



### ...WHEN YOU FEEL GOOD

In a favorable atmosphere or an ideal context where you feel safe, people perceive you as:

- Ambitious
- Determined
- Driving force
- Dynamic
- Assertive



### ...UNDER STRESS

In a difficult situation, those close to you will perceive you as:

- Stressful
- Inflexible
- No holds barred
- Distracted
- Elusive

*The way we behave in stressful situations can be misinterpreted by others. Being aware of this enables us to adopt the best strategy for coping with tension and responding effectively.*



List your 3 main behaviors:

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List your  
3 most typical  
personality traits:

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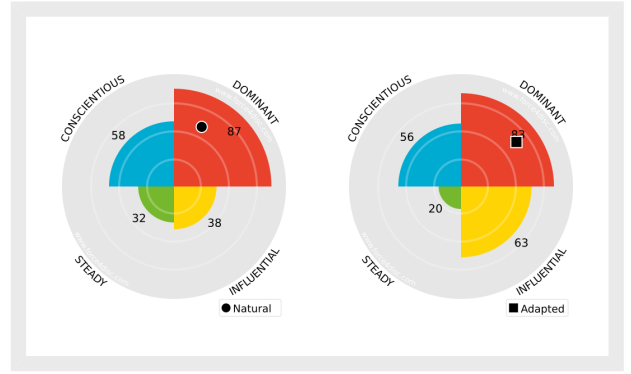


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## MY DIFFICULTIES

- I'm impatient and don't care if my demands cause stress for others
- I override the rules that apply to me and to others
- I talk more about corrections and improvements than about what's good
- I have trouble listening and being tactful
- I am not light-hearted, I take everything seriously

*Being aware of your own limits means you can sidestep difficulties and look to people with complementary qualities for support. These character traits are the points to bear in mind to maintain productivity.*



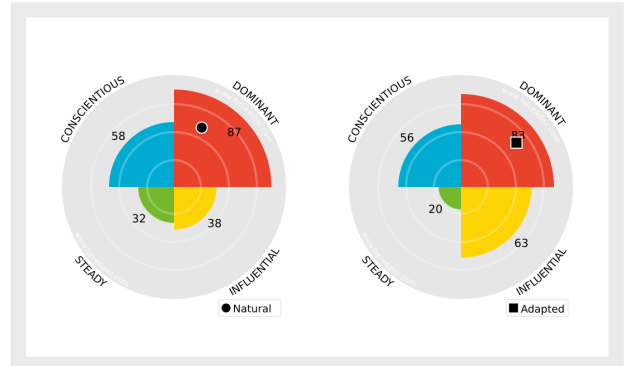
List your 3 main weak points:

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# IN TERMS OF COMMUNICATION



## MY COMMUNICATION STYLE

- I prefer quick mails to long speeches
- I prefer face-to-face discussions to meetings
- I tend to talk fast and loud
- I don't talk about my feelings and I don't want to know how others feel
- I listen carefully and ask a lot of questions
- I'm looking for structured, formal and relevant discussions
- I energize others and am energized by them in turn
- I fidget a lot

*Identifying our verbal and non-verbal communication preferences enables us to interact more effectively with others. By gaining a better understanding of yourself, you'll be able to communicate more easily with others.*

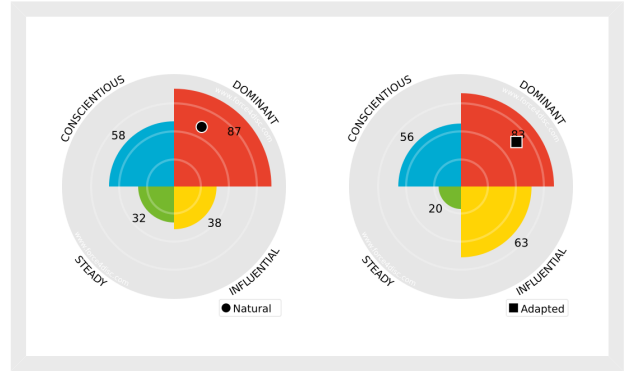


List your 3 traits that characterize you the most:

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## SOME TIPS FOR COMMUNICATING WITH ME

- Getting to the point rather than beating around the bush
- Avoiding personal subjects if we're not close
- Being brief and to the point, even if it means foregoing formalities
- Knowing how to stop me and tell me to "cut it out"
- Starting with the objective or the outcome to get my attention
- Slowing me down by asking me to rephrase what I'm saying
- Not quibbling or wasting my time
- Sending short e-mails containing a clearly worded request

*These few suggestions will help the people with whom you interact to understand your preferences better and thus communicate with you in the best possible way.*



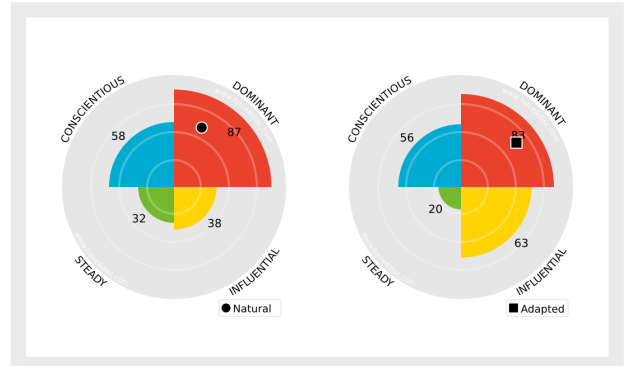
List your top 2 recommendations  
and don't hesitate to share them with others:

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## AND IN THE WORKPLACE?



### WHAT MOTIVATES ME AS A MANAGER ...AND WHAT HAPPENS WHEN I MANAGE SOMEONE

- I am motivated to achieve my goals
- I easily seize on a new subject at the risk of not having read it in detail
- I only communicate to say what I think and obtain information
- I like to be entertained
- I have a talent for entrepreneurship
- I'm happy to try out new ideas if they will optimize efficiency and performance
- I often go it alone or knowingly use others to achieve my goal
- I'm fearless and I take risks

*Everyone has different preferences and managerial approaches. Recognizing your talents and motivations will help you to lead a team, develop your coworkers' skills and meet objectives effectively.*

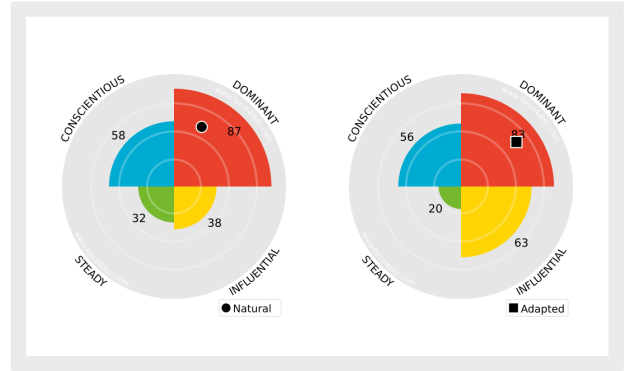


List your 3 main motivations:

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## MY PROFESSIONAL EXPECTATIONS

- Accepting criticism or compliments when they are factual
- Getting feedback on the results of my work
- Being in action and having a dynamic atmosphere around me
- Rising to new challenges and getting opportunities to perform
- Having an exciting and, if possible, fun and relaxed job

*In the world of work, what satisfies you is not necessarily what satisfies someone else. Identifying your expectations and sharing them with your coworkers will facilitate your professional relationships.*

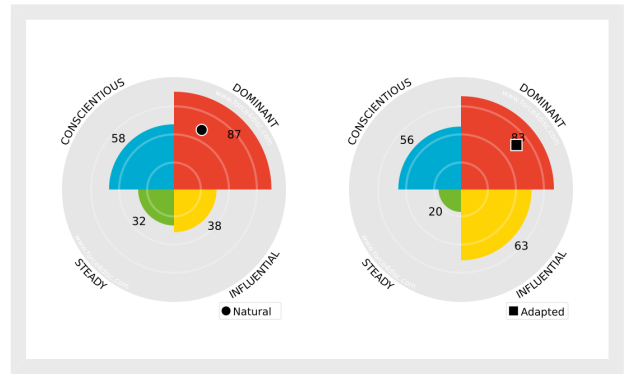


List your 3 main expectations:

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## THE BEST WAYS OF HANDLING ME

- Giving me succinct requests and precise guidelines: just deadlines and objectives
- Being efficient and quick with requests
- Starting and ending meetings on time
- Giving me high-stakes assignments if I can handle them
- Setting me challenges to motivate me
- Setting short deadlines and monitoring project or assignment progress
- Giving me a clear, precise framework for my job and for each task I do
- Letting me express my creativity and originality

*These recommendations for understanding your preferences are designed to help you interact more effectively. Share them with anyone who wants to work with you!*

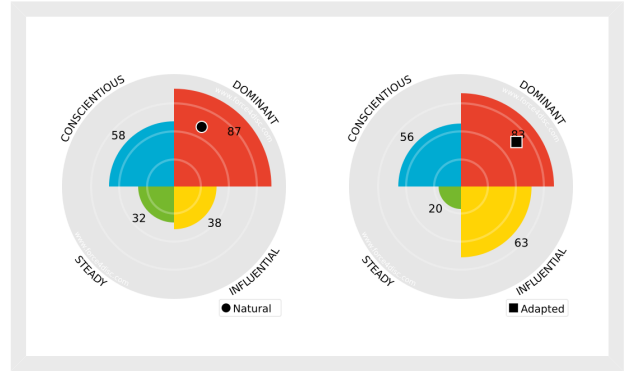


List the two tips that are most important to you  
and don't hesitate to share them with others:

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## THE THINGS TO AVOID WHEN HANDLING ME

- Making long-winded requests, wasting my time
- Talking about feelings at work
- Micro-managing people
- Putting a spanner in the works
- Only mentioning points of concern
- Not giving deadlines
- Ordering me about, even when the orders are from my superior
- Adopting a paternalistic management style

*These are all tricky situations that compromise your productivity and efficiency, aren't they? So it's a good idea to make sure those around you are aware of this, in order to avoid creating conflicts.*



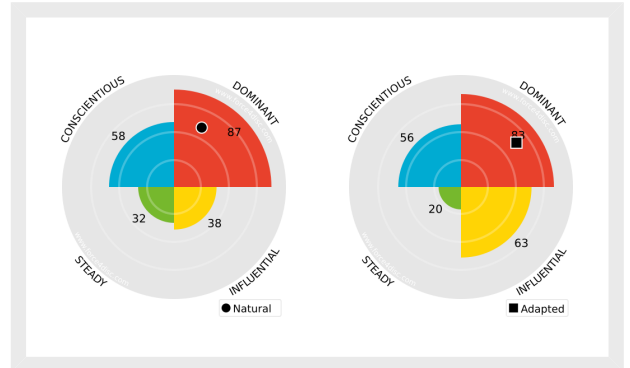
Identify the main actions  
that prevent you from doing your best:

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# AN INITIAL OVERVIEW OF YOUR PROFILE...



## WHAT I NEED

- Working fast and taking decisions
- Managing my schedule any way I want to
- Having help with paperwork
- Being allowed to manage my schedule as I see fit
- Being reassured about what I have to do and what I'm allowed to do

*The better we satisfy our needs on a daily basis, the more effectively we act. So it's important to be attentive to them, nurture them and satisfy them for greater efficiency and fulfillment.*



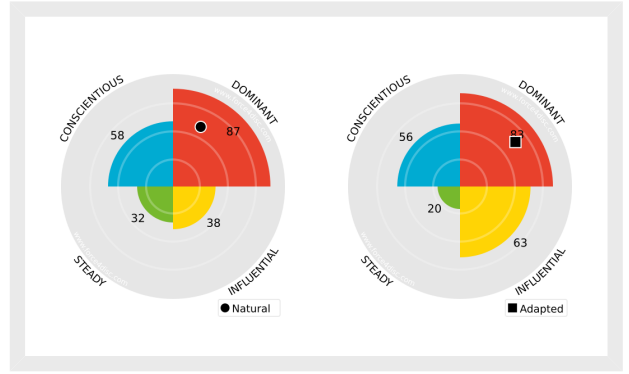
List the three main reasons  
for your choices and decisions:

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## MY AREAS FOR IMPROVEMENT

- Learning to work in a team without being the leader
- Being more flexible when proposed approaches are not only logical or rational
- Prioritizing my actions, concentrating on completing one task at a time
- Managing my time and improving my personal organization both for my own good and for that of those who work with me
- Stopping trying to take over and misusing my natural authority

*We all have to face up to our weaknesses or limitations at some point. By discovering potential areas for improvement, you can modify your behavior more easily and achieve greater professional success.*

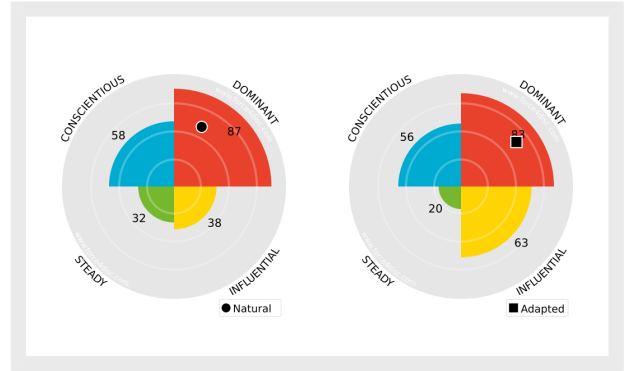


Identify your 2 main areas for improvement:

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## MY KEY SUCCESS DRIVERS

- Being judged on my results
- Surpassing myself and taking on difficult tasks
- Having the freedom to choose and take initiatives
- Taking on exclusive or gratifying missions
- Taking on ambitious and rewarding projects

*Nobody does anything by chance. We all have different motivating factors and interests. These are the values that motivate you to succeed in whatever you do.*



List the two driving forces  
that help you do your best:

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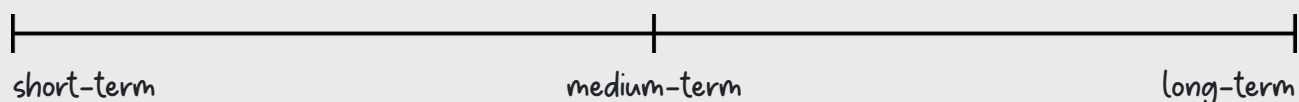
What if you had to evaluate your professional skills?

After reading your profile, we suggest evaluating yourself according to 6 key criteria. It's a simple exercise, which requires you to situate yourself along the following axes:

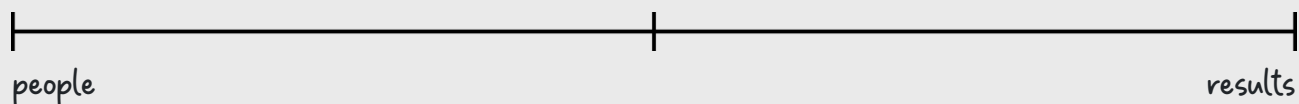
### MY ORGANIZATIONAL STYLE



### MY ABILITY TO PLAN AHEAD:



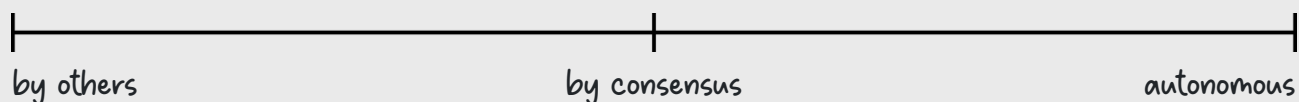
### MY MAIN FOCUS:



### MY WORK PACE:



### MY DECISION MAKING:



### MY ABILITY TO DELEGATE:

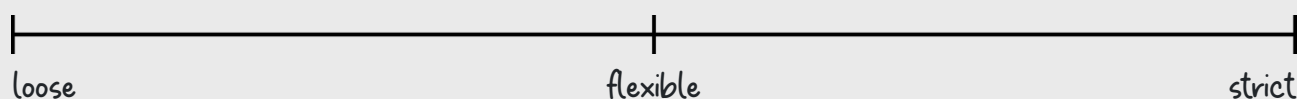




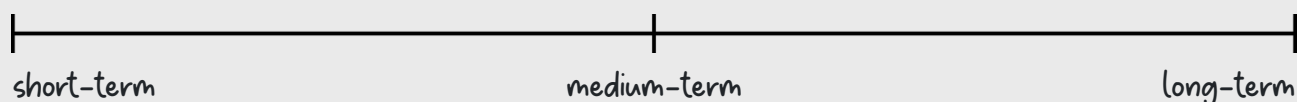
Now evaluate these criteria in relation to the needs of your professional role.

The aim is to visualize how your personal assessment corresponds to the expectations of your position.

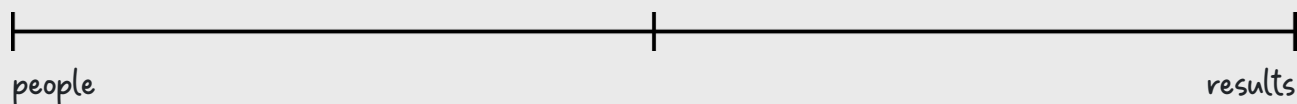
### ORGANIZATIONAL STYLE EXPECTED IN YOUR ROLE



### PLANNING REQUIREMENTS:



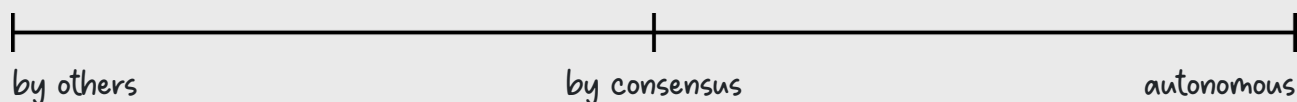
### PREFERRED FOCUS:



### RESULTS:



### DECISION MAKING:



### METHOD OF DELEGATION:



# LET'S TAKE A LOOK AT THE DIFFERENCES BETWEEN YOUR NATURAL AND ADAPTED BEHAVIORS

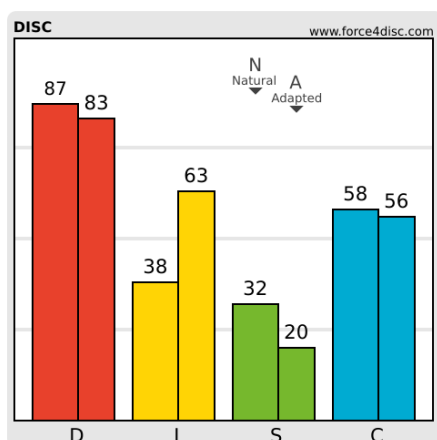
As we've seen, we all behave in 2 different ways, depending on the context and the people around us. It's interesting to analyze the gaps between our Natural Behavior and our Adapted Behavior. They help us to understand the type of energy we expend or rein in according to the person we're talking to, and to what degree.

**IF THEY ARE SIMILAR:** you retain your Natural behavior overall, whatever the context.

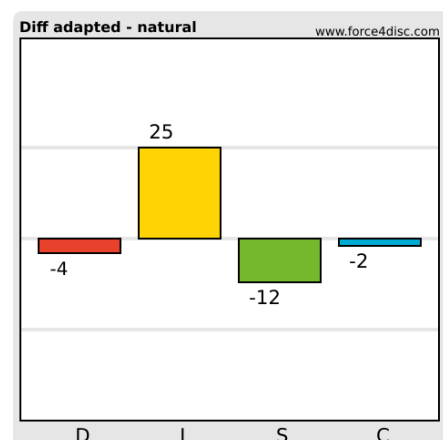
**IF THEY ARE DIFFERENT:** you tend to adapt to a context that stresses you out or puts you on show. This means that you force yourself to act natural, which can leave you struggling.

Your aim should not necessarily be to modify or reconcile these 2 behaviors, but to fully understand them so that you can use them as a strength in any situation, or work on them if they undermine you.

## WHAT YOUR RESULTS REVEAL:



The 4 numbers below the graph correspond to the proportion of each of the 4 D.I.S.C. styles in your profile. The higher the number, the more prominent this style is in your behavior.



The gap graph shows which behavioral style you change the most, when switching between your personal and professional relationships.

### **IN ACTION AND DECISION-MAKING**

**Your behavioral style decreases by -4, which means:**

- I still stay the same
- I deal with problems and conflicts in my usual way
- I am consistent in my actions and my determination
- I don't really change my behavior in either my personal or professional life

### **IN INTERPERSONAL AND PERSUASIVE SKILLS**

**Your behavioral style increases by + 25, which means:**

- I am enthusiastic and more positive than usual
- I am more confident and self-assured
- I take the time to discuss things and communicate
- I need more independence and freedom in my actions

### **IN TERMS OF PACE AND ADAPTATION**

**Your behavioral style decreases by -12, which means:**

- I still stay the same
- I listen to other people when necessary
- I am consistent in my approach to others and in my own pace
- I don't really change my behavior in either my personal or professional life

### **IN TERMS OF ORGANIZATION AND FOLLOWING RULES**

**Your behavioral style decreases by -2, which means:**

- I still stay the same
- I am consistent in managing rules and procedures
- I don't change the way I interact with my environment
- I don't really change my behavior in either my personal or professional life

# THE WORDS WHICH DEFINE ME THE BEST

“

Your motto

« Success is a state of mind »

Words that mean something to me

Trophies

Efficiency

Success

Rapidity

Learning

Professionalism

Action

Power

”



# LET'S TALK ABOUT YOUR MOTIVATIONS

**Why do we behave the way we do?  
What really drives us to act?**

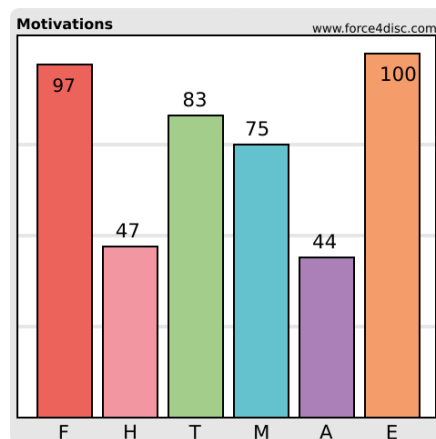
Each of us has our own motivating factors, which influence our decision-making process. Whether it's our interests, our attitudes or our emotions, all of these factors also shape our personality.

At the same time, **taking into account your own motivations and those of your contacts** helps you to put together and manage a team: to guide each person in their work better, develop their well-being and fulfillment within the company, and improve their performance.

The Force4DISC assessment highlights the degree of importance you attach to each of the following 6 attitudes and how they influence your choices:

**FULFILLMENT, HARMONY, TRUTH, MORALITY, ALTRUISM  
AND EFFICIENCY.**

WHAT STANDS OUT FOR YOU?



The two primary motivations that influence  
your decisions are  
**EFFICIENCY** and **FULFILLMENT**

**High \*\*\*** motivation is a strong driving force in your life: it guides your choices and stimulates you on a daily basis. **Medium \*\*** motivation is more flexible, present in different contexts, but not decisive. **Low \*** motivation doesn't come naturally to you; it can even generate indifference or resistance if it's overstretched. No level is good or bad: **the most important thing is to know what really motivates you, so that you can better develop yourself... and better understand others.**





YOUR MOTIVATION N°1 :

### The appeal of **EFFICIENCY** ★ ★ ★

I'm motivated by practicality, results and profitability. I look for useful, optimized, high-performance solutions. I like to get straight to the point, making the most of my time and energy. Return on investment, whether financial or practical, is at the heart of my decisions. I am driven by a strong sense of commitment and performance.

- ☐ I want every action to serve a purpose.
- ☐ I hate wasting time.
- ☐ I like to do more with less.
- ☐ I'm driven by efficiency and visible results.



What tool or method could you never give up?  
Why?

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*Identify your need for pragmatism and your relationship with performance.*



What is the purpose of what you do... really? Take stock of your daily activities.

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Then ask yourself:

- Which ones have the greatest impact?
- What energy losses can be avoided?
- And if you refocused on the essentials, what would that change for you?

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YOUR MOTIVATION N°2 :

The desire for **FULFILLMENT** ★ ★ ★

I'm driven by a desire to surpass myself and achieve my personal goals, without seeking the approval of others. Ambition, influence and responsibility appeal to me. I need a stimulating environment where I can realize my potential, innovate and see concrete results from my investment. I seek to assert myself and progress, meeting challenges with tenacity and independence.

- ☐ I feel alive when I set my sights high.
- ☐ I need to feel I'm moving forward, making progress.
- ☐ My personal ambition is a daily driving force.
- ☐ I'd rather be challenged than comforted.



Imagine winning a prize for your work.

What kind of prize would it be?

What exactly are we celebrating with this award?

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*This allows nuances to emerge: power, recognition, innovation, commitment, etc.*



YOUR MOTIVATION N°3 :  
The quest for **TRUTH** ★ ★ ★

I'm looking for understanding, precision and logic. I thrive on learning, investigating and mastering a field. I'm motivated by the quest for knowledge and the need to rely on tangible facts. I enjoy exploring ideas, solving complex problems and delving deeper into each subject to build reliable, structured reference points.

- ☐ I need to understand before I act.
- ☐ I want facts, not impressions.
- ☐ I love to learn, reflect, delve.
- ☐ I pay attention to logical coherence.



If you had a whole day to explore a topic, with no restrictions, what would you choose?

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*This exercise reveals your deep intellectual drivers: what really excites you, what you enjoy understanding, structuring, questioning, or exploring in depth.*



YOUR MOTIVATION N°4 :

The need for **MORALITY** ★ ★ ★

I am guided by deep convictions and a strong sense of ethics. I need to act in accordance with my values, principles and moral intuition. I seek coherence between what I do and what I believe in. I'm often perceived as a person of integrity, loyalty, sometimes idealistic, who aspires to a fairer, more balanced world.

- ☐ I can't do something that goes against my principles.
- ☐ I fight for what I believe is right.
- ☐ I look for meaning in my actions.
- ☐ I want to be able to look at myself in the mirror.



What personal rule would you never break, even under pressure?

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*This question reveals your core values, the ones that guide your decisions, even in times of stress or doubt.*



YOUR MOTIVATION N°5 :

The search for **HARMONY** ★ ★ ☆

I'm sensitive to atmosphere, but I can deal with a less pleasant environment if it makes sense to me. I seek balance, while accepting that there may sometimes be chaos or tension. I like relationships to be fluid, but I don't necessarily avoid conflict if it's constructive. I'm receptive to beauty and harmony, without making them essential to my well-being.

- ☐ I prefer it when it's fluid, but I know how to deal with tension.
- ☐ I can handle diverse atmospheres, as long as it remains respectful.
- ☐ I'm sensitive, but not hypersensitive.
- ☐ I pay attention to others, without getting lost in their emotions.



When you imagine your ideal environment,  
what elements absolutely must be included?

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*This question appeals to your sense of aesthetics, your feelings and your quest for balance.*



YOUR MOTIVATION N°6 :

The concern for **ALTRUISM** ★ ★ ☆

I like to help others, but I know how to set limits when necessary. I can be generous without forgetting myself. I seek a balance between benevolence and efficiency. I am sensitive to injustice, without feeling obliged to act every time. I give willingly, especially if I feel it has a real impact.

- ☐ I help if I can, but I know how to set limits.
- ☐ I'm sensitive to people and know how to be of service, without sacrificing myself.
- ☐ I'm neither distant and loving, nor totally fusional.
- ☐ I find energy in exchanges, but also in solitude.



When did you feel particularly useful to others? What emotions do you remember from that moment?

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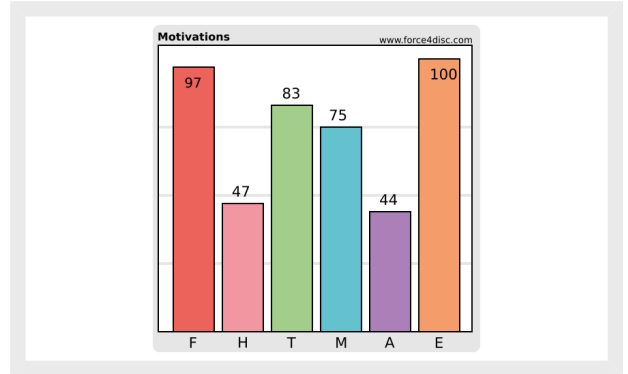
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*The goal here is to anchor motivation in an embodied memory that carries meaning and emotion.*



## PITFALLS TO AVOID

- Detach yourself from human relationships to go faster.
- Take shortcuts at the expense of quality or ethics.
- Get angry when things take time.
- Miss the deeper meaning of action.

## ALIGNMENT COUNCIL

Your sense of concreteness is precious. But don't forget that not everything that counts can be counted. Efficiency becomes powerful when it's connected to meaning. Leave room for the unexpected, the ineffective... and the inspiring.

## MANTRA

I put my energy where it really counts.



# MY PERSONAL DEVELOPMENT PLAN

We've just taken stock of the behaviors and motivations that characterize you, both in your personal and professional relationships.

**This assessment is significant in getting to know you better.**

**It should also be seen as a starting point for developing your strengths and achieving future goals.**

**After reading your Force4DISC review,  
it's a good idea to take some time to think it over.**

Now's the time to ask yourself a few useful questions about how you perceive your profile and the things you are now aware of.



What have I learned about myself?  
Does it surprise me?



Which points in my assessment do I contest?



Why do I disagree with these aspects of my personality?  
And how do they differ from what I think?



When I read my Force4 DISC review, it made me aware of:

my talents:

the things I need to be careful of:

the way I make decisions:

the way I express myself:

my approach to problems:

my way of following the rules:

my main source of motivation:



Do I use my skills in my professional life? YES: in what way // NO: why? What should I do?

Now, I can set myself goals  
(Specific, Measurable, Attainable, Realistic, Temporally defined)



### MY COMMUNICATION STYLE

**MY GOAL**  
PRESENT AND POSITIVE

I want...

**MY SUCCESS CRITERIA**  
MEASURABLE, QUANTIFIABLE, VISIBLE

I will see a change when...

**MY RESOURCES**  
INTERNAL AND EXTERNAL  
(strengths, support systems, training, resources...)

I can rely on...

**MY BENEFITS**  
AND EVERYTHING I STAND TO GAIN

I hope this change will bring me...

**MY DEADLINE**  
SATISFACTORY AND REALISTIC

I aim to reach my goal in (month/year)

**MY HINDRANCES AND OBSTACLES,**  
WHAT I HAVE TO LOSE, WHAT I HAVE TO OVERCOME

For me, I identify...

For those around me, I identify...



## MY MANAGEMENT STYLE

### MY GOAL

PRESENT AND POSITIVE

I want...

### MY SUCCESS CRITERIA

MEASURABLE, QUANTIFIABLE, VISIBLE

I will see a change when...

### MY RESOURCES

INTERNAL AND EXTERNAL

(strengths, support systems, training, resources...)

I can rely on...

### MY BENEFITS

AND EVERYTHING I STAND TO GAIN

I hope this change will bring me...

### MY DEADLINE

SATISFACTORY AND REALISTIC

I aim to reach my goal in (month/year)

### MY HINDRANCES AND OBSTACLES,

WHAT I HAVE TO LOSE, WHAT I HAVE  
TO OVERCOME

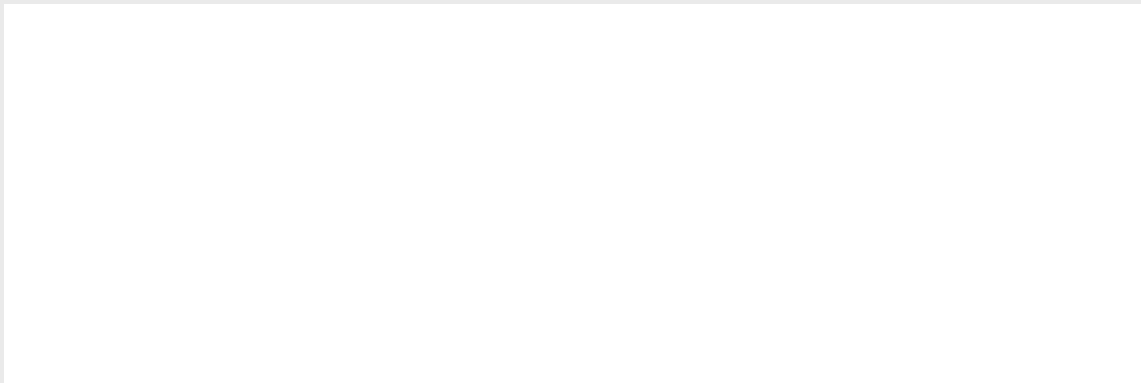
For me, I identify...

For those around me, I identify...

# AND THERE IT IS! JÉRÉMY

**We've taken a look at the main character traits that define you, and turned your personality into your strength.** The aim is to give you a better understanding of yourself and others, so that you can develop empathy and create synergies in your exchanges. Mission accomplished?

Once again, identifying your talents, strengths and points to work on is a major step towards developing your potential. From now on, **it's up to you to call on "the right color at the right time", depending on the situation and the profile of your contacts, to get your voice heard and optimize your communication!**



FORCE  DISC

