



**Daisy Forrest**

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## INTRODUCTION to the Nova Global Profile

"KNOW THYSELF" -- Socrates

Dear Reader,

The fact that you are reading these words means you have already chosen to embark on a journey of self-discovery. We hope this tool will help you along the way and foster untold breakthroughs in awareness that will allow you to hear your unique voice and honour your inner self.

The Nova Global Profile is a potent tool for achieving your full potential. It was designed to guide you to greater self-knowledge and foster the integration of your unique personality. Just like a roadmap indicates the cardinal directions, your profile will point you to the road leading to fulfillment in your professional and personal life.

Each of us is perfectly imperfect. We therefore ask you to keep an open mind as you read on without judging yourself negatively. To dare to see yourself in a different light and accept your uniqueness is to say "yes" to a life of fulfillment in harmony with your values. Self-knowledge is unquestionably the ultimate tool for achieving our goals and making our plans a success. We can explore many aspects of who we are to maximize our talents, resources and pathways to success.

The Nova Global Profile is an innovative tool based on the DISC theory developed by William Marston, behavioural preference work by Carl Jung, and investigations into value systems (motivations) by psychologist Eduard Spranger.

Your personal profile will focus on your natural style: who you truly are as opposed to who you think you are (adapted style). It will give you insight into your personality traits, sources of motivation, talents, leadership style, preferences and areas for development.

Catalyst for your unique potential.

The Nova Global Team  
[www.novaglobal.com](http://www.novaglobal.com)

## Introduction to DISC Colours

### Task-oriented

Perceive their environment as hostile and threatening

### Compliance

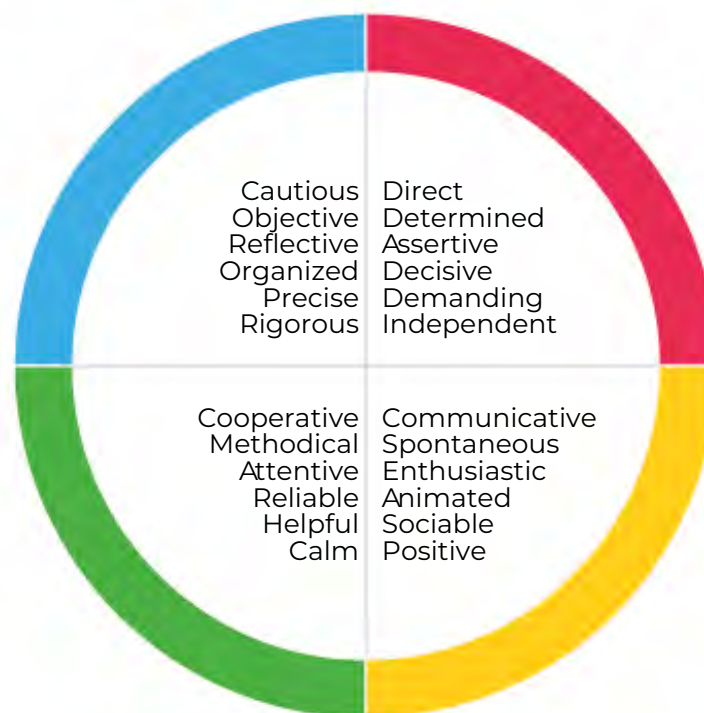
Need for standards and structure

### Introverted

Perceive themselves as weaker than their environment

### Stability

Need for harmony and a calm pace



### Dominance

Need for challenge and action

### Extroverted

Perceive themselves as stronger than their environment

### Influence

Need for interaction and fun

### Interaction-oriented

Perceive their surroundings as positive and inviting

## Introduction to Motivations

Beyond our behaviour lie our actions' driving forces, which motivate us to put things in motion and give meaning to our existence. Our motivations are the heart of our identity; they taint or reinforce the different colours of our personality and guide their direction.

Here's a brief introduction to the six major sources of motivation behind all human behaviour. It's only natural that you see yourself in one, two or even three of these descriptions given that just like our behaviour, we also have various sources of motivation.



### **COGNITIVE motivation:**

#### **TRUTH AND KNOWLEDGE**

Needs: To learn, understand, discover and systematize the truth based on rational, proven theories. Values intellectual curiosity and knowledge.



### **AESTHETIC Motivation:**

#### **BEAUTY AND SELF-ACTUALIZATION**

Needs: To sense beauty in and around oneself, to trust its intuition and inspiration; to be surrounded by beauty. Values personal growth and development.



### **UTILITARIAN Motivation:**

#### **RETURN ON INVESTMENT**

Needs: To invest time, money and energy in a useful, profitable and effective manner, usually for the purpose of achieving objectives. Values results and profitability.



### **ALTRUISTIC Motivation:**

#### **HUMANISM AND SELF-SACRIFICE**

Needs: To feel useful and to contribute to the well-being of others. To improve the lives of others. To invest time and energy in assisting others with great generosity. Values care and benevolence.



### **INDIVIDUALISTIC Motivation:**

#### **LEADERSHIP AND RECOGNITION**

Needs: To exercise leadership to assert personal power, to have responsibilities; be autonomous and independent; to be recognized for their individuality and uniqueness. Values leadership qualities and social prestige.



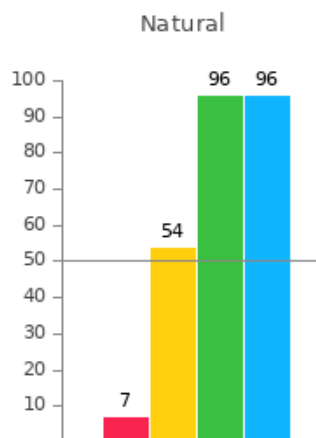
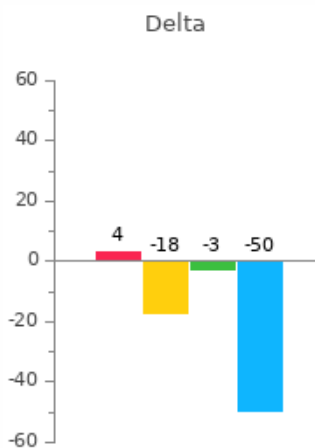
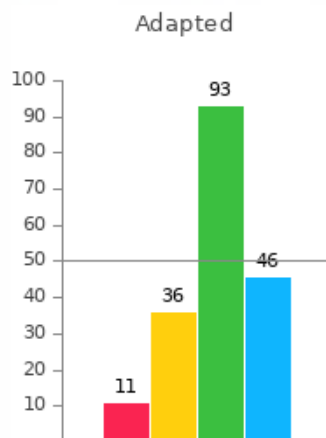
### **IDEOLOGICAL Motivation:**

#### **UNITY AND MORALITY**

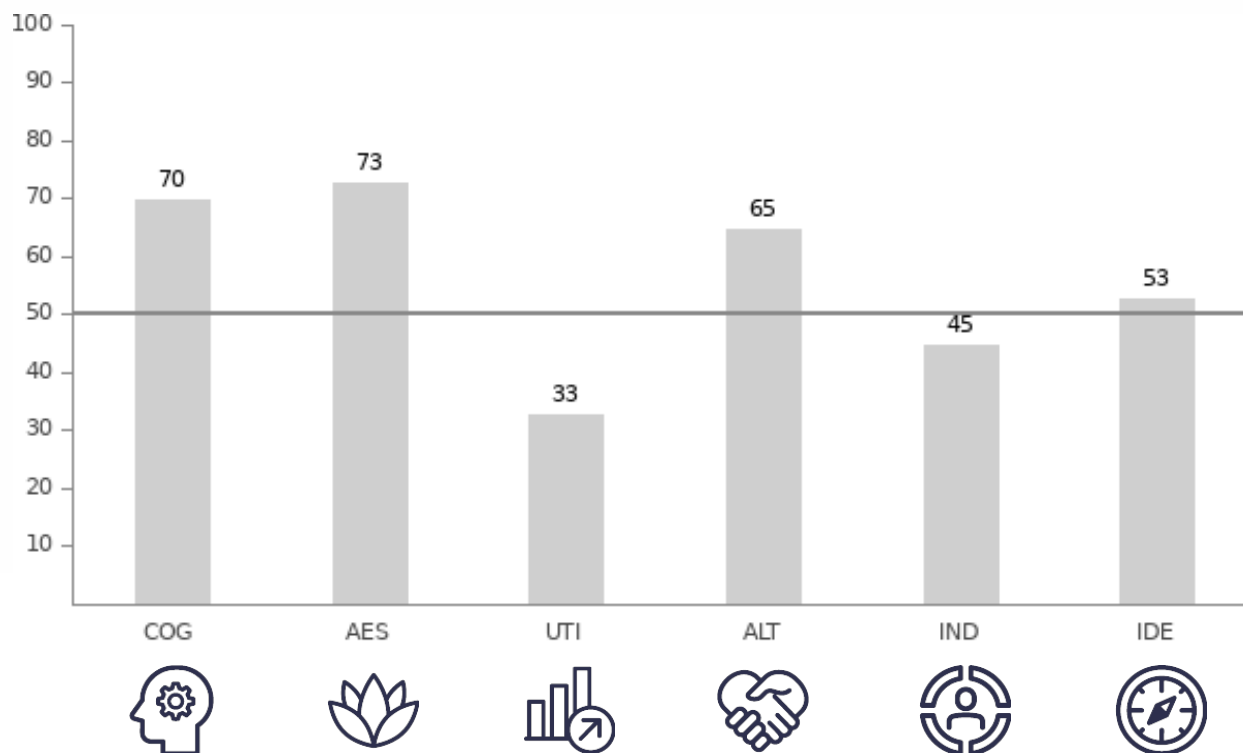
Needs: To be aligned with their own system of values and/or cause. These principles guide their thoughts and actions. They seek ways to improve life in general. They place importance on their value system and code of ethics.

## Graph Summary

Your Behaviour



Your Motivations



## Your Behavioural Preferences

### YOUR APPROACH TO FACE PROBLEMS, CHALLENGES AND DIFFICULTIES:

**56% or more:** A profound need to be proactive, tackle challenges and meet objectives. Confronts situations with confidence and authoritativeness.

**30% to 55%:** Tends to handle challenges one at a time and chooses the types of challenges/problems they're willing to invest energy in.

**29% or less:** Tends to avoid taking action to confront problems and difficulties, which are often perceived as conflicts.



Daisy, when you face challenges, problems and difficulties:

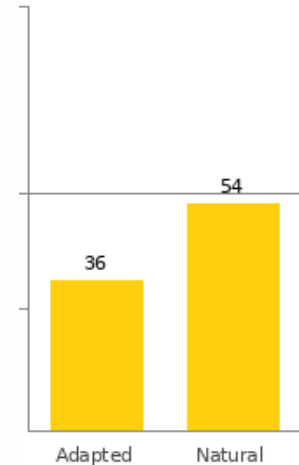
- You tend to avoid facing problems and difficulties, as you are peaceful and cautious in nature
- You prefer predictable, uncomplicated situations that provide security and comfort
- You tend to approach problems in a direct and calculated manner
- Difficulties and problems stress you occasionally
- As a relatively modest person, you have no difficulty letting others exercise authority when challenges arise
- You prefer to follow another person's action plan when facing a difficult situation

## **HOW YOU INTERACT WITH OTHERS:**

**56% or more:** A profound need to influence, communicate and interact with a large number of people. Very sociable. Actively seeks fun.

**30% to 55%:** Chooses who they want to interact with. A good balance between speaking and listening. Sociable.

**29% or less:** Silent and solitary. Avoids interpersonal situations. Insightful, logical and sceptical.



Daisy, when you interact with others:

- You are a sociable person who enjoys conversations with others, however, you prefer it when others initiate conversation
- You are comfortable interacting with others and expressing your ideas and opinions, especially with people you're familiar with
- You are naturally personable and warm, people instinctively like you
- When you are convinced, you use your ability to influence and gain buy-in for your projects, ideas, etc.
- Despite your outgoing nature, you're a great listener and are extremely receptive to others
- You display a healthy balance between listening and talking
- Despite your sociable nature, you maintain a degree of emotional distance and are rather objective in your discussions

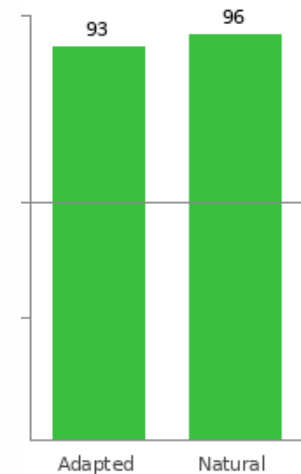


## HOW YOU RESPOND TO CHANGE, VARIATION AND THE PACE OF YOUR ENVIRONMENT:

**56% or more:** Profound need for stability and harmony. Very methodical; does one thing at a time, slowly but surely with a calm, coherent and steady pace. Resistant to change.

**30% to 55%:** Open to change and adaptable. Pace is relatively calm and relaxed. Prefers to work methodically. Likes stability, consensus and harmony.

**29% or less:** Tends to initiate change. Fast-paced multi-tasker. Tends to be impatient and impulsive. Is easily side-tracked.



Daisy, when you set a pace:

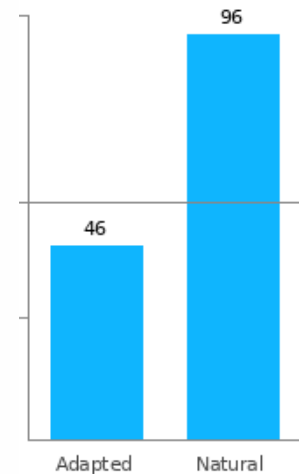
- You have tremendous patience and can therefore steadily and persistently see long-term projects through to completion
- You need time to methodically, coherently and harmoniously focus on one thing at a time
- You show a clear preference for stable, predictable and reassuring environments where change is infrequent
- Your pace is relaxed and calm, which strengthens your resistance to pressure, change and situations that require fast action
- You prefer investing in long-term relationships and in your professional environment because you prefer belonging to a group, to which you become sincerely dedicated, cooperative and reliable

## HOW YOU RESPOND TO ESTABLISHED RULES, PROCEDURES AND STANDARDS:

**56% or more:** Profound need to comply with standards, rules and procedures. Structured, rigorous, precise and rather perfectionist. Needs to meet high-quality standard levels.

**30% to 55%:** Accepts certain norms and procedures provided if they seem logical. Good organizational skills and enjoys working within pre-determined structures.

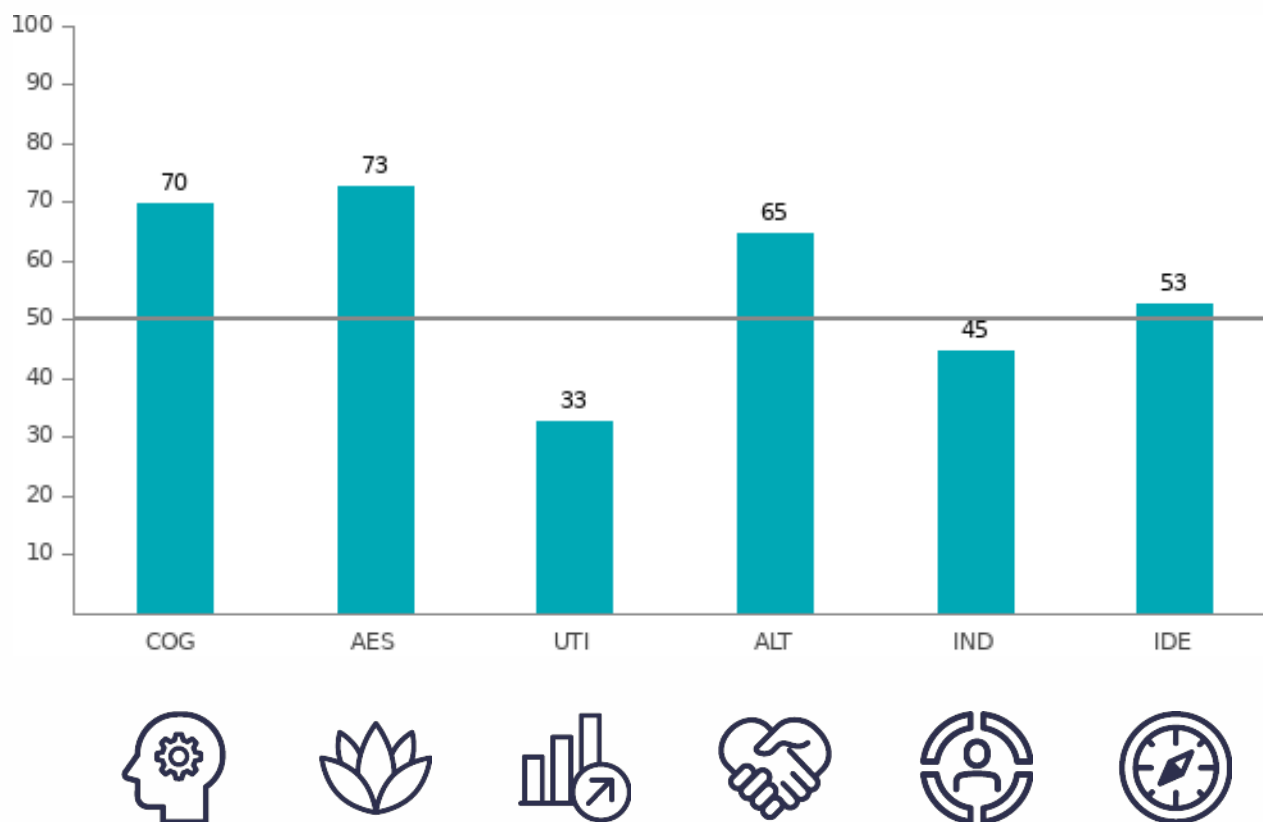
**29% or less:** Makes their own rules. Resists procedures, norms and rules that are established by others. Tends to be defiant, non-conformist and innovative. Can neglect their commitments.



Daisy, when you follow rules and procedures :

- You happily follow established rules because of your firm belief that rules are made to be followed
- You find it easy to set limits on your personal and work life, which makes you an orderly person and leads you to plan ahead
- You feel the need to meet high-quality standards, which sometimes pushes you to be a perfectionist, critical of yourself and others
- You are relatively respectful of existing authority figures, and you prefer being given clear and detailed instructions about what is expected of you
- Despite your rational and serious nature, you apply procedures in original and creative ways

## Motivation chart



## Your Motivations

Human behaviour is influenced by our world view, experiences and values. In the following statements, you may discover how your motivations influence your personality, and better understand the driving forces behind your actions and how to use them in your personal and work life.



70%

### **COGNITIVE motivation:**

- You actively seek out the objective truth with keen intellectual curiosity
- You get great satisfaction when the truth can be proven, verified and systematized
- You have a profound need to gain knowledge and engage in a process of continuous learning
- You look for expertise in your educational pursuits, at work and/or in your personal life
- Your propensity for gaining knowledge has made you a cultivated person



73%

### **AESTHETIC motivation:**

- You have a profound desire to express your full potential
- You have a fundamental need for beauty and harmony in all areas of your life
- You have strong feelings, intuitions and sensitivity that render your universe profound and nuanced
- You have a deep appreciation for all forms of creative expression
- You have the ability to easily recognize the unique beauty of people, situations and places



33%

### **UTILITARIAN motivation:**

- You tend to place limited importance on material things and economic gain
- Financial matters can be a source of conflict and stress for you



65%

**ALTRUISTIC motivation:**

- You have a fundamental need to invest yourself, assist others and be useful
- You have a profound sense of humanitarianism and social justice
- You actively seek ways to promote the well-being of others and develop their potential
- You are extremely generous, you are deeply devoted to others
- You aspire to peace and love for humanity



45%

**INDIVIDUALISTIC motivation:**

- You appreciate feeling unique and receiving recognition
- You need some degree of independence and autonomy
- You are able to exercise leadership when necessary
- You feel a need to control your life
- You enjoy having social status



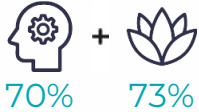
53%

**IDEOLOGICAL motivation:**

- Your values play an important role in your life
- You sometimes react when other people disagree with your beliefs and values
- Your principles have a major impact on your code of conduct
- You display some openness to the beliefs of others

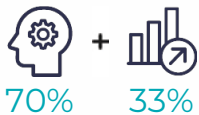
## Your Specific Motivation

We always have a few different sources of motivation and, in the following statements, you'll explore some of the unique features that enrich your personality through a combination of your motivations:



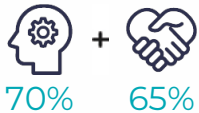
### **COGNITIVE + AESTHETIC motivations:**

- You have the special ability to be both intuitive and objective
- You strive to achieve self-actualization through knowledge
- You have a vivid imagination that you transfer to the world around you
- You have the ability to perceive beauty in knowledge



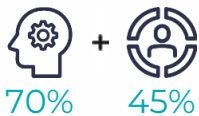
### **COGNITIVE + UTILITARIAN motivations:**

- You enjoy acquiring knowledge in all fields regardless of its practical use



### **COGNITIVE + ALTRUISTIC motivations:**

- You have an ease and propensity for teaching, educating and informing others
- You are gifted with a keen ability to objectively understand others
- You are extremely generous in sharing your knowledge
- You have a fundamental need to acquire knowledge which can contribute to the well-being of others



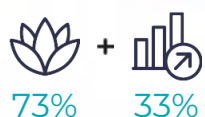
### **COGNITIVE + INDIVIDUALISTIC motivations:**

- You enjoy being recognized for your knowledge
- You enjoy being independent and self-reliant in your learning process
- You enjoy the personal power you derive from your intellectual pursuits



### **COGNITIVE + IDEOLOGICAL motivations:**

- You are relatively unreceptive to subjective statements, especially if they clash with your reference system
- You tend to use scientific arguments to defend your system of values



**AESTHETIC + UTILITARIAN motivations:**

- You have a need for pure artistic expression, regardless of the results
- You can promote a form of idealism unfettered by material concerns



**AESTHETIC + ALTRUISTIC motivations:**

- You feel fulfilled when you play a role in others' achievements
- You have a strong need for harmony in all of your relationships
- You are very sensitive and understanding of others' feelings
- You are extremely comfortable in the role of mediator and counsellor
- You enjoy revealing others' inner and outer beauty



**AESTHETIC + INDIVIDUALISTIC motivations:**

- You have a profound need for self-fulfillment and recognition for your unique personality
- You enjoy exercising leadership in creative ways



**AESTHETIC + IDEOLOGICAL motivations:**

- You need to live in harmony with your values
- You enjoy living in an environment that respects your code of ethics



**UTILITARIAN + ALTRUISTIC motivations:**

- You tend to invest heavily in others, expecting nothing in return
- In work situations, you sometimes have difficulty in putting a price on the time you spend helping others



**ALTRUISTIC + INDIVIDUALISTIC motivations:**

- You like recognition, but you prefer to put others first
- You tend to give to others first and put your needs in second place
- You readily use your leadership to help others



65%

+



53%

**ALTRUISTIC + IDEOLOGICAL motivations:**

- Your dedication to others reflects your principles and moral code



## The Colours that nuance your Motivation

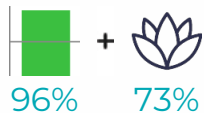
If we were to compare our personality to a car, our colours would determine how we drive in life, whereas our motivations would be the fuel that powers our engine and tells the car which direction we're headed in. These two aspects of our identity are extremely important and interdependent. In fact, if we were to exclusively focus on our behaviour (colours), we would lose the core of our identity and the very thing that gives meaning to our lives (our values). Which is why the Nova Profile places equal emphasis on the motivational sources (your "why") and behavioural preferences (your "how").

In the following statements, you will see the nuances and subtleties involved in your colours and motivations:



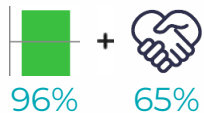
### Your **COGNITIVE** motivation + **GREEN**:

- Your methodical and consistent approach is reinforced by your thirst for objective truth
- You skillfully integrate knowledge through your keen sensitivity and emotional intelligence



### Your **AESTHETIC** motivation + **GREEN**:

- Your sensitive nature is magnified by your great need for harmony and depth



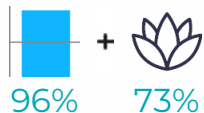
### Your **ALTRUISTIC** motivation + **GREEN**:

- Your warm and benevolent nature is bolstered by your need to be useful to others
- You are reliable, dedicated and consistent in helping others



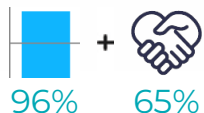
### Your **COGNITIVE** motivation + **BLUE**:

- Your need to gain knowledge is reinforced by your intellectual diligence



### Your **AESTHETIC** motivation + **BLUE**:

- You have psychic gifts and/or intuitive ability although you tend to doubt these aspects of you
- Your rational mind is counterbalanced by your artistic sensitivity



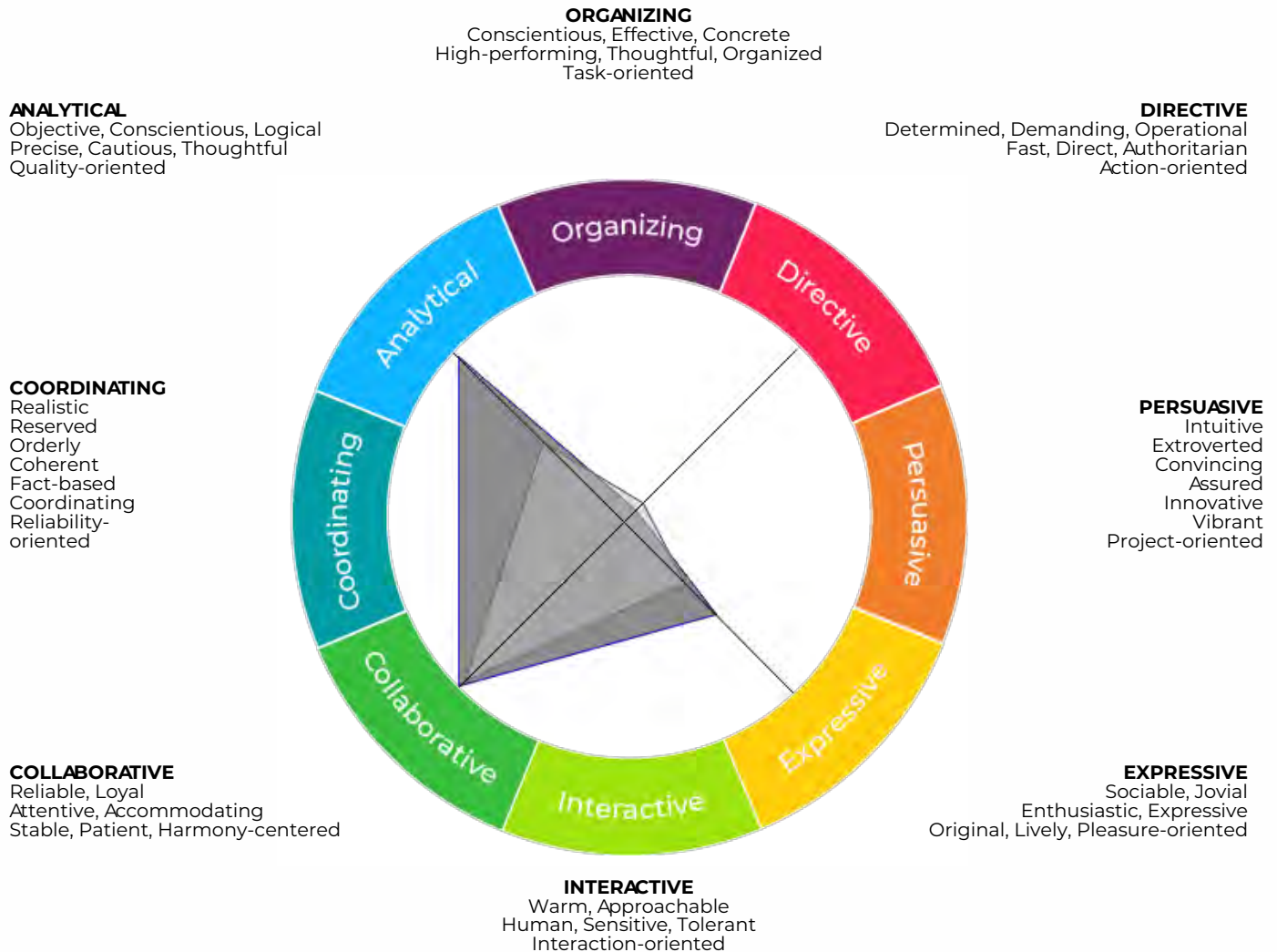
### Your **ALTRUISTIC** motivation + **BLUE**:

- You tend to use your analytical mind to serve and help others
- Despite your sensitivity to others, you prefer to help people in a more formal way, assuring a degree of emotional detachment

## Your Natural Talents

- Your objectivity and realism make it extremely easy for you to analyze facts
- Your professionalism makes you serious and focused at work
- You enjoy a job well done and you can be relied on to carry out quality work
- You keep a cool head without letting yourself get carried away with emotion
- You have a gift for planning, order and organization
- You pay careful attention to detail, which makes you meticulous in performing your tasks
- Your analytical mind allows you to get straight to the heart of the matter
- You are sincere and inspire confidence
- You have excellent listening skills, a strong capacity for empathy and sensitivity to others
- You are reliable and demonstrate a quiet strength that others can count on in any situation
- You encourage consensus and collaboration among your team members
- Your methodical nature makes your approach coherent
- You are a model of patience, calmness and gentleness
- You are pacific and humble
- You have a certain magnetism about you
- You are creative and imaginative
- You manage to remain calm even in face of challenging and sticky situations

## The 8 Psychological Types



## Your natural sales style



The **COMPETITIVE** salesperson: Fast, proactive, takes the lead with clients, determined to achieve sales objectives, primarily focused on closing the sale. They sell their objectives forcefully and with assurance.

The **CHARMING** salesperson: Vibrant, convincing and fun-loving, wants to interact and communicate with clients to influence them into buy. They sell a relationship with enthusiasm and optimism.

The **UNDERSTANDING** salesperson: Discrete, patient, attentive to the clients' needs, calmly guides clients without pressuring them. They sell their thoughtful nature with sincerity and care.

The **TECHNICAL** salesperson: Objective, distant and courteous. Knows with precision and expertise the distinct features of the products/services being sold. Their technical knowledge of the product reassures clients. They sell their expertise and quality assurance.

### Your strengths in SALES are:

- Your listening skills make you an expert in understanding your client's needs
- You possess a strong aptitude for adapting to your client's needs
- Through your cooperative personality, you show sincere dedication in helping your clients meet their needs
- You are conscientious and care about a job well done, which makes you a reliable and professional salesperson
- You have accurate knowledge about the features of the products and service you sell
- You approach clients in a diplomatic, polite and respectful way
- You are comfortable in selling products and services that require relevant expertise and technical skill
- You show an aptitude for backing up your sales arguments with supporting material
- You earn your client's appreciation and trust for not pressuring them simply to make a sale
- You have the perseverance and patience to work your way through sometimes painstaking sales procedures
- You give your clients the space they need to make their own decisions, but remain available if they require your assistance
- You take a calm, inviting approach that encourages a warm and pleasant sales experience

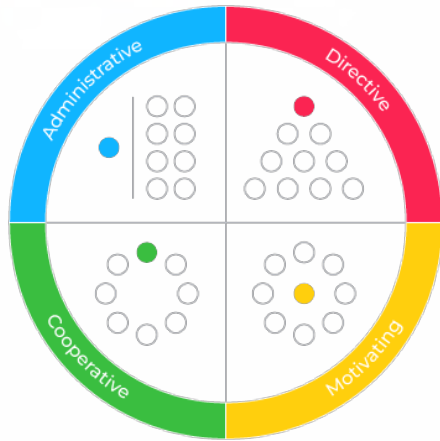
- You know how to keep your cool when clients raise objections, and are able to respond objectively and realistically

## Areas for Improvement in Sales

Based on your natural selling style, **your risks** could include:

- Resistance in adapting to new methods of sales
- Failing to step outside the box and add new twists to your sales methods
- Using the same approach with every client, regardless of personality differences
- Discomfort with price-related objections
- Difficulty in making clients overlook price objections
- Failing to take initiatives
- Feeling bad when the time comes to lead your client to closing the sale
- Failing to ask your clients direct questions to lead them toward closing the sale
- Lacking a human warmth in your approach
- Absence of give-and-take or flexibility during negotiations

## Your Natural Management Style



**The DIRECTIVE Manager:** Focused on results, objectives, performance, return, effectiveness and practicality.  
Leads the company alone with strength and courage.

**The MOTIVATING Manager:** Focused on vision, innovation, relationships, communication, possibilities, partnerships, alliances. Is an influencer.  
Leads the company with enthusiasm and creativity by rallying the troops.

**The COOPERATIVE Manager:** Focused on team unity, consensus, collaboration, corporate values, processes and human resources management.  
Leads the company consistently and methodically, with respect for individuals.

**The ADMINISTRATIVE Manager:** Focused on management, structure, standards, and protocols, organization, order, quality, planning, respect for deadlines and budgeting.  
Leads the company with rigor and consistency, while keeping a certain distance.

Based on your natural management style, **your strengths** are:

- Properly train your people and make sure their competencies are kept up to date
- Establish continuing education training programs
- Hire professionals with expertise in their field and/or who have an outstanding résumé
- Be a spokesperson for the company's message, mission, and values
- Be fair in your human resources management
- Use your managerial intuition
- Create work environments that promote your employees' professional achievement
- Favour harmonious, aesthetic, visually appealing environments in common work areas
- Invest yourself in your employees' well-being and accompany them in achieving their highest potential
- Guide, listen and help those who work with you
- Embody a personal management style that's harmonious with others
- Incorporate coaching into your management style
- Create a sense of belonging that favours team spirit
- Deliver your message eloquently and with empathy

- Embody a management style that fosters cooperation and mutual support
- Effectively manage your human resources through consideration and kindness with your team
- Develop reassuring work methods
- Nurture your employees' engagement to the company
- Foresee and anticipate risks
- Ensure impeccable administrative management of your corporate structure
- Establish clear and precise work standards and structures
- Leverage your organizational and planning skills within your managerial role
- Establish high-quality standards that are to be respected by you and your employees
- Demonstrate understanding, patience, and attentiveness in your management style
- Display caution, rigor and diplomacy in your management style
- Ensure that order and professionalism govern your organization
- Be appreciated as a manager because your employees know that you care about their well-being

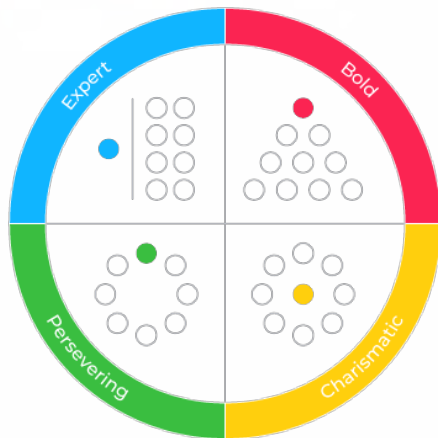


## Improving as a Manager

Based on your natural management style, **your risks** could be:

- Micro-managing
- Being overly critical of the quality of your employees' work due to your perfectionism
- Difficulty in accepting uncertainty and managing the risk factors involved in your decision-making position
- Failing to exercise your authority and decision-making role due to excessive care and concern for your employees
- Managerial difficulty in times of crisis and/or emergency, especially when you have to sort through the issues and make a quick decision
- Occasional difficulty in providing instructions and delegating for fear of bothering your collaborators with tasks they dislike
- Difficulty in making decisions, especially in the absence of a consensus or when they create controversy
- Difficulty in taking initiatives
- Avoiding situations that demand a response, especially when it comes to confronting and/or dismissing an employee
- Being uncomfortable in situations of conflict
- Not putting enough focus on the profitability of the company
- Resisting change and preferring the status quo to innovation

## Your Natural Leadership Style



**The BOLD Leader:** goal-oriented and focused on challenges, performance, yield, efficiency, and success. Leads his projects alone, with strength and courage.

**The CHARISMATIC Leader:** net-oriented and focused on innovation, ideas, communication, future possibilities, partnerships, and alliances. Leads his projects with enthusiasm and creativity, rallying his troops.

**The PERSEVERING Leader:** focused on team unity, consensus, collaboration, coherence, method, staying power, and his usefulness to others. Leads his projects with perseverance, method, and respect for others.

**The EXPERT Leader:** focused on professionalism, quality standards, structures, planning, deadline compliance, and a job well-done. Leads his projects rigorously, conscientiously, and respectful of procedures.

According to your natural style of leadership, **your strengths** are:

- You make sure that you are in a continuous learning process
- You surround yourself with professionals who are experts in their field
- It is easy for you to listen to your intuitions and feelings
- You are involved in a dynamic process of personal growth and self-actualization
- You are kind and concerned about the well-being of others
- You guide, listen to, and help others
- You apply a form of coaching in your leadership
- You favour team synergy with your collaborators
- You show empathy in your interactions
- Thanks to your calm and poised personality, you embody a reassuring leadership
- You act with method, coherence, and perseverance
- You foresee and anticipate risks
- You demand excellence of yourself and others
- You respect high quality criteria and strive for a job well-done
- You show patience and good listening skills in your interactions
- You strive to reduce risks of conflicts by embodying a peaceful and gentle approach

- You embody a style of leadership that favours cooperation and mutual support
- You embody a style of leadership that combines professionalism, rigor, and diplomacy
- You are modest and prefer working with others in a spirit of equality
- You are attentive to others
- You favour a harmonious atmosphere in your interactions

## Improving as a Leader

According to your natural leadership style, **your risks** could be:

- Owing to your rather perfectionist nature, being overly critical of the quality of your work
- Wanting to control everything and making sure that everyone does things exactly your way
- Having difficulties with providing instructions and delegating
- Having a problem with making decisions, especially such ones that do not derive from a consensus and might create controversy
- Avoiding conflicts and difficult conversations, particularly when it involves confronting someone straight forwardly
- Not paying enough attention to the profitability of your projects
- Having difficulty with taking chances and getting down to action
- Shunning difficult situations and/or conflicts
- Feeling uncomfortable in situations that require a prompt response
- At times, being too nice and not firm enough

## Your Communication Style

Daisy, **depending on circumstances**, your style of communication can be described as follows:

- You are rather reserved and discrete, you prefer it when others do the talking
- Your communication is subtler and more nuanced given that you don't use a lot of words to express yourself
- When you express an opinion, you choose your words wisely as to not hurt anyone
- You prefer keeping quiet and taking the time to allow your impressions to ripen before expressing yourself
- When engaged in conversations, you demonstrate great listening skills, quality of presence, and receptiveness
- You speak in few words, and only when you judge it necessary
- You are rather formal, precise and focused during discussion
- You exude a certain level of self-confidence and charisma when you speak
- You are rather warm and friendly in your exchanges
- You take pleasure in exchanging with others
- Depending on the context, you tend to be rather solemn in your exchanges
- When you communicate, you tend to focus solely on objective facts, details and accuracy
- You prefer to take the time to carefully analyze a topic before expressing an opinion on it
- Somewhat critical and skeptical by nature, you are extremely insightful and require fact- and evidence-based arguments

Your **communication risks** are:

- You tend to be rather uncomfortable when you have to be the center of attention
- You sometimes risk "bursting someone's bubble" when new ideas are presented to you because of your realistic and cautious nature
- In an effort to avoid conflict, you sometimes hold back from telling others what you think and then become passive-aggressive

## How to Interact More Effectively With You

Daisy, **here are your needs when others interact with you:**

- Give you the time to speak at your own pace
- Show sincere and considerate listening
- Be prepared and organized before meetings
- Send your written material to satisfy your urge to analyze
- Be poised, patient and thoughtful
- Give yourself time to establish trust before interacting with others
- Honor your silence and need for introspection
- Turn down the volume and speak in a soft, calm voice
- Take a methodical, coherent approach
- Give yourself time to analyze and reflect
- Be specific, logical and factual

**What others should avoid** when communicating with you:

- Avoid you, ignore you and/or leave you alone
- Cut conversations short and not allow you to express yourself freely
- Behave in a cold, distant manner and be indifferent to you
- Force you to express yourself
- Be hasty, impatient and force you to pick up your pace
- Lack listening and consideration as well as empathy
- Take advantage of your generosity
- Use an aggressive or confrontational tone
- Dismiss details and/or self-criticizing your work
- Be disorganized, unclear and illogical
- Surprise yourself at the last minute with unexpected tasks
- Change topics too quickly
- Want to connect with you too quickly
- Talk a lot and try to be close

## Your Cognitive Preferences

We all have preferences and behaviours that feel more natural and comfortable to us than others. Just as we have a preference for writing with our right or left hand, certain behaviours are more natural, innate and easy. Even though we carry the potential inside us for an infinite number of personality traits, we "choose" some over others. Your preferences are as follows:

### **EXTROVERSION: Externalization**

Draws energy from outside sources: takes action, communicative, social, vibrant, high-energy, spontaneous and impulsive. Needs interaction and action.

### **INTROVERSION: Internalization**

Draws energy from internal sources: analytical, reserved, calm and introspective. Prefers silence, calm, solitude, and a small circle of personal relationships. Seeks tranquility.

### **THOUGHT: Objectivity**

Makes rational and logical decisions, analyses. Reflections made based on facts and logic with a focus on results and effectiveness. Pragmatic and concrete.

### **FEELING: Emotion**

Let's the heart decide. Listens to intuition, feelings and emotions. Sensitive to others, benevolent, thoughtful and loving. Is guided by what vibrates within them.

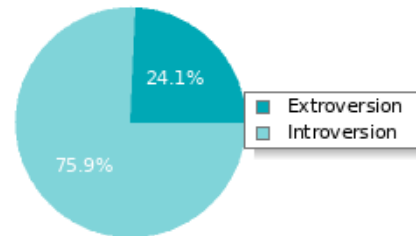
### **SENSATION: Learns through the five senses**

Fact-based and systematic, needs proof and concrete tangible facts, down-to-earth and pragmatic; needs to see it to believe it. Focused on the present moment and on objective reality. Likes what's tangible.

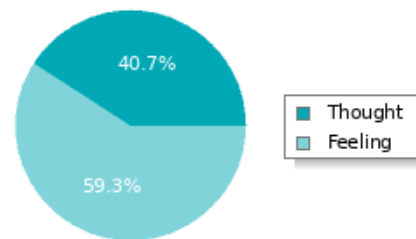
### **INTUITION: Senses the environment**

Imaginative, visualizes, sees future possibilities, allows answers to come from within. Inspirations, emotions and impressions. They can see the bigger picture.

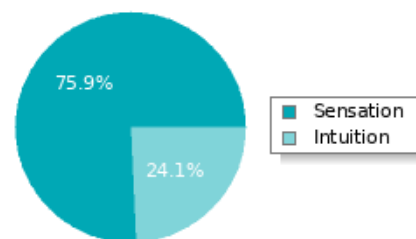
### The direction of your energy:



### Your decision-making style:

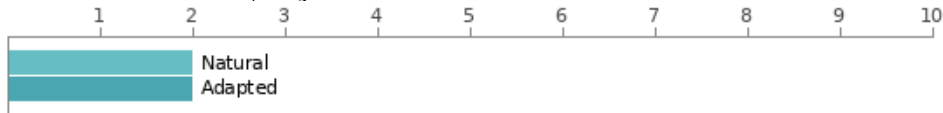


### How you perceive:

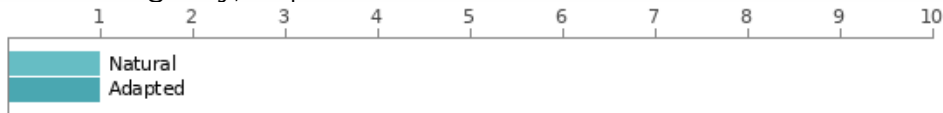


## Your Ability Scale

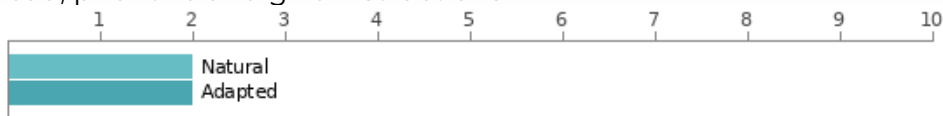
Focused on action, objectives and results



Sense of urgency, responsiveness and initiative



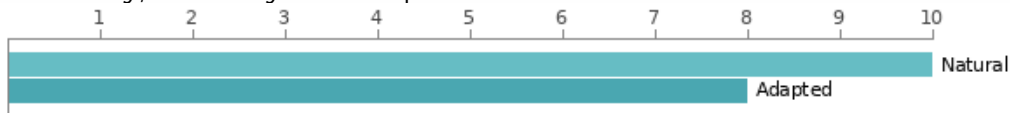
Lead, prioritize and give instructions



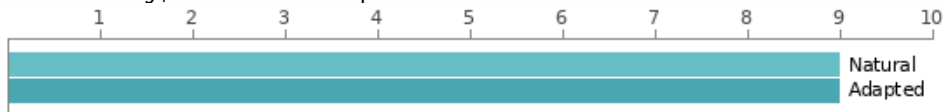
Listening skills, attentiveness and patience



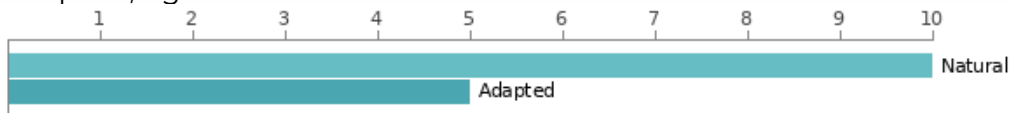
Availability, reliability and cooperation



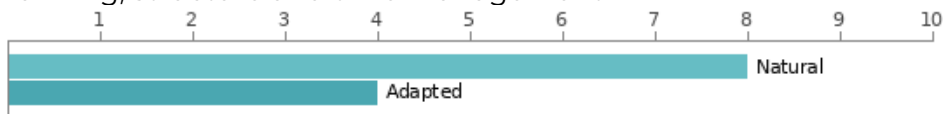
Consistency, method and perseverance



Discipline, rigor and attention to detail

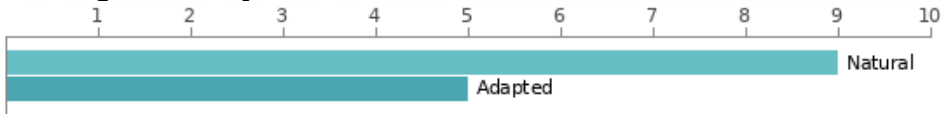


Planning, structure and time management

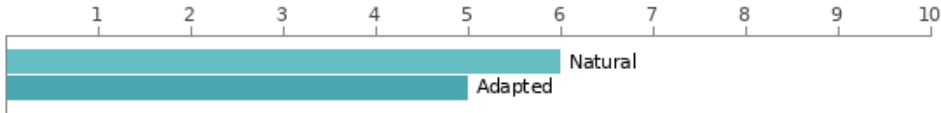




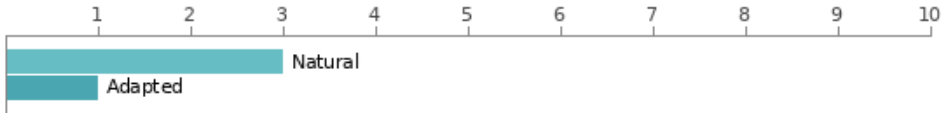
### Thinking and analysis



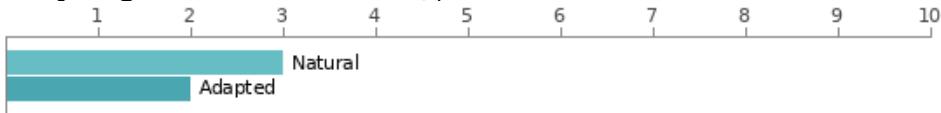
### Creativity and originality



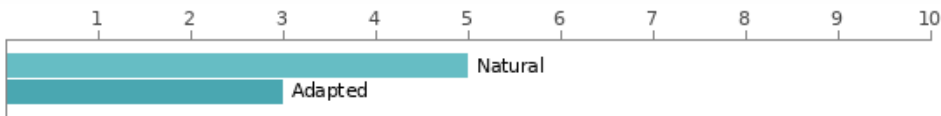
### Communication and interaction



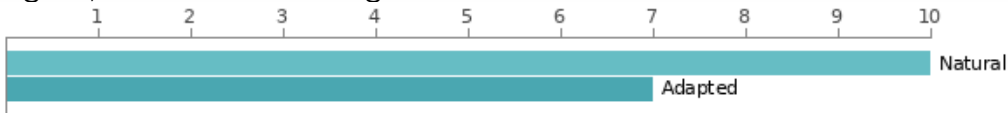
### Ability to generate enthusiasm, persuade and influence



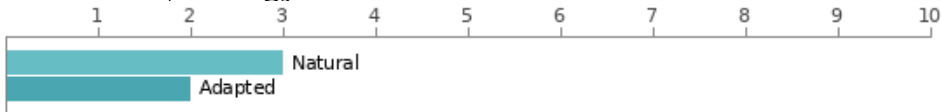
### Task- and fact-oriented



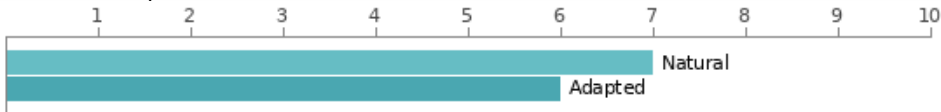
### Logical, methodical and organized



### Global vision, strategy and innovation



### Relationship- and human contact-oriented



## Areas for Development

Daisy, in the following statements, we describe aspects of your personality that could be improved. These are possible paths for development and areas to keep an eye on.

They are not truths, but merely possibilities.

Daisy, you sometimes tend to:

- Take the "glass half empty" outlook
- Rationalize and cut yourself off from your feelings, inspirations and intuitions
- Be critical and judgemental toward other people's new ideas
- Avoid conflicts or confrontations and thus create latent conflicts
- Be uncomfortable in meeting tight deadlines
- Hesitate to take action or show initiative in the absence of a predetermined model or clear instructions
- Become "passive-aggressive" and repress your anger rather than express your frustrations through confrontations
- Hesitate and stumble when making decisions
- Be afraid to take risks, to act or to make decisions without guarantees and security
- Refuse to offer an opinion without taking the time to gather data
- Respond to novelty and innovation in a conservative, rigid manner
- Lose yourself by devoting all of your energy and attention to others
- Have difficulty in prioritizing your needs and well-being
- Resist all forms of change that isn't aligned with your values
- Be close-minded and show a rigid attitude toward people who live by a different code of conduct than you do
- Have difficulty in managing stress and pressure
- Run from emergencies that require quick responses and fast action
- Have difficulty in saying no, expressing and asserting yourself
- Lack assurance and self-confidence

## Your Development Plan

### **What breakthroughs in awareness have I gained after reading my profile?**

Concerning how I approach problems and challenges?

Concerning how I interact with others?

Concerning how I respond to change and my pace?

Concerning how I approach rules and procedures?

Concerning my communication style?

Concerning things to watch for in how I interact with others?

Concerning things people should avoid when interacting with me?

Concerning my unique talents?

Concerning my motivation sources?

- Cognitive:

- Aesthetic:

- Utilitarian:

- Altruistic:

- Individualistic:

Ideologically, what values are non-negotiable for me?

- How would I describe my system of values?

- Is there a cause that is really important to me?
  
- Is every sphere of my life in harmony with my value system?
  
- If so, how does it manifest itself?
  
- If not, why? How can I change the situation?

**Do I nurture my major motivation sources?**

- If so, how?
  
- If not, why, and how can I change the situation?

What have I learned from the associations made from the combination of my motivation sources?

**Concerning the major aspects of my Nova Global Profile:**

What main areas of my profile surprised me the most? Why?

What aspects of my personality did I already know about and that my Nova Global Profile confirmed?

What aspects of my profile create a reaction within me?

- Why do they affect me?

What aspects of my profile do I disagree with?

- Why do I disagree?  
Suggestion: It might be interesting to check with the people who know you well to see whether these aspects are perhaps unconscious or unknown to you.

What items do I agree with in the "Areas for Development" section?

- Which areas for development would I like to focus attention on right now?

**After reading my profile, what actions and commitments am I going to take?**

**Key behaviour Means Timeframe**