



## **Praice Personal Report**

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# Welcome

You have just taken the first step towards added personal insight and understanding of your strengths.

Your Praise Profile is all about your behaviour and about how you and others perceive you. It is based on the words chosen and how they were ranked by you and your network. These words we also refer to as strengths. It is important to underline that there are no right or wrong types/colours or words. They all contribute positively, and each have their own meaning with regards to your behaviour.

The first thing that you see is a graphical presentation of your Praise Profile. The rest of the report is based on this. The colours represent your type.

Your Praise Profile changes when answers start coming in from your network or if you invite new people to Praise you. The report always reflects the latest changes to your profile. You can use your Praise Profile as the basis for a dialogue about your strengths and how to use them in your work.

In the overview section, you can read more about your significant types/colours and the words attached to them.

On the subsequent pages, you can read more about your strengths and challenges as well as the elements that either motivate or stress you.

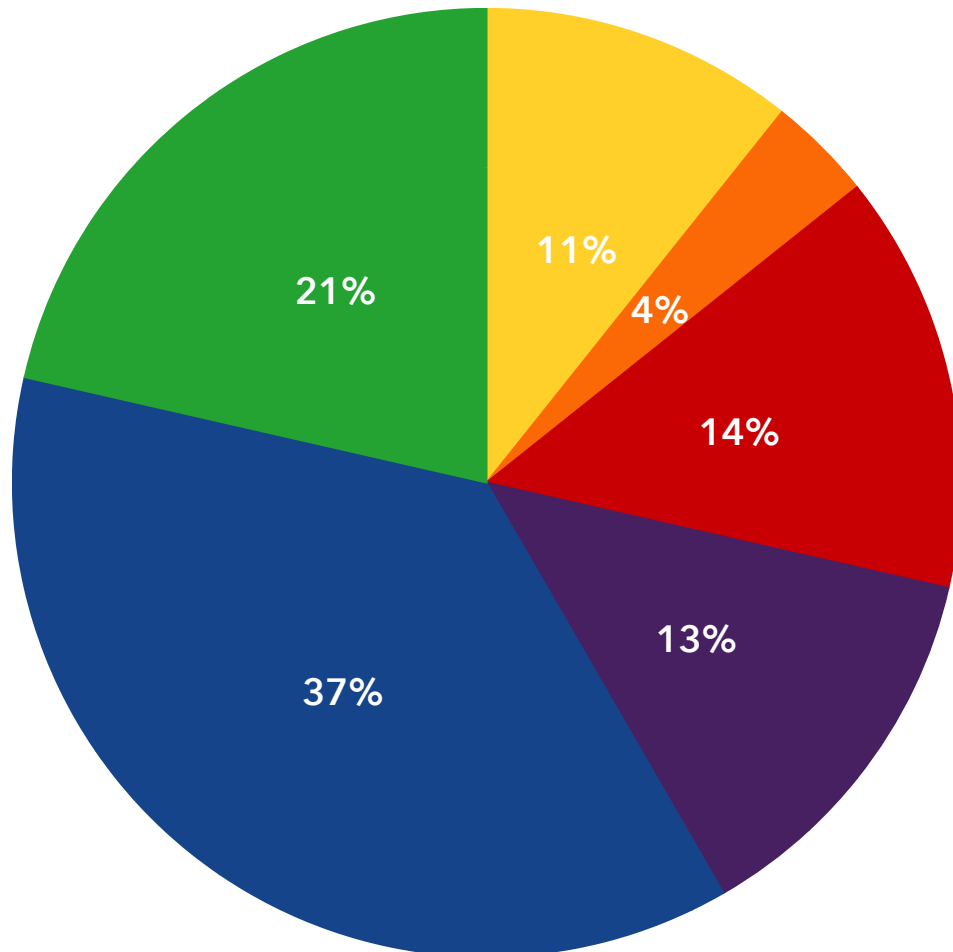
Spend some time reading and understanding your special characteristics – it is well worth it. The better you know yourself, the better you know how to use your strengths.

If you have any questions or feedback, please contact Praise directly: [support@pralice.com](mailto:support@pralice.com). We are always ready to help or explain.

**Enjoy reading!**

# Praice Profile

Your Praice Profile consists of 6 colour categories. Below you can see how they are distributed.



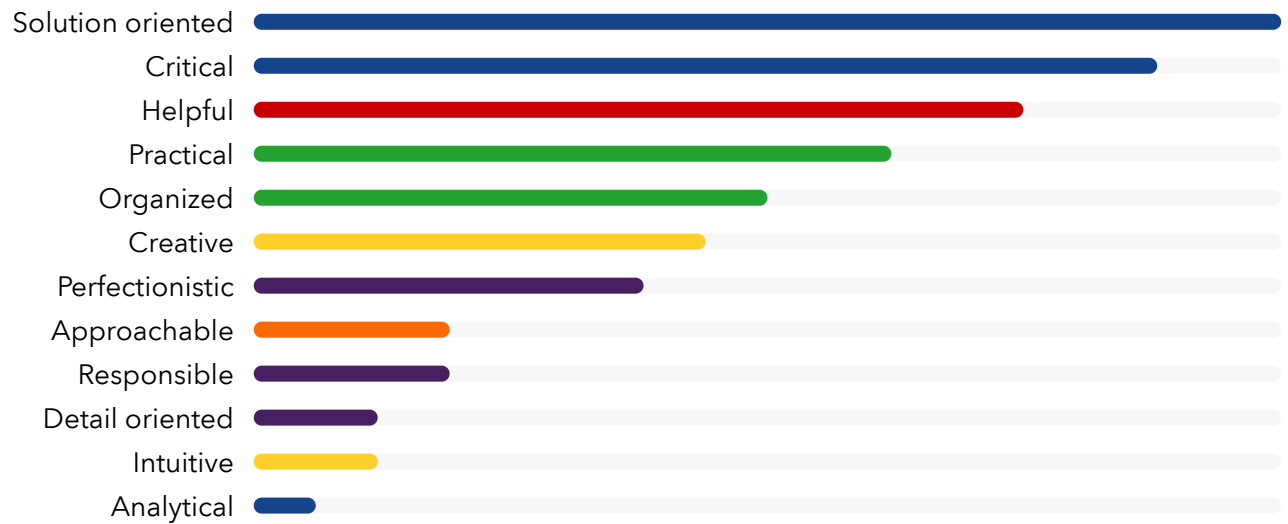
**You primarily use the left side of the brain:**

The colours on the left side of the model are the colours addressing the behavioural characteristics activated on the left side of the brain: facts, logic, rationality, taxonomy, and the systematic.

The circle shows you in which areas you are particularly strong. If a colour category accounts for more than 16,6%, we call it a "strong colour".

# Praise Competencies

This is your competence graph which shows you how you and your network have distributed and weighted the chosen words.



Your competence graph shows the words that represent you the best. The top words have been ranked the highest by you and your network combined.

# Your strong colours

Your strong colours define the main strengths that you use on a daily basis.



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You strongly display the  
**Blue behavioural type**

Displays an excellent ability to analyse and evaluate the value of an existing product.



You strongly display the  
**Green behavioural type**

Displays an ability to work in an organised and practical way.



The combination  
**Blue & Green**

You assume responsibility for reaching the goal and will happily organise the process to ensure that everything runs efficiently.

Besides your strong colours, there is also a set of possible combinations adding additional nuance to your profile.

# Strengths and challenges

The section on your strengths and challenges guides you to the best use of your competencies and what to pay attention to.



Evaluating advantages and disadvantages.



Working in an organised and step by step manner.



Can appear unnecessarily critical.



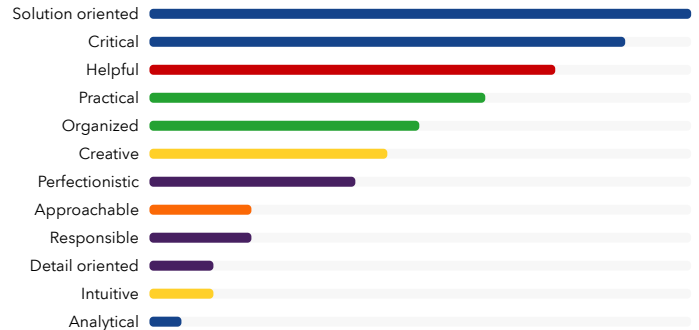
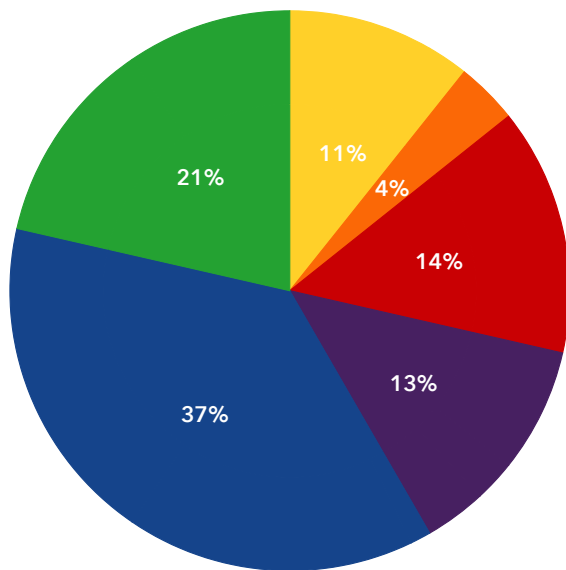
Preferring not to deviate from the plans.



The more you are aware of your own strengths and challenges, the easier it is to let others know about it.

# Motivation and stress

It can be crucial to know your motivational and stress factors. Below you can read more about which factors that are associated with your most significant colour.



## Your strongest colour is BLUE



### Motivation

Blue behavioural types mainly focus on assessing other people's suggestions and analysing their way to the best solution. They are motivated by having all available data at their disposal and having time to collect and compare this data. They are also motivated by assuming a leading role in the process.

#### Motivation factors:

- Having the full overview of the situation
- Behaving critically to find errors and shortcomings
- Fine-tuning processes that are already in place



### Stress

Blue behavioural types do not like to work with people who are too abstract thinking or vague. They become stressed if they have to work with processes that are not thought through or if they do not have the possibility to be factual in the final result. Furthermore, they are not comfortable if they do not get to quality assure the work being done.

#### Stress factors:

- Unstructured working environments or undefined processes
- Processes that are ended before they are done
- Lack of high-level evaluation of the quality

Being aware of the above gives you a better chance of seeking out what motivates you and dodge what stresses you.



## **Walkthrough of the behavioural traits**



# The Yellow Behaviour

## **Energetic – Generally works at a high pace and displays a high degree of persistence**

In your work, this means that you keep a fast pace. You also possess an inner drive that prevents you from standing still for too long at a time. The result is that you are not scared of initiating new processes and you enjoy juggling many tasks at the same time.

## **Intuitive – Being able to go with one's intuition**

In your work, this means that you typically prefer to navigate in accordance with your immediate intuition. You cannot always argue analytically for this conviction but it is rarely wrong.

## **Temperamental – Can defend oneself and use emotional energy positively**

In your work, this means that you express yourself in an authentic way. You speak directly and do not contain your feelings. You will not let disagreements occur unchallenged.

## **Impatient – The ability to inspire a sense of urgency**

In your work, this means that your pressing character helps to push projects forward. That is why you prefer things to happen straight away.

## **Spontaneous – Being able to act in the moment**

In your work, this means that you are good at following your feelings and intuition, finding out what is most important for you at any given moment. Your connection to your feelings can be a source of energy and charisma.

## **Creative – The ability to produce original ideas**

In your work, this means that you tend to do things differently which leads to creation of new ways of solving problems and adding value. When you approach a task, you think across contexts and synergies.

# The Orange Behaviour

## **Adaptable – The ability to take on a new role with little or no adjustment**

In your work, this means that you can easily adjust to new situations. You do not think in an orthodox way, regardless of whether it concerns colleagues, what you do or the way that you work.

## **Approachable – The ability to meet people with genuine interest**

In your work, this means that you can easily communicate with others and that you display a natural empathy for other people. You focus on understanding the thoughts of the person in front of you.

## **Enthusiastic – Being able to enter a project wholeheartedly**

In your work, this means that you are good at being involved in the things that you do. You always eagerly search for the things that actually work so that you can utilise them. You believe that it is important to be passionate about the things you do, or you should find something else to do.

## **Appreciative – The ability to point out the positive rather than the negative**

In your work, this means that you understand the importance of praising when there is something to praise, and of highlighting the qualities that people can contribute with rather than whatever flaws they might have.

## **Optimistic – The ability to see possibilities rather than limitations**

In your work, this means that you do not allow negative moods or despairing opinions to stop you. Instead, you always consider what is possible and use that to navigate.

## **Brave – The ability to act confidently in an uncertain situation**

In your work, this means that you do not let fear of failure stop you. Brave people tend to take more chances and go for possibilities that others would not have approached.

# The Red Behaviour

## Collaborating – The ability to accept all types of people

In your work, this means that you like to make room for the knowledge and opinions of other people. It is important to you that nobody feels cut above others so that team cooperation remains respectful.

## Caring – The ability to care for another human being

In your work, this means that you usually have good social skills. Your approach to other people means that you generally maintain good relations to your surroundings and that you usually find it easy to join new teams and social environments.

## Kind – The ability to socialise with others in an empathic and respectful manner

In your work, this means that you usually do not annoy or irritate anybody and that you are easy to be around. By showing respect for the feelings and goals of others, you manage to create relations and navigate in situations that could have led to conflict.

## Helpful – The drive to help others when there is a need

In your work, this means that you are willing to support others and lend a helping hand, even if this is not necessarily expected of you. In addition, you might even compromise your own goals if it helps others to achieve theirs.

## Humble – The ability to act with respect and modesty

In your work, this means that you usually do not brag about how good you are. Instead, you usually gain respect from your surroundings through hard work and diligence.

## Relaxed – The ability to not lose one's temper over trivialities

In your work, this means that you tend to display few mood swings and have a more stable approach to your work. You often communicate in an informal way which facilitates the dialogue in difficult situations.

# The Purple Behaviour

## **Pragmatic – The ability to always be realistic and objective**

In your work, this means that you focus on relating to the current situation rather than imagining the future. You use your pragmatic sense to take a level-headed look at the problem before you make a choice.

## **Ambitious – The ability to never be satisfied with the current status**

In your work, this means that badly done work or half-hearted efforts can frustrate you. You use your efforts to achieve your high-level goals as a source of inspiration for yourself.

## **Specialized – The desire to know a lot about a limited subject**

In your work, this means that you spend more energy on getting better within a single topic area than cooperating across various subject areas.

## **Responsible – The ability to vouch for a project or a process**

In your work, this means that you like to be up front and make things happen, and that you are motivated by process developments. You are conscientious and you fulfil those requirements that you believe others to have of you.

## **Detail oriented – The ability to identify nuances and small imprecisions**

In your work, this means that you consider it an expression of professionalism that even the smallest imprecisions have been corrected. You take pride in ensuring that everything is perfect before it is declared as finished – even those things that others might consider insignificant details.

## **Perfectionistic – The will to constantly look for the best solution**

In your work, this means that you have an incredible drive and that you keep working on a specific product until it is perfect because you do not compromise on the quality of your work.

# The Blue Behaviour

## **Dominating – The ability to effectuate one's will**

In your work, this means that you manage to maintain your opinion. In confusing or direction-less situations, you are not afraid of assuming a leading role and leading the people in the direction that you consider to be the best.

## **Resolute – The ability to make a decision**

In your work, this means that you are good at creating a clear picture of advantages and disadvantages of a given situation, and that you are brave enough to choose the most advantageous solution.

## **Critical – The ability to question the current state**

In your work, this means that you rarely accept an idea or a solution proposal without a previous opportunity to check this idea or proposal thoroughly and challenge any weak points.

## **Solution oriented – The ability to put forward concrete suggestions**

In your work, this means that you want to make sure that the processes used have a practical goal. You are not good at working with hypotheses and processes that turn too theoretical or vague.

## **Independent – The ability to work without being dependent on others**

In your work, this means that you are good at defining a direction for yourself and your work, and that you can work without feedback or praise from your surroundings. This makes you particularly suitable for handling unpredictable projects or tasks.

## **Analytical – The ability to see objects or processes from different angles**

In your work, this means that you are good at analysing your topic thoroughly and considering advantages and disadvantages of a given situation or challenge. You might not work quickly but your assessments are usually correct.

# The Green Behaviour

## **Persistent – The ability to keep going until the goal has been reached**

In your work, this means that you are hard-working and that you often provide a good performance across disciplines. In addition, you can handle short-term discomfort in return for rewards in the long run.

## **Reliable – When experience shows that there will not be any big changes in outcome**

In your work, this means that your actions are usually reliable. The consistency that you are known for means that people entrust you with tasks that are important or require consistent execution in order to add value.

## **Systematic – The ability to create order in chaos**

In your work, this means that you are good at prioritising and organising your task approach. This makes you more efficient, especially with regards to gaining an overview of large amounts of information.

## **Reflecting – The ability to contemplate or rethink a process**

In your work, this means that you consider and analyse actions and other aspects of an event in order to completely understand what has happened or what ought to happen.

## **Practical – The ability to convert ideas into action**

In your work, this means that you are good at finding concrete solutions. You are motivated by well-defined tasks and you are very present when you solve the tasks.

## **Organized – The ability to conduct oneself logically and taxonomically**

In your work, this means that you are good at planning and coordinating a course of activities. Therefore, you are often the person who creates order in the systems and likes everything to be in place.

# Last word

You have now been through the description of your personal behaviour, and we hope that you found it interesting.

The next step is for you to use your Praise Profile in a constructive way. Being able to talk about the things that you are good at is a good beginning because that increases your chances of really putting your main strengths to use.

Good luck!