

SWIPE - DRIVE - BRAIN

Summary

Léonard Gonzalez - 18/01/2025



Section #1

PERSONALITY ANALYSIS

Personal style

Personal style: Promoter

Léonard Gonzalez comes across as someone determined and strong-minded. He is proactive and always on the lookout for suggestions and initiatives to take his work forward. He has a flexible approach to his job and can easily handle change and unexpected events. The engaging way in which he presents his ideas leaves those he talks to in little doubt - you want to follow his lead. His leadership and passion for continual progress make him an extraordinary driving force in a team.

Main strengths

Relationship management

- He keeps an emotional distance, protecting himself in relationships.
- He finds it easy to socialize and is approachable.
- He speaks with spontaneity and says what he thinks.

Work management

- He is concise, gets straight to the point, and works quickly.
- He does not dwell on obstacles and finds it easy to delegate.
- He handles unexpected events with ease and is able to improvise.

Emotional management

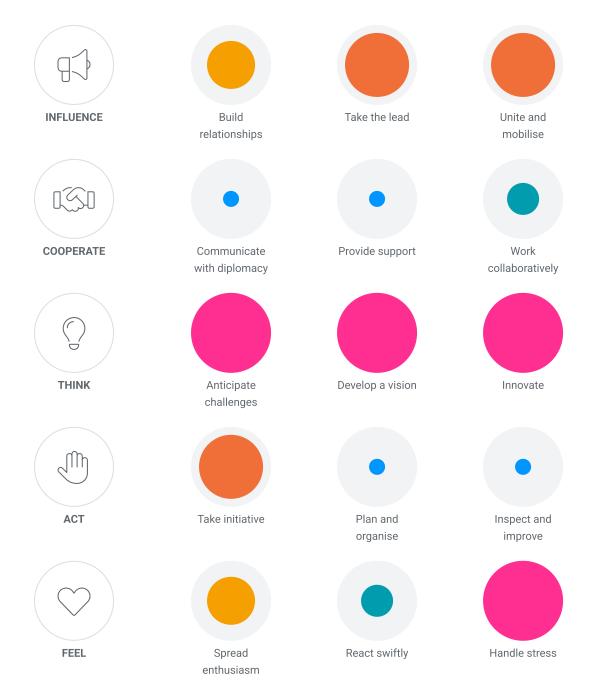
- He is self-possessed and keeps his cool when dealing with external events.
- He radiates enthusiasm and sees the bright side of things.
- He controls his emotions and does not let others be affected by them.



Areas of improvement

- He could sometimes show more empathy towards those around him, be less hard on others.
- He could probably avoid making mistakes if he checked his work before delivering it.
- He could benefit from showing a more tenacious and fighting spirit when confronted with difficulties.

TALENT CLOUD



- Highly developed: Higher than 80% of people
- Well developed: Higher than 60% of people
- Moderately developed: Higher than 40% of people
- Slightly developed: Lower than 60% of people
- Undeveloped: Lower than 80% of people

Influence



Build relationships

He is particularly good at:

- Spontaneously connecting with others.
- Approaching others calmly and evenly.



Take the lead

He is particularly good at:

- Giving direction to the group.
- Leaving room for others to express themselves.
- Accepting responsibility for unpopular decisions.



Unite and mobilise

- Displaying confidence in his relationships.
- Being confident in his positions.
- Respecting differing opinions.





Cooperate



Communicate with diplomacy

He is particularly good at:

- Being frank with others.
- Provoking debate.



Provide support

He is particularly good at:

- Protecting himself from interpersonal conflict.
- Guiding others toward solutions.



Work collaboratively

- Being confident in his own positions.
- Making decisions quickly and independently.



Think



Anticipate challenges

He is particularly good at:

- Objectively evaluating situations.
- Understanding the ambiguity of situations.
- Identifying opportunities for a project.



Develop a vision

He is particularly good at:

- Coming up with future-facing strategies.
- Thinking outside the box.
- Considering the overall vision.



Innovate

- Proposing new and original methods.
- Challenging existing practices.



Act



Take initiative

He is particularly good at:

- Taking initiative that goes beyond the established scope.
- Making decisions without depending on others to move forward.



Plan and organise

He is particularly good at:

- Improvising and managing activity with flexibility.
- Easily facing the unexpected.



Inspect and improve

- Seeing the big picture and identifying key facts quickly.
- Delegating finalising tasks to others.



Feel



Spread enthusiasm

He is particularly good at:

- Creating a dynamic work environment.
- Keeping his emotions under control and not getting carried away.



React swiftly

He is particularly good at:

- Quickly adapting to changes.
- Avoiding putting unnecessary pressure on himself.



Handle stress

- Remaining calm under pressure.
- Getting perspective on the situation and remaining optimistic.
- Tolerating uncertainty without putting more pressure on himself.





MOTIVATIONS ANALYSIS

His working style

What motivates him the most

- Analysing data
- Being rewarded
- Having an attractive salary

What motivates him the least

- Working in a reassuring environment
- Excelling every day
- Working in a disciplined environment

How he manages his energy

Léonard Gonzalez channels most of his energy towards taking action. His main drivers push him to act and take risks. He needs to be stimulated to maintain his interest in his activity or role. For him, stability is synonymous with boredom and weariness. It is better to give him new challenges often.



The activities he prefers

Evaluate

Evaluating is an activity through which Léonard Gonzalez can feel personally fulfilled. He particularly likes being a point of reference and contributing his opinions on his field of expertise. He has very specific ideas on how projects should be carried out, and does not hesitate to challenge the opinions of others.

Design

Léonard Gonzalez is interested in activities that require his creativity. This is particularly true when it comes to planning and organising his work. He values having the possibility to think and act as he likes.

Promote

Léonard Gonzalez particularly enjoys investing himself in the promotion of a project. He is passionate about advocating a product or project to stakeholders or team members. He draws significant satisfaction from carrying out presentations or making sales.

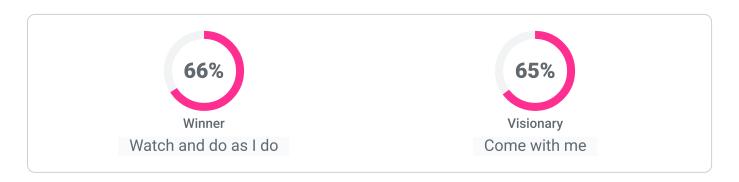


MOTIVATIONS ANALYSIS

His management style

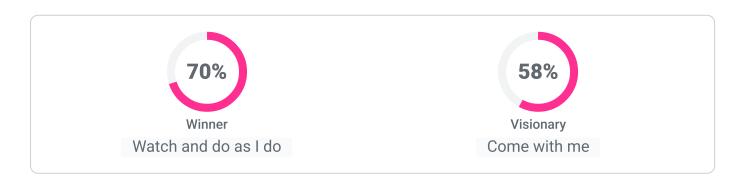
What this means

Léonard Gonzalez is a manager with a clear and inspiring vision. He rallies his employees around precise, shared objectives. Driven by results and focused on achievements, he expects everyone to push themselves to achieve the common goal.



The management style he seeks

Léonard Gonzalez expects a manager to provide a clear and inspiring vision. Above all, he wants to be motivated towards precise, shared objectives. He needs a leader who is involved and asks him to push himself to achieve the common goal. He is motivated by results-driven leaders who value achievements.



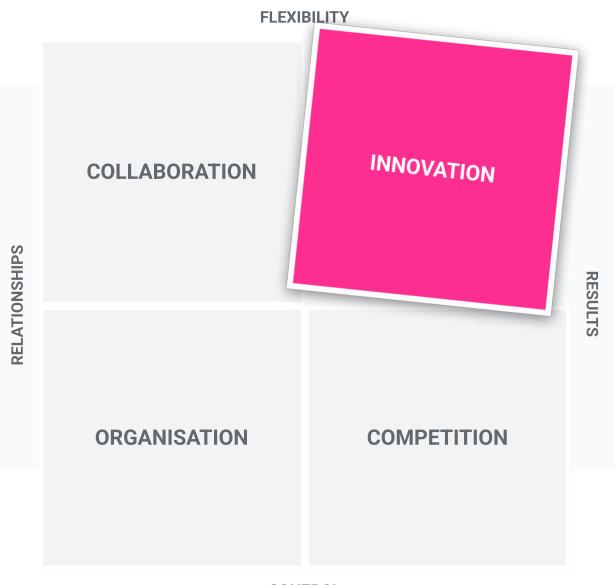


MOTIVATIONS ANALYSIS

The culture in which he thrives

The ideal culture for him

Léonard Gonzalez seeks dynamic work environments geared towards results. He is best suited for company cultures that prioritise innovation by adopting a flexible approach to work: everyone is free to choose their own method as long as goals are met. He prefers environments that are reassessed often, and which evolve regularly to incorporate new work methodologies. He expects to be stimulated by his work environment and to be free from the constraints of routines. In short, he has little need for structure and is better served by a culture that values accomplishment.



CONTROL



APTITUDE ASSESSMENT

His way of thinking

Decision-making: Reasoned

Tendency to dedicate time to ensuring decisions are right.

Preferred tasks: Advanced

Capacity to comprehend new and strategic subjects.

Learning style: Innovative

Ability to easily assimilate new concepts through analysis.

How he learns new skills and concepts

Brilliant from an intellectual point of view, Léonard Gonzalez tends to easily assimilate foreign concepts. He is able to understand new or complex subjects without needing to put them into practice. This means he can develop his skills by researching and reading on diverse subjects. He needs to be intellectually stimulated by his work, and might get easily bored otherwise.

Léonard Gonzalez's spontaneous nature leads him to learn by testing out concepts and techniques himself. He finds that the best way to acquire new knowledge is to first try, develop his understanding through failure, and then try again. He can sometimes lack patience. To assimilate new ideas or new knowledge, he first needs to experiment by himself.



About

AssessFirst develops and commercialises HR assessment tools to help HR professionals and operational managers recruit better and develop the strengths and talents of their workforce.

To learn more visit: www.assessfirst.com

Disclaimer

AssessFirst advises against making any personnel selection, management, or development decisions solely on the basis of these assessments, questionnaires, and/or surveys results.

AssessFirst is not responsible in any way for the direct and/or indirect consequences related to the use of the tools and assessments systems that it provides.

Contact us

support@assessfirst.com