



Olive Bourgogne profile

The abstract RADHAR profile identifies the main features of their personality. The RADHAR profile is based on current knowledge in the cognitive sciences. For an in-depth study of this person's profile, ask for the RADHAR manager profile.

Main features of this profile

Person of introverted nature, privileging his own conception of things compared to what is submitted to him from outside.

This profile is "LOGISTICS" and "LOGIC" double dominant profile, type "Manager" and "Implementer".
Mono, bi, tri ou quadri dominance = type of behaviour that the person prefers (cf : chart page 2)

Profile giving a sense of internal coherence. This type of person combines the qualities of analysis and rigour with those of prudence, organisation and practicality. Goes very easily into action with the ability to manage things. This results in a solid, well-structured personality that is consistent in its choices, both in thought and action.

The advantage of this type of profile is that the dominances complement and reinforce each other: analysis and taste for achievement, critical sense and pragmatism. The risk is that this type of person is not comfortable working with people who have an innovative, global, relational and libertarian approach to things.

Keep in mind the high intensity of personality traits "analysis" and "expertise", the marked intensity of the personality trait "faculty of reasoning" and intensity of personality traits "assertiveness" and "affinity for technique". The dimension intuitive seems secondary in that person's way of thinking.

Clear dominance of the sequential and rational process of information processing over the simultaneous and intuitive process :161 against120. (cf :_graph_page_2)

Good balance between abstraction and concretization. The small difference between the two indicates a good relationship between the emotional and the reflective : 141 against140.
(cf :_graph_page_2)

Summary

PERSONNALITE : rational and concrete.

CEREBRAL PROCESSUS : Clear dominance of the sequential mode over the simultaneous mode.

ABSTRACTION - CONCRETISATION : Good balance between reflection and pragmatism.

AUTONOMY : unsure.

DECISION MAKING : quite cautious.

COMMUNICATION : objective, technical, precise, relies on facts, figures and dates to rationally impose his point of view.

NEGOCIATION : seeks the best compromise between an 'aggressive' and an 'integrative' attitude, satisfying the interests of both parties. However his attitude may be perceived as slightly 'agressive'.

FAVOURITE LEADERSHIP STYLE : tendency to train its team members, by imposing results objectives on them (technocratic mode).

Graphic representation of the Olive Bourgogne profile

LOGIC

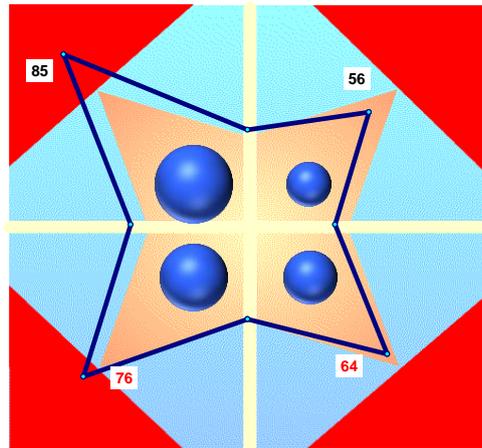
Type : **engineer**
manages what's regarding
rationality, finance
and technique

sequential process 161
(Dominance >= 140)

LOGISTICS

Type : **Implementer**
controls the respect of
conventions and actions

ABSTRACT = 141 (Dominance >= 140)



INTUITION

Type : **Innovator**
concerns creativity and
independence

simultaneous process 120
(Dominance >= 140)

FEELING

Type : **facilitator**
relationship propensity

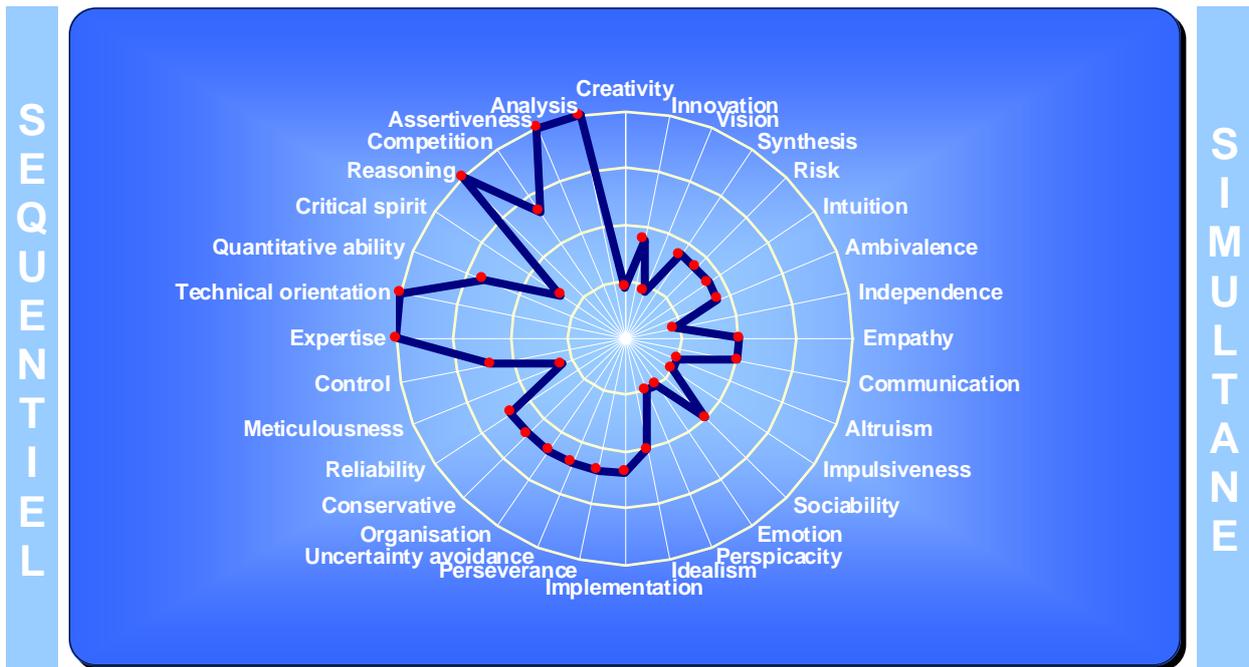
CONCRET = 140 (Dominance >= 140)

Graph reading principle

The profile analysed is represented by a transparent and blue bordered four-branched star. This star is laid down on a blue square with red corners. The length of each branch of the star is proportional to the value of the corresponding quadrant. When the value reaches or exceeds 70 the end of the branch of the star enters the red corner indicating domination for the corresponding criteria analysed. In the middle of the square, on a blue background a fixed-dimension beige star represents perfect balance between the 4 quadrants. On top of the dominances, the mobile and blue-bordered star shows the tendencies of the profile in terms of right or left brain, and cortical or limbic brain by comparison with the beige star.

Activation level of personality traits

ABSTRACT



CONCRETE

This RADHAR representation allows you to visualise 3 levels of intensity of 32 personality traits (strong, normal, light).
The further away from the centre the red dot corresponding to a personality trait, the greater the intensity.

In summary: A profile that could further develop its potential by adapting its communication to its interlocutors, in particular towards the emotional ones who attach great importance to the human dimension of contacts and even more so towards the intuitive ones who apprehend things globally and project themselves into the future..

In terms of communication

Interpersonal communication is a complex and interactive transaction, activating verbal and nonverbal parallel channels, between the transmitter of a message which anticipates the reaction of a receiver which returns indices on what he gets. We manage our relations with others and thus also our mode of management through this basic process.

Communication mode of Olive Bourgogne

The foundations of the discourse of such a bi-dominant left-hemisphere person are objectivity, facts, figures and dates. Everything is technical, precise and justified. He demonstrates things rationally and tends to want to impose his point of view by developing each argument in the smallest detail. To do this, he follows a precise plan prepared in advance. He cites his sources and gives references.

Although the analysis spirit, the assertive character, the methodical approach, the understanding of the technical aspects and the objectivity are salient and positive aspects of his personality, Mr Olive Bourgogne may be perceived, in certain situations and in the eyes of certain people, in particular emotional and especially intuitive people as a being rather demanding, infatuated, enough complicated, technocrat and rather pedantic.

Be careful, it is not said that these adjectives characterize this person. It only means that a certain category of people, precisely emotional and especially intuitive people can sometimes see Olive Bourgogne as such one.

Communication format of Olive Bourgogne

Olive Bourgogne goes straight to the point. Of a reserved naturalness, he can switch to a more expansive mode when he feels his incredulous interlocutor. He talks in a clear and unambiguous manner. He reinforces his speech by using numerical tables.

To increase the effectiveness of his communication, Olive Bourgogne should also think about making intuitive people dream by opening up new perspectives and illustrating his words with metaphors. He would likewise have an interest in personalizing contact with emotional people by creating affinities and a climate of trust.

Recommendations for communicating with Olive Bourgogne

The form of communication to be adopted with this person is : "rational" and "pragmatic"

Accordingly, we suggest to:

DEMONSTRATE things and PROVE what you say.

Express yourself precisely and clearly and quantify things.

Follow a precise plan announced in advance. Focus on the essential and concrete things. Back up your arguments with technical bases, cite your sources and references.

Points to be checked

Points to be checked point out that may be problematic either for the company's progress towards success or in the relationship between the investor and the project leader. They are intended to attract the attention of the instructor and must be validated during the interview with the project leader.

Over-activation or under-activation in a behavioural domain are signals that deserve to be investigated in depth because of the consequences they may entail.

Dimension over-activated: possible (+), likely (+ +), probable (+ + +)
Dimension under-activated: possible (-), probable (- -), likely (- - - -)

Engineer (+ +)

Critical behaviour towards others?
Autosuffisance ?
Decision: overestimation of oneself?
Influence of ambition on decisions?
Risk of error: certainty in one's knowledge?
Checking compliance with the objective?
Leadership: level of pressure on the entourage?

Innovator (- -)

Strategic vision ? Check whether the goal is sufficiently defined.
Level of tolerance for uncertainty?
Attitude towards opportunities?
Risk taking: level of caution?
Level of autonomy?
Approach: global vision, evolutionary?
Decision: finality, answer to the question of Where?
Risk of error: transgression
Motivating others: projection, hope?
Negotiation: global vision; possible options?
Marketing: flexibility of the offer?