

RADHAR® abstract profile of Olive Bourgogne



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

A rather introverted person, who favors his own conception of things over what is submitted to him from the outside. **DOUBLE DOMINANT** of manager and producer types.

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 rigor with those of prudence, organization and practicality. Easily moved to action, with the ability to manage things. The result is a solid personality, well structured and consistent in its choices, both in reflection and in action.

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

Note the high intensity of the analysis and expertise personality traits and the marked intensity of the reasoning ability personality trait. The intuitive dimension appears secondary in this person's way of thinking.

Clear dominance of the sequential, rational information processing process over the simultaneous, intuitive process: 161 vs. 120. (*cf : _graph_page_2*)

Good balance between abstraction and concreteness. The small difference between the two indicates a good balance between emotion and reflection: 141 vs. 140. (*cf : _graph_page_2*)

Summary

PERSONNALITE : rational and concrete.

CEREBRAL PROCESS: Clear dominance of sequential mode over simultaneous mode.

ABSTRAIT - CONCRETE: Good balance between reflection and pragmatism.

AUTONOMY: uncertain.

DECISION MAKING: fairly cautious.

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

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

DOMINANT MANAGEMENT STYLES: tendency to lead team members in a rather authoritarian way, with a view to obtaining concrete results (bureaucratic mode).

Graphic representation of the Olive Bourgogne profile

LOGIC

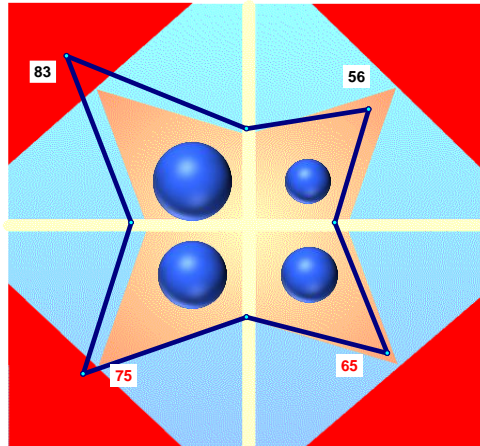
Type : **engineer**
manages what's regarding
rationality, finance
and technique

sequential process 158
(Dominance >= 140)

LOGISTICS

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

ABSTRAIT = 139 (Dominance >= 140)



CONCRET = 140 (Dominance >= 140)

INTUITION

Type : **Innovator**
concerns creativity and
independence

simultaneous process 121
(Dominance >= 140)

FEELING

Type : **facilitator**
relationship propensity

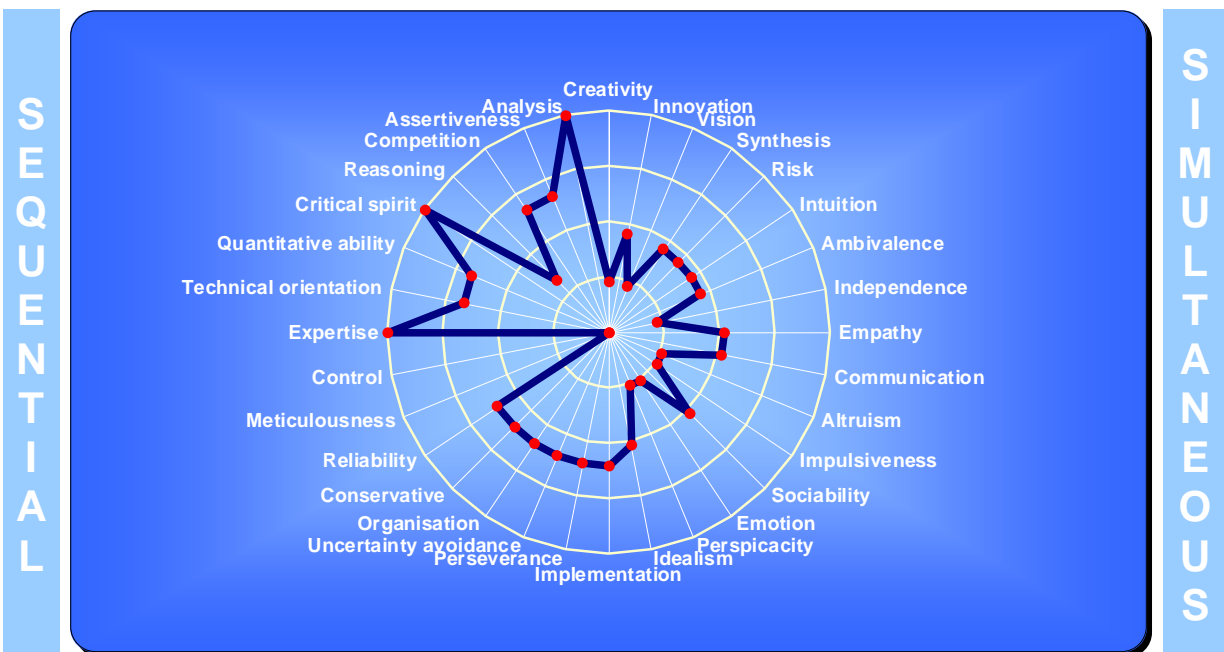
Graph reading principle

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

ABSTRAIT



CONCRET

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: This is a profile that could further develop its potential by adapting its communication to its interlocutors, in particular to affective people who attach great importance to the human dimension of contacts, and even more so to intuitive people who have a global grasp of things and project themselves into the future.

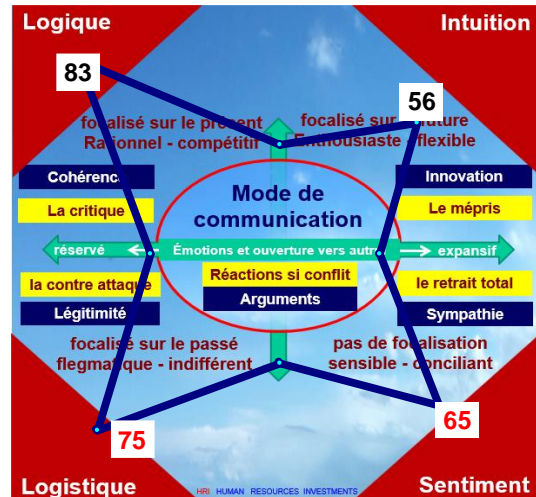
Interpersonal communication

Interpersonal communication is a complex, interactive transaction, activating parallel verbal and non-verbal channels, between the sender of a message who anticipates the reaction of the other and a receiver who returns a certain number of clues about his or her feelings. This basic process determines the way we manage our relationships with others and therefore also our management style.

Mode de communication de Olive Bourgogne

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

This person gets straight to the point. Naturally reserved, they can switch to a more expansive mode when they feel their interlocutor is incredulous. They express themselves clearly and unambiguously. They back up their statements with numerical tables.



Bien que l'esprit d'analyse, la démarche méthodique et l'objectivité soient des aspects saillants et positifs de sa personnalité, Monsieur Olive Bourgogne peut être perçu, dans certaines situations et aux yeux de certaines personnes, en particulier les affectifs et surtout les intuitifs comme un être plutôt exigeant, assez compliqué et plutôt suffisant.

Attention, il n'est pas dit que ces qualificatifs caractérisent cette personne. Cela signifie seulement qu'une certaine catégorie de personnes, précisément les affectifs et surtout les intuitifs peuvent parfois percevoir Olive Bourgogne comme tel.

Nous avons tendance à parler de la même façon à tous nos interlocuteurs alors que nous serions plus performants en adaptant notre discours au profil comportemental de chacun de nos interlocuteurs. Pour accroître l'efficacité de sa communication, Olive Bourgogne devrait aussi penser à faire rêver les intuitifs en leur ouvrant de nouvelles perspectives et en illustrant ses propos de métaphores. Il aurait de même tout intérêt à personnaliser le contact avec les affectifs en suscitant des affinités et en créant un climat de confiance.

Recommandations pour dialoguer avec Olive Bourgogne

The form of communication to adopt with this person is rational and pragmatic.

It is therefore necessary to :

JUSTIFY arguments and PROVE things. Express yourself precisely and clearly and quantify things.

Follow a precise plan announced in advance. Concentrate on essential, concrete points. Support your arguments with technical information and cite your sources and references.

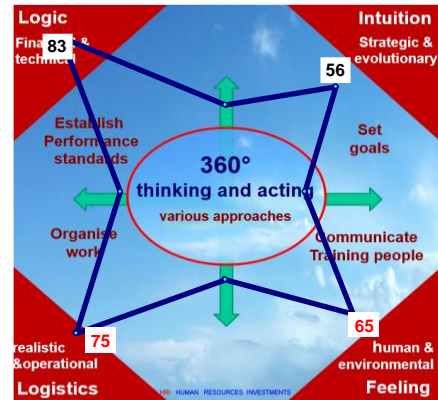
Points to be checked

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.

Interpretation variations

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 (- - -)



Manager ()

- Critical behavior towards others?
- Decision: overestimation?
- How does ambition influence decision-making?
- Risk of error: certainty of knowledge?
- Checking compliance with objectives?
- Leadership: level of pressure on entourage?

Innovative (- -)

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