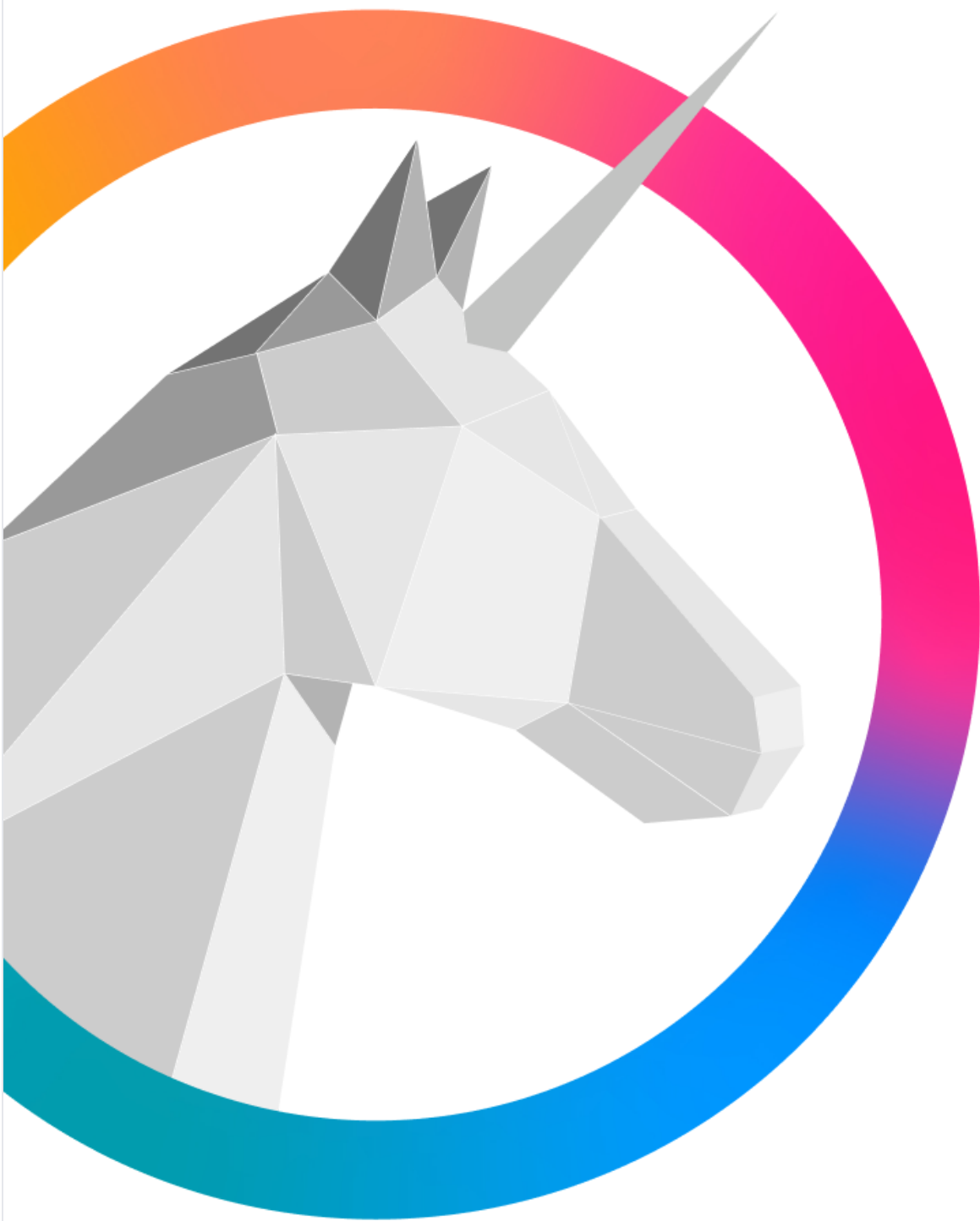




SWIPE - DRIVE - BRAIN

Summary

| Julien Renou - 4/27/2025



PERSONALITY ANALYSIS

Personal style

| Personal style: Coordinator

Julien Renou is a natural leader with a conscientious approach — two complementary qualities which enable him to set the agenda for projects and successfully complete them. He analyzes things based on facts, paying special attention to the reliability of his decisions and his work. He is very strict when it comes to following procedures and is quick to remind coworkers to follow suit. He does his utmost to achieve the goals he sets for himself, even at the risk of undermining his relationships.

| Main strengths

Relationship management

- He tries to get his ideas across and inspires team spirit.
- He speaks with spontaneity and says what he thinks.
- He is a critical thinker and only accepts reasoned ideas.

Work management

- He relies on his points of reference and prefers continuity to change.
- He tackles one task at a time to avoid losing his focus.
- He has a practical approach, geared towards action.

Emotional management

- He is responsive, very energetic and has a sense of urgency.
- He shows discernment and makes judgments based on facts.
- He expresses his feelings and finds it easy to communicate with others.

#Engaging

#Forthright

#Self-driven

#Independent

#Cautious

#Responsive

#Objective

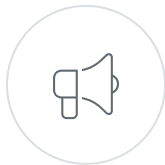
#Energizing

#Stable

| Areas of improvement

- He could be more succinct in his explanations, stick to responding simply to questions asked.
- He could pay more attention to the way he speaks and be more mindful of the way his message is perceived.
- He should be more open to new approaches and ways of working.

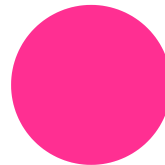
TALENT CLOUD



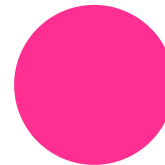
INFLUENCE



Build
relationships



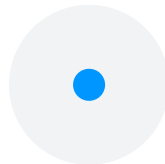
Take the lead



Unite and
mobilize



COOPERATE



Communicate
with diplomacy



Provide support



Work
collaboratively



THINK



Anticipate
challenges



Develop a vision



Innovate



ACT



Take initiative



Plan and
organize



Inspect and
improve



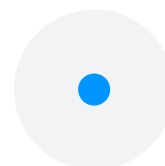
FEEL



Spread
enthusiasm



React swiftly



Handle stress

- 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

PERSONALITY ANALYSIS

Influence



| Build relationships

He is particularly good at:

- Spontaneously connecting with others.
- Connecting by sharing his emotions.



| Take the lead

He is particularly good at:

- Sharing power without being overbearing.
- Trying to convince others.
- Accepting responsibility for unpopular decisions.



| Unite and mobilize

He is particularly good at:

- Displaying confidence in his relationships.
- Being confident in his positions.
- Rallying others to his cause.



PERSONALITY ANALYSIS

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.
- Happily leaving room for others.



| Work collaboratively

He is particularly good at:

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



PERSONALITY ANALYSIS

Think



| Anticipate challenges

He is particularly good at:

- Objectively evaluating situations.
- Favoring action over reflection.
- Identifying constraints for a project.



| Develop a vision

He is particularly good at:

- Acting with pragmatism and reason.
- Thinking outside the box.
- Focusing on the specifics of a situation.



| Innovate

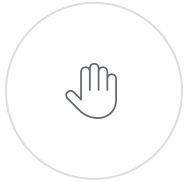
He is particularly good at:

- Proposing new and original methods.
- Challenging the need to change before moving forward.



PERSONALITY ANALYSIS

Act



| Take initiative

He is particularly good at:

- Setting realistic and reachable objectives.
- Making decisions without depending on others to move forward.



| Plan and organize

He is particularly good at:

- Working methodically and planning his tasks.
- Delimiting and stabilizing decisions.



| Inspect and improve

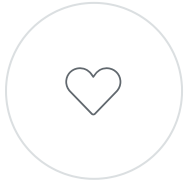
He is particularly good at:

- Aiming for exactness, being careful to check his work.
- Doing everything in his power to complete a task.



PERSONALITY ANALYSIS

Feel



| Spread enthusiasm

He is particularly good at:

- Seeing situations as they really are, without deluding himself.
- Expressing his feelings spontaneously.



| React swiftly

He is particularly good at:

- Questioning and lessening the impact of changes.
- Being very energetic.



| Handle stress

He is particularly good at:

- Using stress as a motivator to take action.
- Considering the situation head-on, as it really is.
- Anticipating stressful situations to avoid them as much as possible.



MOTIVATION ANALYSIS

His working style

| What motivates him the most

- Having a positive impact on the world
- Working in a disciplined environment
- Being recognized by others

| What motivates him the least

- Analyzing data
- Meeting new people
- Excelling every day

| How he manages his energy

Julien Renou divides his energy equally between dynamism and stability. Some of his main drivers push him towards taking action and seeking stimulation. However, he also needs a certain stability and sound bearings in order to feel comfortable in a professional environment. It is important that he finds this balance in order to fully invest himself in his role.

#humor

#respect

#friendly

#process

#hospitable

#method

#proximity

#principle

#welcoming

| The activities he prefers

Evaluate

Evaluating is an activity that highly suits Julien Renou in the sense that it requires an impartial approach and taking a strong stand on subjects. He enjoys challenging others' points of view and contributing his perspective. He likes being able to demonstrate independence in his judgement.

Organize

Julien Renou is interested in the process of organizing work. He enjoys setting rules and defining standards for completing projects. He could find it frustrating to begin working on project tasks without having previously defined a clear roadmap.

Coordinate

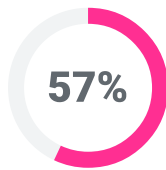
Julien Renou is particularly motivated and invested when coordinating projects. He especially enjoys being able to work in a team to achieve concrete objectives.

MOTIVATION ANALYSIS

His management style

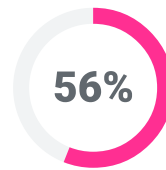
| What this means

Julien Renou is a manager who explains to his employees exactly what they need to do in order to succeed. However, he still allows enough room for each of them to express themselves. As a leader, he is close to his subordinates, and is driven by results while still attaching importance to human aspects.



Directive

Do what I tell you

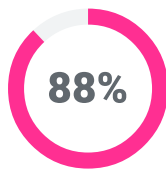


Empathetic

Collaborators first

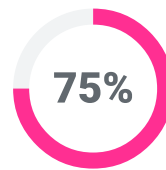
| The management style he seeks

Julien Renou expects a manager to facilitate collective work and empower each team member. He needs a manager who listens actively and is open to his ideas. He wants a leader that sets individual development plans while still promoting teamwork. He places special importance on collective intelligence.



Coach

Try this



Participative

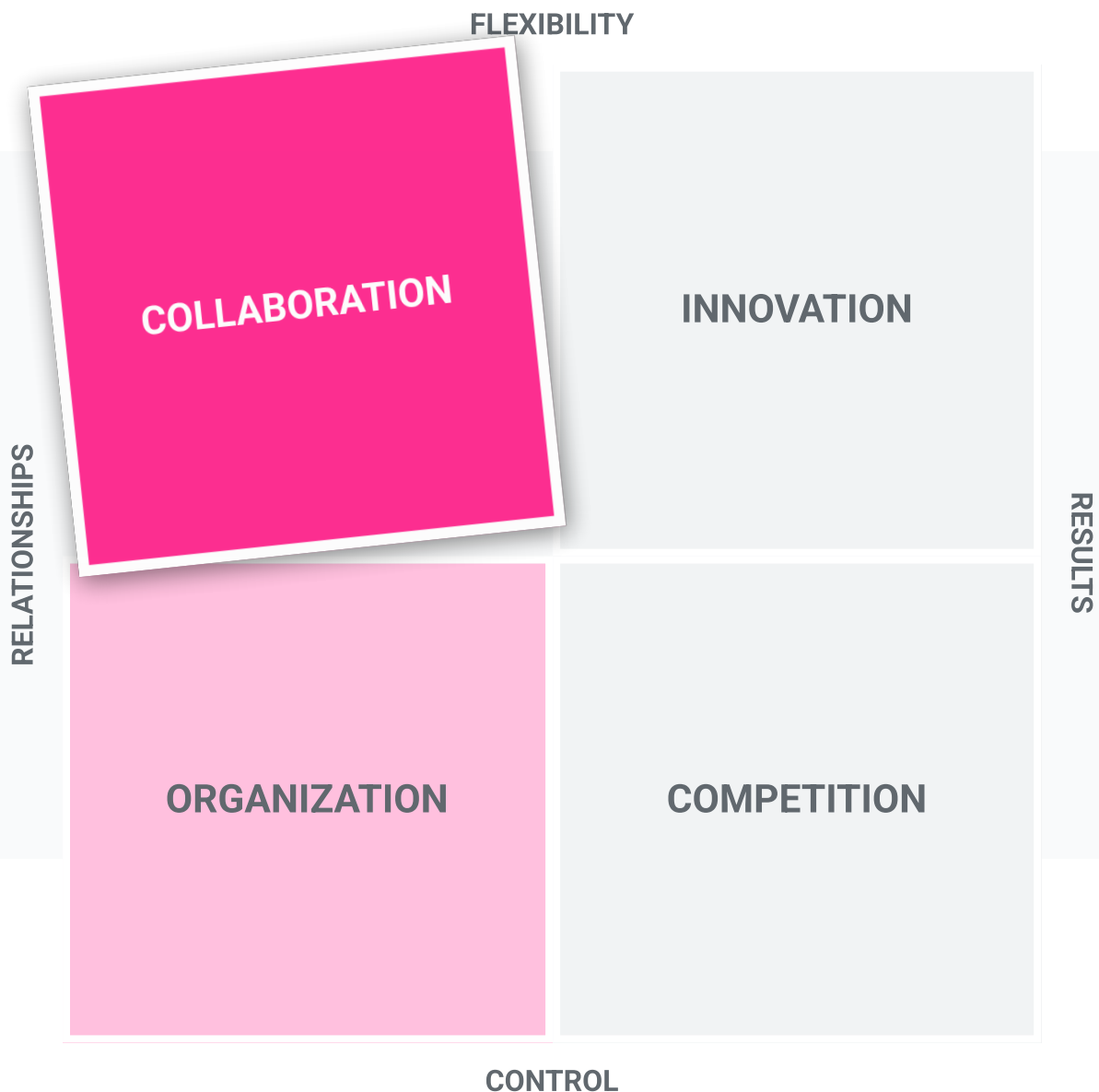
And you, what do you think?

MOTIVATION ANALYSIS

The culture in which he thrives

His ideal culture

Julien Renou thrives in cultures geared towards relationships and a collective spirit, where human aspects are prioritized, and everyone feels like they belong. This means environments where rules are adapted to ensure everyone's needs are accounted for. He avoids results-driven or data-driven workplaces, which would clash with his expectations in terms of atmosphere. He prefers a culture where collective accomplishments are valued above all. Ideally, it should be an environment that provides clear guidelines, but allows for individual approaches so everyone can find their place.



APTITUDE ASSESSMENT

His way of thinking

| Decision-making: Reasoned

Tendency to dedicate time to ensuring decisions are right.

| Preferred tasks: Intermediate

Capacity to work autonomously.

| Learning style: Practical

Ability to progress by putting proven concepts to use.

| How he learns new skills and concepts

Julien Renou has a considerable aptitude for assimilating new knowledge. He can learn from advice and from information he gathers on his own. Although he can find it helpful, he does not necessarily have to put new skills into practice in order to master them.

Before incorporating new information, Julien Renou tries to validate its quality. He prefers to rely on subject-matter experts, or well-proven strategies. In general, he avoids taking solo initiatives or trying out new methods without guarantee of their suitability.



| About

AssessFirst develops and commercializes 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

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support@assessfirst.com