

MyPrint[®] -PREMIUM- REPORT



G. Scott Graham-Stephens

 March 13, 2022

 19:18



PERSONALITY



MOTIVATIONS



BEHAVIORS



ABOUT THE MyPrint® PREMIUM REPORT

This report was produced using Talentoday software systems, and is based upon the MyPrint® assessment, a psychometric questionnaire which explores an individual's personality and motivations in work areas.

The MyPrint® assessment has been shown to be reliable and consistent with contemporary psychological theories. The results available in this report have been automatically generated by comparing the responses of G. Scott Graham-Stephens to the MyPrint® questionnaire with those of thousands of professionals. For more information, please download the MyPrint® Short Technical Manual available on our website (<https://www.talentoday.com>).

The current results thus enable a good prediction of how this individual will behave in a variety of situations, ultimately depending on the honesty and level of self-awareness with which the MyPrint® questionnaire was completed.



HOW TO INTERPRET THE MyPrint® PREMIUM REPORT

The purpose of this report is:

- **to analyze in detail the personality traits and the motivators of an individual**
- **to help identify the behavioral styles that result from their combination**

Crucially, it offers a non-judgmental approach to individual differences as it recognizes the intrinsic value of all personality traits, motivators and behavioral styles: each has its advantages and disadvantages, although some tendencies may suit some activities, jobs or interests better than others.

Furthermore, the information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months depending upon circumstances, and is potentially sensitive so every effort should be made to ensure that it is stored in a secure place.



WHAT YOU WILL FIND IN THE MyPrint® PREMIUM REPORT

Both descriptive and prescriptive, this report includes the following sections:



PERSONALITY

PAGE 03

Personality refers to the attitudes and emotional characteristics underlying stable behaviors. This section provides a profile (across 13 dimensions) of an individual's personality, together with exhaustive interpretations about their different tendencies, and tips on how to react to them adequately.



MOTIVATIONS

PAGE 12

Motivations correspond to the desires and needs triggering, orienting and maintaining specific behaviors towards a given objective. This section provides a ranking (across 11 dimensions) of an individual's motivations, together with detailed clarifications about their expectations, and concrete examples of potential motivators and demotivators.



BEHAVIORS

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Behaviors represent the ranges of observable actions made by individuals in conjunction with their environment. This section provides a list (across 11 themes) of the behavioral styles exhibited by an individual, together with precise explanations about their conducts, and questions regarding the difficulties that might be encountered.



WHAT ARE THE MyPrint® PERSONALITY AXES?

Personality partly determines how an individual is likely to act, adapt to and function in a given situation. Personality might be slowly shaped by - professional - experience throughout the whole life. For an easier understanding of the 13 personality dimensions assessed in the MyPrint® questionnaire, we propose to cluster them into 4 main personality axes: Express, Address, Dare and Adapt. In other terms, personality dimensions that belong to the same personality axes are supposed to share together a higher thematic, which is often considered as important in a professional context.

4 PERSONALITY AXES

The definitions and associated color code of the MyPrint® personality axes are as follows

EXPRESS

The way he interacts with others.

ADDRESS

The way he approaches issues and undertakes his tasks or projects.

DARE

The way he thinks about himself and his condition.

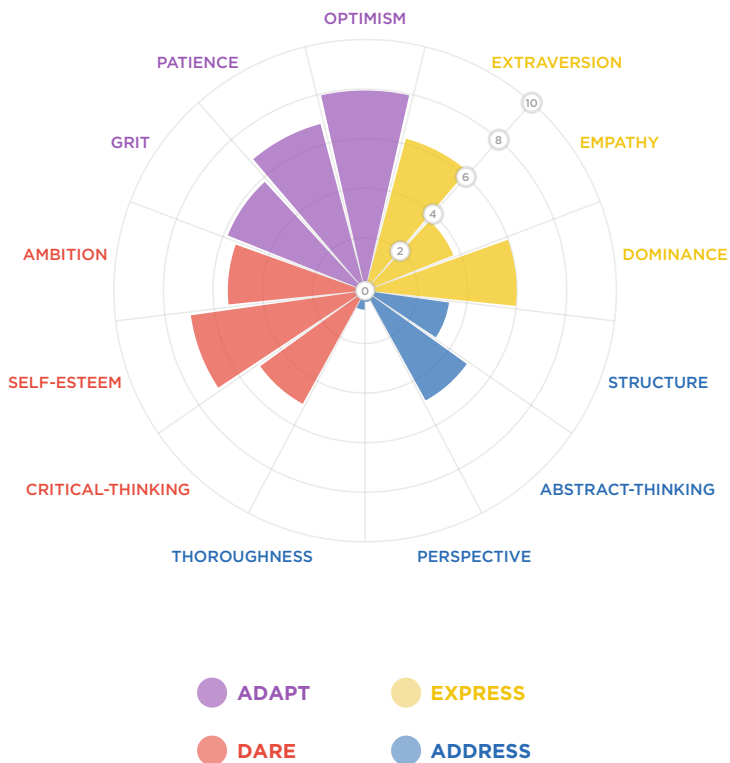
ADAPT

The way he considers changes occurring in his environment.



HOW TO INTERPRET THE MyPrint® PERSONALITY RADAR

The personality radar is a powerful, easy-to-read chart once one is familiar with the MyPrint® assessment. For each of the 4 personality axes, the radar displays the scores (from 0 to 10) of an individual on the corresponding dimensions. Each of the 13 personality dimensions opposes two extreme traits (or poles), and the radar, by design, gears each dimension towards one specific trait. As a result, there is no such thing as a bad personality profile: a score close to 0 does not reflect an absence of trait but rather indicates a strong tendency towards the opposing trait.





WHAT ARE THE MyPrint® PERSONALITY POLES?

Personality dimensions are traditionally seen as bipolar: for each dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or traits). Here, the 13 personality scores displayed on the radar are converted into percentages of inclination towards each dimension's pole. Detailed descriptions and concrete tips are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

3 EXPRESS TRAITS

Extraversion

The degree of interaction with others in public.

38%
Introverted



62%
Extroverted

DESCRIPTION

G. Scott is a rather communicative person who is comfortable in social situations. He finds it easy to build new relationships and tends to spontaneously speak in public.

TIPS FOR WORKING WITH G. SCOTT

- Create a work environment that allows him to interact frequently with others
- Give him multiple opportunities to express himself in public

Empathy

The degree of consideration towards others.

63%
Individualistic



37%
Empathetic

DESCRIPTION

G. Scott is a person who is rather distant from others. Although he will sometimes feel concerned about certain problems of those around him, he tends to favor his own points of view and interests over those of others.

TIPS FOR WORKING WITH G. SCOTT

- Be objective when you share your problems with him
- Solicit him on individual projects

Dominance

The degree of authority exercised in interactions.

40%
Compliant



60%
Assertive

DESCRIPTION

The inclination of G. Scott to assert himself in interactions mainly depends on the status of his counterpart. The more influential the latter is, the more likely it is that he will want to avoid direct confrontation.

TIPS FOR WORKING WITH G. SCOTT

- Be ready to negotiate some of your requests with him
- Avoid giving him too direct of orders

4 ADDRESS TRAITS

Structure

The degree of organization at work.

67%
Spontaneous



33%
Orderly

DESCRIPTION

G. Scott is a rather intuitive person. Even if he makes sure to avoid serious setbacks by organizing his projects as little as possible, he likes to stay flexible and to leave room for improvisation in his working methods.

TIPS FOR WORKING WITH G. SCOTT

- Solicit him on projects requiring prior research
- Identify with him the next steps to be implemented in his projects

Abstract-Thinking

The degree of imagination in solving problems.

51%
Practical



49%
Imaginative

DESCRIPTION

G. Scott shows a moderate imagination in his approach to problems: the more abstract the situation is, the more difficult it will be for him to grasp all its subtleties without the support of concrete examples.

TIPS FOR WORKING WITH G. SCOTT

- Help him to stray from the context on certain problems
- Encourage him to proceed step by step when he develops new ideas

Perspective

The degree of anticipation of consequences regarding the decisions made.

97%
Focused



3%
Big Picture

DESCRIPTION

G. Scott is an action-oriented person. As such, he prefers to focus mainly on achieving short-term results in his projects, rather than spending time to anticipate their future implications.

TIPS FOR WORKING WITH G. SCOTT

- Solicit him on urgent projects
- Take the time to assess the long-term impact of his choices

Thoroughness

The degree of attention to details at work.

94%
Easy-going



6%
Precise

DESCRIPTION

G. Scott is typically tolerant of imperfections. He prefers to value his productivity at work by focusing on the bottom-line, rather than dwelling on every little detail.

TIPS FOR WORKING WITH G. SCOTT

- Be brief when sharing information with him
- Solicit him on tasks where productivity is required

3 DARE TRAITS

Critical-Thinking

The degree of discernment towards standard ways of thinking.

49%

Conventional thinker



51%

Critical thinker

DESCRIPTION

The way G. Scott makes judgements is relative to the information being presented to him: he will avoid starting arguments about all topics, except for those that really matter to him.

TIPS FOR WORKING WITH G. SCOTT

- In common situations, use tried and true processes when working with him
- Let him express his comments regarding topics that truly matter to him

Self-Esteem

The degree of confidence in one's own abilities.

30%

Modest



70%

Confident

DESCRIPTION

G. Scott is rather self-assured in his abilities. Positive feedback from others is welcomed, but not necessary for him to stay on track.

TIPS FOR WORKING WITH G. SCOTT

- Give him numerous opportunities to showcase his abilities
- Be direct and precise when it comes to speaking about his weakness areas

Ambition

The degree of expectation at the professional level.

46%
Humble



54%
Striving

DESCRIPTION

G. Scott's professional expectations are dependent on the opportunities that arise. Although he has a rather simple vision of life, he won't step back when faced with an opportunity to make a jump in his career.

TIPS FOR WORKING WITH G. SCOTT

- Set mostly realistic goals when working with him
- Be supportive when he accomplishes something big

3 ADAPT TRAITS

Grit

The degree of resolution in the face of difficulties.

42%
Opportunistic



58%
Determined

DESCRIPTION

G. Scott is moderately persistent. He tries most often to achieve his projects even in difficult times, yet when obstacles truly accumulate he tends to readjust his initial goals downward.

TIPS FOR WORKING WITH G. SCOTT

- Solicit him on medium-term projects
- Provide resources to him if a lot of challenges come up in his projects

Patience

The degree of self-control in the face of unexpected events.

32%
Eager



68%
Relaxed

DESCRIPTION

G. Scott is a rather calm person who has quite a low susceptibility to stress. He is usually able to keep his composure when faced with some pressure or unexpected events.

TIPS FOR WORKING WITH G. SCOTT

- Do not take his relaxed nature as a lack of interest for what he is doing
- Do not hesitate to push him for feedback when the situation is urgent

Optimism

The degree of hope for the future.

21%
Apprehensive



79%
Positive

DESCRIPTION

G. Scott is rather confident about the future. When faced with uncertain circumstances, he mostly tries to keep the focus on the bright side of things.

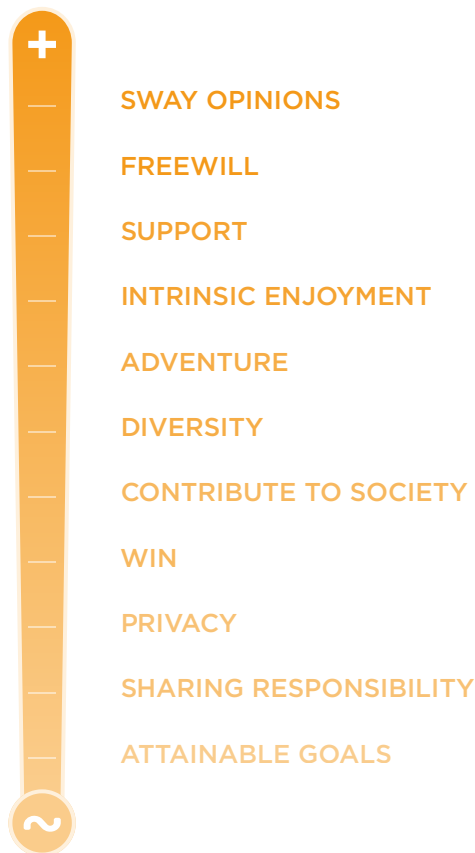
TIPS FOR WORKING WITH G. SCOTT

- Justify your concerns when you work with him on projects
- Check twice for potential issues that might arise in his projects



HOW TO INTERPRET THE MyPrint® MOTIVATIONS SCALE

The motivation scale is a user-friendly chart that lists, in order of importance, the different sources of motivation for an individual. Each of the MyPrint® motivation dimensions opposes two extreme needs (or poles), and the scale displays the 11 needs (among 22) that are specific to the individual, from the most predominant ones (top) to the less predominant ones (bottom). There is no such thing as a bad ranking of motivations, yet some needs may suit some professional contexts better.





WHAT ARE THE MyPrint® MOTIVATION POLES?

As for personality, for each motivation dimension assessed, an individual would stand somewhere on a continuum between two opposing poles (or needs). Here, the ranking of the 11 motivations includes the precise percentages of inclination towards each dimension's pole. Detailed descriptions and concrete examples are provided for each predominant pole. Please note that interpretations of percentages being close to 50%/50% are especially likely to benefit from additional information gathered during the course of a feedback session.

11 MOTIVATORS

Influence

The extent to which one seeks to influence others' opinions and intentions.

30%
Need to open up to others' opinions



70%
Need to sway others' opinions

WHAT MOTIVATES G. SCOTT

- To regularly advise others in the achievement of their goals
- To teach others about the things he is an expert in

WHAT CAN DISCOURAGE G. SCOTT

- To be required to keep a neutral position in an important discussion
- Having to follow someone else's intentions when they differ from his own

Belonging

The extent to which one wishes to be part of a group.

68%
Need for freewill



32%
Need for affiliation

WHAT MOTIVATES G. SCOTT

- To have a complete freedom of thought and action
- To feel independent from any community

WHAT CAN DISCOURAGE G. SCOTT

- To share all his hobbies and passions with his colleagues
- To end up being involved in workplace gossip

Autonomy

The extent to which one wishes to control their circumstances.

59%
Need for support



41%
Need for self-reliance

WHAT MOTIVATES G. SCOTT

- To receive support from others in achieving his work from time to time
- To have the opportunity to adjust his goals if necessary

WHAT CAN DISCOURAGE G. SCOTT

- To constantly receive unsolicited feedback on his ongoing projects
- To never be able to consult others before setting important goals for himself

Recognition

The extent to which one seeks admiration from others.

58%
Need for intrinsic
enjoyment



42%
Need for external
acknowledgment

WHAT MOTIVATES G. SCOTT

- To have the opportunity to develop a project under the radar, for his own satisfaction
- To receive positive feedback and compliments for a job well done

WHAT CAN DISCOURAGE G. SCOTT

- To constantly receive critical feedback on his work
- To evolve in an environment where people are praised for nothing

Excitement

The extent to which one is motivated by thrill.

42%
Need for safety



58%
Need for adventure

WHAT MOTIVATES G. SCOTT

- To work most of the time in reliable and safe conditions
- To occasionally have the opportunity to take risks

WHAT CAN DISCOURAGE G. SCOTT

- To evolve in a highly unpredictable environment
- To never feel adrenaline rushes at work

Variety

The extent to which one seeks out new experiences.

42%
Need for consistency



58%
Need for diversity

WHAT MOTIVATES G. SCOTT

- To see some consistency and continuity in organizational processes
- To have the opportunity to diversify his tasks and projects

WHAT CAN DISCOURAGE G. SCOTT

- To never be able to use the work methods that he is an expert in
- To evolve in an extremely static environment

Reward

The extent to which one is motivated by tangible rewards.

57%
Need to contribute to society



43%
Need for tangible benefits

WHAT MOTIVATES G. SCOTT

- To devote selfless efforts to helping others from time to time
- To be encouraged to work harder through financial compensation from time to time

WHAT CAN DISCOURAGE G. SCOTT

- To never see his performances rewarded by material benefits
- To only carry out philanthropic projects

Competition

The extent to which one seeks to outperform others.

46%
Need to cooperate



54%
Need to win

WHAT MOTIVATES G. SCOTT

- To be in friendly competition with others from time to time
- To have the opportunity to collaborate with others when he wishes

WHAT CAN DISCOURAGE G. SCOTT

- To never have the opportunity to compete with others
- To evolve in an environment with plenty of performance metrics

Relation

The extent to which one seeks to have multiple social contacts.

53%
Need for privacy



47%
Need to socialize

WHAT MOTIVATES G. SCOTT

- To be able to have contact with others from time to time
- To be able to isolate himself from others if necessary

WHAT CAN DISCOURAGE G. SCOTT

- To never be able to work alone
- Having to speak and elaborate in public on a regular basis

Responsibility

The extent to which one seeks to feel accountable.

52%
Need for sharing
responsibility

10

48%
Need for taking
personal
responsibility

WHAT MOTIVATES G. SCOTT

- To be able to meet with his peers from time to time to make critical decisions
- To be responsible for the work of a small number of people

WHAT CAN DISCOURAGE G. SCOTT

- To never have the opportunity to have a say in decisions
- To always be the only one assuming important decisions

Challenge

The extent to which one seeks to get out of their comfort zone.

52%
Need for attainable
goals

11

48%
Need for personal
achievement

WHAT MOTIVATES G. SCOTT

- To mainly have realistic goals to achieve
- To have goals that go beyond his comfort zone from time to time

WHAT CAN DISCOURAGE G. SCOTT

- To be constantly under the pressure of having to surpass his previous achievements
- To never have the opportunity to test his skills at work



WHAT ARE THE MyPrint® BEHAVIOR MATRICES?

The behavior matrices are straightforward reading grids that are generated on the base of both the personality and motivation results of the MyPrint® questionnaire. They allow to highlight the main behavioral styles (or patterns) an individual would use in 11 themes of their professional life, each thematic being covered by 4 potential behavioral styles - for a total of 44 behavioral styles available. Detailed descriptions and structured questions are provided for each predominant style.



HOW ARE THEY DESIGNED?

The way an individual actually acts or conducts themselves strongly depends on both their personality traits and motivations. Thus, each behavior matrix is produced by coupling a particular personality dimension (psychological characteristic) with a given motivation dimension (psychological trigger). The different couplings were adjusted based on a meta-analysis of hundreds of articles reviewing traditional behavioral models (Thomas-Kilmann Instrument, 1974; Goleman's Leadership Types, 2000...) of industrial and organizational psychology.



WHAT ARE THE MyPrint® BEHAVIORAL STYLES?

A behavioral style refers to the whole set of effective conducts that an individual is likely to adopt in a given professional context (or thematic). The behavioral styles belonging to the same diagonal of a matrix reflect rather opposed conducts, while the styles belonging to the same row or column reflect rather complementary conducts. Please note that a behavioral style does not represent any direct indicator of performance.

11 BEHAVIORS

COMMUNICATION STYLE
PERSUASIVE

CONFLICT MANAGEMENT
DECISIVE

DECISION MAKING
DELIBERATE

WORK STYLE
STEADY

LEADERSHIP STYLE
DEMOCRATIC

LEARNING STYLE
CONCEPTUAL

CREATIVITY STYLE
FUNCTIONAL

RISK ORIENTATION
RISK-TAKER

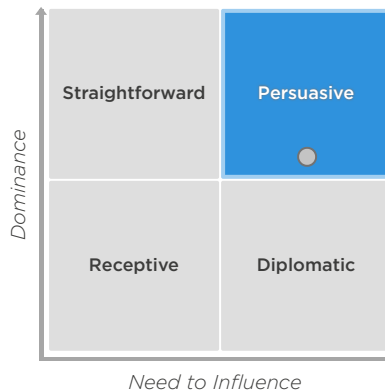
TEAM CONTRIBUTION
COORDINATING

CHANGE REACTION
RESILIENT

RULE CONSCIOUSNESS
CHALLENGER

Communication Style

Communication style can be summarized as the set of processes by which an individual sends a message to one or many peers, verbally or not.



G. SCOTT'S ASSETS

He aims to sway others, and tends to be assertive.



BEHAVIOR THAT G. SCOTT EXHIBITS

He is inclined to impact others in interactions by openly convincing them to see things his way.

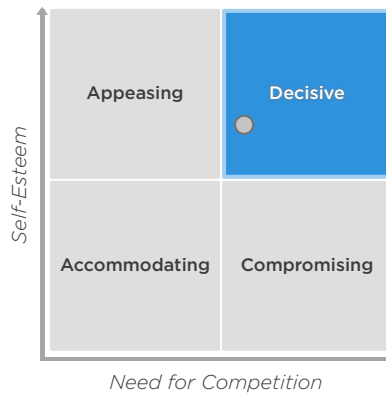


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he benefit from being able to persuade others?
- How does he adjust his communication style depending on his audience?

Conflict Management

Conflict management can be summarized as the way an individual tries to limit the negative aspects of a confrontation while increasing its positive aspects.



G. SCOTT'S ASSETS

He likes to compete with others and is confident in himself.



BEHAVIOR THAT G. SCOTT EXHIBITS

When presented with a conflict situation, he tends to settle it by asserting his own solution.

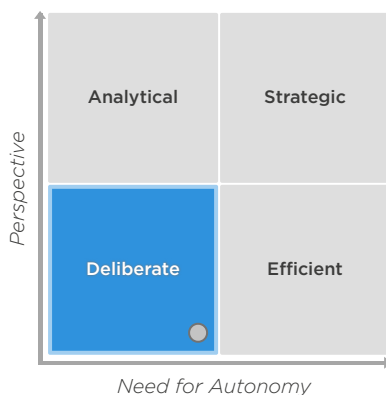


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he react when his opinions are overlooked in a conflict situation?
- How does he adapt his attitude towards conflict depending on the seniority of the individuals involved?

Decision Making

Decision making can be described as the set of processes, either intuitive or reasoned, by which an individual ends up choosing between two or more courses of action.



G. SCOTT'S ASSETS

He values advice, but is a go-getter.



BEHAVIOR THAT G. SCOTT EXHIBITS

He considers just enough input from others to make his decisions, but is ready to quickly adapt to the consequences if need be.

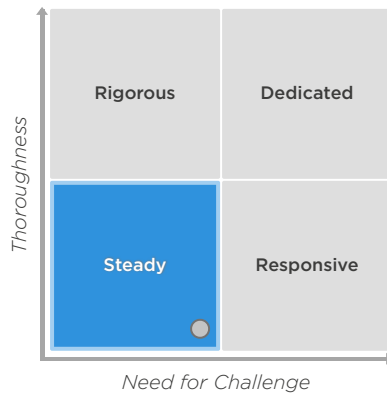


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he react when a collective reflection is taking a long time to come to an actual decision?
- What did he learn from the last time he made a significant decision?

Work Style

Work style refers to the way an individual tackles their tasks and projects and the pace at which they complete them.



G. SCOTT'S ASSETS

He is easy-going, and values realistic goals.



BEHAVIOR THAT G. SCOTT EXHIBITS

He emphasizes the importance of reliably meeting deadlines, and favors consistent productivity by focusing on bottom-line results.

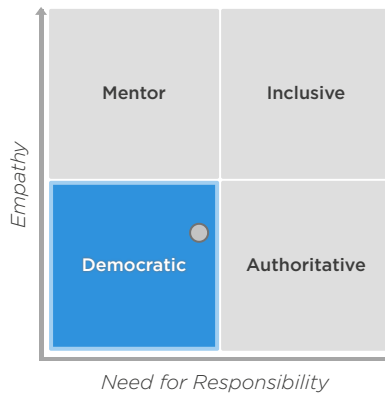


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he typically respond when he is overworked by demanding tasks?
- How does he consider the balance between his private and professional life?

Leadership Style

Leadership style can be described as the set of processes by which an individual motivates their peers to contribute toward the effectiveness of their organization.



G. SCOTT'S ASSETS

He is rather individualistic and seeks to share responsibility.



BEHAVIOR THAT G. SCOTT EXHIBITS

When giving directions, he guards himself against backlash by letting others give their inputs prior.

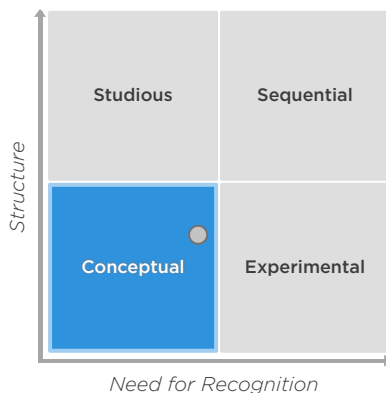


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How would he handle the urge to make a choice that is unpopular with the team?
- In which team settings does he find it more difficult to establish his leadership?

Learning Style

Learning style can be summarized as the set of processes by which an individual acquires new, or transforms existing, skills or knowledge in a long-lasting manner.



G. SCOTT'S ASSETS

He wishes for intrinsic enjoyment, and tends to be intuitive.



BEHAVIOR THAT G. SCOTT EXHIBITS

He learns for fun, in irregular patterns, and he feels he masters a topic only once he understands its full context.

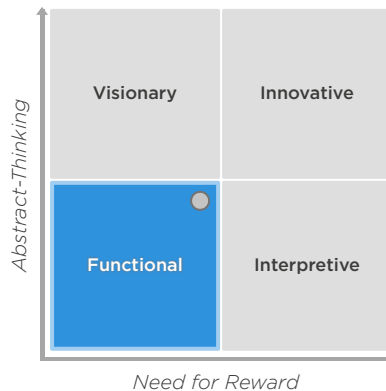


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he proceed when he has to learn something that he does not find interesting?
- How does he consider his own mistakes in a learning process?

Creativity Style

Creativity style can be described as the set of processes by which an individual produces something new and somehow valuable, be it intangible or concrete.



G. SCOTT'S ASSETS

He is realistic, and wishes to contribute to society.



BEHAVIOR THAT G. SCOTT EXHIBITS

His creative actions may take place in everyday activities, through original ways of using some tools or methods.

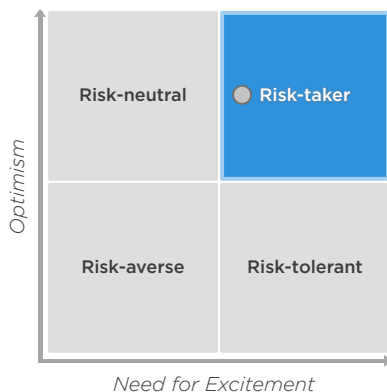


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- Has the applicability of his creative actions been questioned by his peers?
- When was the last time he came up with a new solution to an issue, and how did his idea help?

Risk Orientation

Risk orientation can be described as the way an individual invests energy in response to perception of significant uncertainty, namely in seeing either the opportunities or the obstacles.



G. SCOTT'S ASSETS

He tends to be optimistic, and seeks adventure.



BEHAVIOR THAT G. SCOTT EXHIBITS

He is likely to expect positive outcomes from risky opportunities, making him typically go for them in order to maximize the gains.

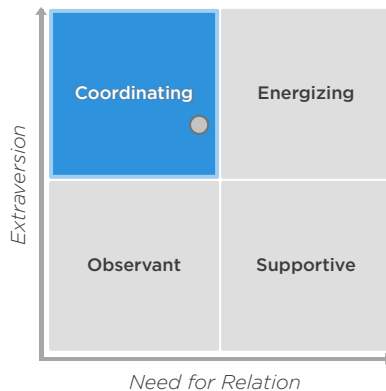


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he react when he has to work on predictable, risk-free projects?
- What kind of uncertain situations does he fear the most?

Team Contribution

Team contribution can be summarized as the way an individual cooperates with others in group settings, in order to achieve organization objectives.



G. SCOTT'S ASSETS

He is comfortable in group settings, yet values meaningful relationships with a select few.



BEHAVIOR THAT G. SCOTT EXHIBITS

In team meetings, he expects efficiency, focuses on goals and coordinates people together.

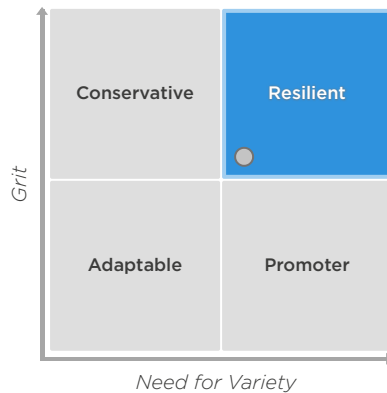


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- To which extent does he leave room for his teammates to give their input in meetings?
- Where would he say stand the difficulties of working as a team?

Change Reaction

Change reaction can be described as the typical response of an individual to the unexpected events or situations arising in their environment of work.



G. SCOTT'S ASSETS

He needs variety in his work, yet is determined in pursuing his goals.



BEHAVIOR THAT G. SCOTT EXHIBITS

When changes occur in processes, he tends to recover from them by finding new ways of reaching his initial goals.

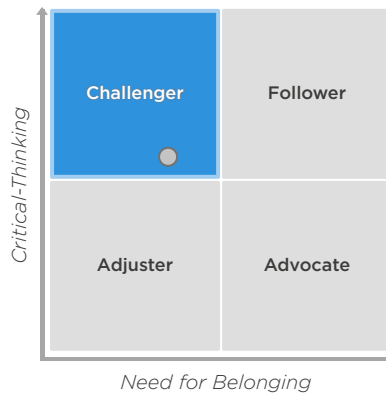


QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- What kind of information could facilitate his understanding of process changes when they occur?
- What did he learn from the last time a big change happened in his work environment?

Rule Consciousness

Rule consciousness can be summarized as the way an individual interprets, judges and reacts to the organizational rules in place.



G. SCOTT'S ASSETS

He tends to question the status quo and values freedom of action.



BEHAVIOR THAT G. SCOTT EXHIBITS

He typically evaluates rules and norms in place with great objectivity, and might choose his own way of doing things.



QUESTIONS TO GO FURTHER WITH THE ANALYSIS

- How does he evaluate the relevance of his organization's rules?
- What kind of organization policies does he find it more difficult to evolve in?

Talentoday is a human-centric people analytics solution that empowers individuals and teams to identify and harness their unique soft-skills in order to grow. We are passionate about supporting individuals in unlocking their true potential and strengthening team cohesion and engagement to achieve their goals.

Empowering Growth



Talentoday's core purpose centers on positively impacting lives by empowering personal growth. Through our dedication to social science, we are committed to developing innovative tools so as to:

- Partner with employers to aid in the development of a workplace culture that is authentic, cohesive, and prosperous.
- Ensure professionals great success thanks to their better understanding of their strengths, motivations and growth opportunities.
- Support students in uncovering their potential as they shape their career goals and thus maximizing their future success.

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