



ARRANGER

7

1

You are good at organising.

2

You have the ability to optimise situations by finding the best possible arrangement for the circumstances.

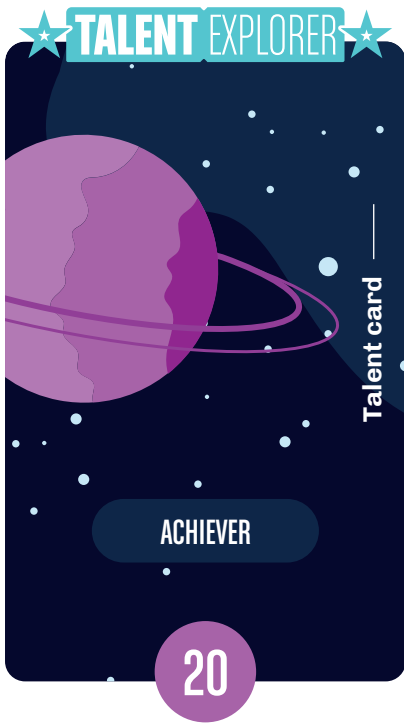
3

You keep your commitments and you can concentrate for a long time.

Talent card

CHANGE
of VIEW







ACHIEVER

20

1

Your inner energy is always pushing you to achieve new goals.

2

You get involved with great enthusiasm.

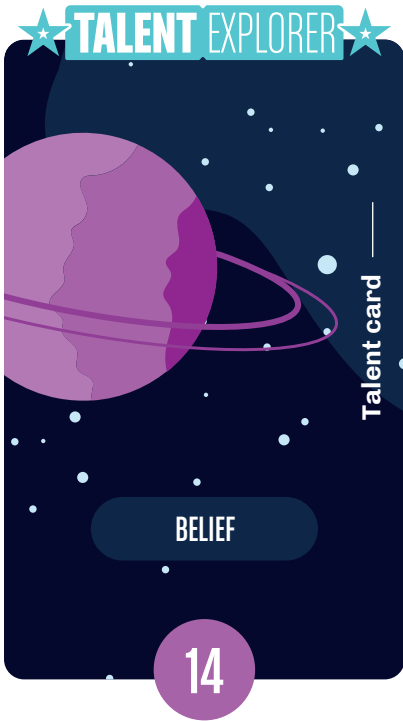
3

It is easy for you to coordinate the work of a group to achieve a goal.

Talent card

CHANGE
of VIEW







BELIEF

14

1

You have strong values,
generally based on altruism,
family and even spirituality.

2

You are highly ethical and place
a high value on responsibility,
both to yourself and to others.

3

It is your values that guide you,
that give meaning and
satisfaction to your life.
They are the foundation
of your relationships.

Talent card

CHANGE
of VIEW







CONSISTENCY

8

1

You want situations to be resolved fairly and impartially.

2

You are against privileges.

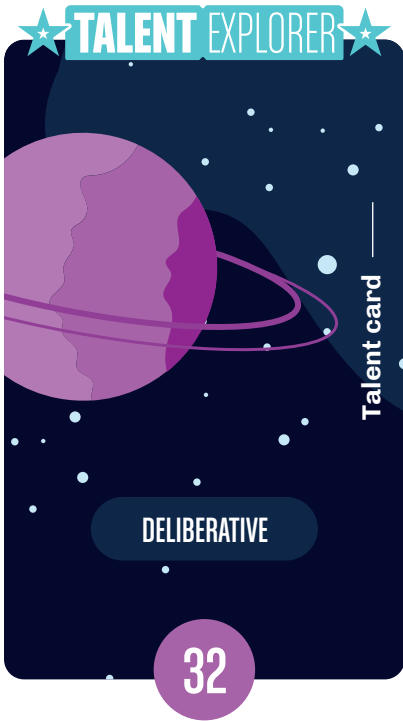
3

You like to set up clear rules and processes that can be applied equally to all.

Talent card

CHANGE
of VIEW







DELIBERATIVE

32

1

Your caution allows you to identify risks.

2

Your ability to plan and anticipate problems allows you to move safely into the unknown.

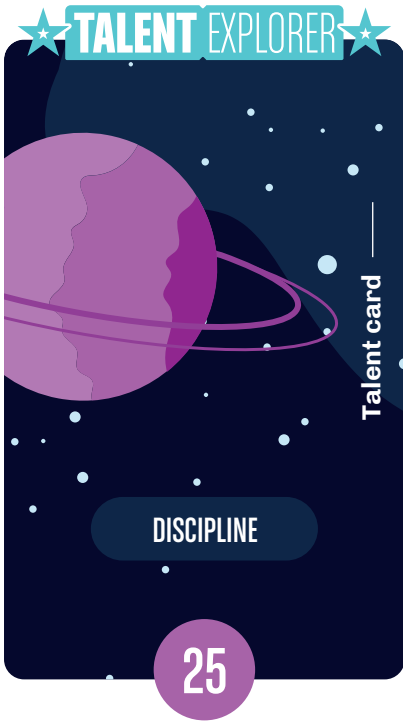
3

You are thoughtful, reserved and selective with your friends.

Talent card

CHANGE
of VIEW







DISCIPLINE

25

1

Anticipating and methodically anticipating the ins and outs of a situation through systematised methods is your strong point.

2

You know how to create habits and structures to guide action in a controlled way.

3

You don't like to make mistakes and are not very fond of surprises.

Talent card

CHANGE
of VIEW







FOCUS

6

1

You have the ability to stay intensely focused on the goals you have set.

2

You have the ability to prevent the team from losing its way by readjusting your aim at every step and by knowing how to put aside any argument or subject that is not directly oriented towards achieving the objective.

3

You like things to be done on time and with a clear objective.

Talent card

CHANGE
of VIEW







RESPONSABILITY

33

1

You are a very reliable person:
you are committed
to doing what you say.

2

Stable values such as honesty
and loyalty guide you.

3

You do things to the best
of your ability with impeccable
ethics: taking responsibility
to the end is emotionally
important to you,
your reputation depends on it.

Talent card

CHANGE
of VIEW







RESTORATIVE

21

1

In addition to not being discouraged by a problem, you are on the contrary energized; you like to face problems to solve them.

2

When faced with a problem, whatever it may be (technical or interpersonal), you do not lose your cool and are even stimulated by the idea of succeeding in identifying the causes and putting things right.

3

You know how to get people out of a jam, how to «save» a situation, how to fix what seemed irreparable and how to give new life to a situation or thing.

Talent card

CHANGE
of VIEW





ADAPTABILITY

13





ADAPTABILITY

13

1

You know how to adapt to situations as they arise, you act according to the needs of the moment.

2

The unexpected is not a problem for you, you know how to deal with uncertainty and setbacks.

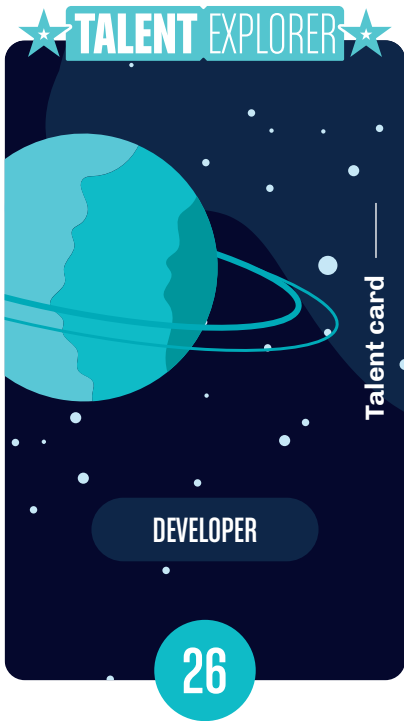
3

You are already prepared for change, to adapt to the unexpected, because deep down you know that life is unpredictable. Your greatest asset is knowing how to respond to these contingencies.

Talent card

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of VIEW







DEVELOPER

26

1

You can spot the potential of a project or a person, sometimes better than they can.

2

You are naturally inclined to encourage and push others on their path to success and personal growth by helping them to capitalise on their potential.

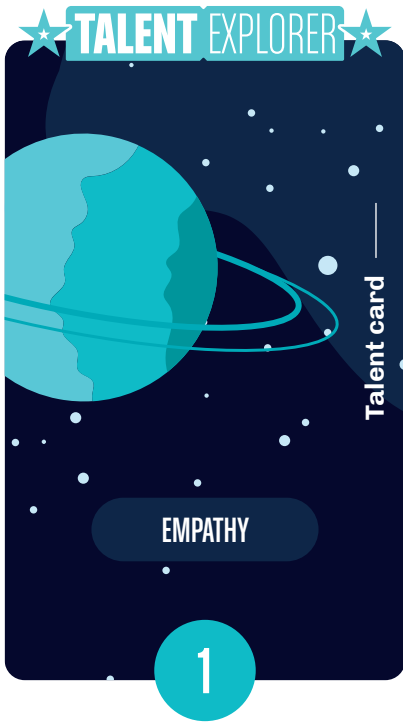
3

You are known to be genuinely interested in seeing the other person progress and you are very attentive to any sign of improvement.

Talent card

CHANGE
of VIEW







EMPATHY

1

1

You are able to feel the emotions of others.

2

You are understanding and able to put yourself in the other person's shoes, even if you do not share their world view.

3

You speak the emotional language and help others to express their emotions and feelings.

Talent card

CHANGE
of VIEW







HARMONY

27

1

In the face of diversity of opinion or adversity, you instinctively seek a general consensus.

2

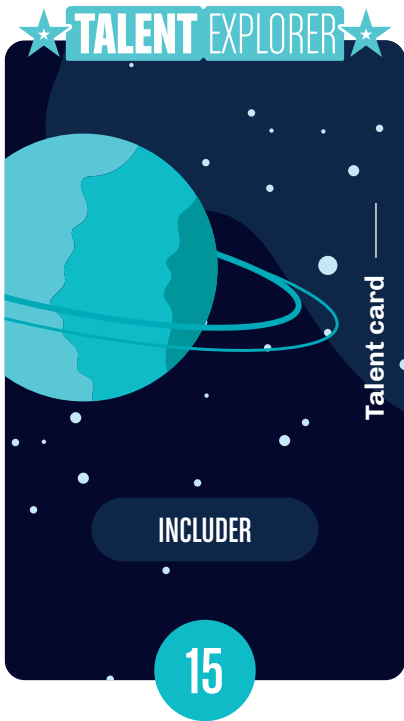
You create spaces for dialogue in which to find common agreement.

3

You know how to avoid conflict and adapt to maintain harmony, as long as it doesn't go against your core values.

Talent card

CHANGE
of VIEW





INCLUDER

15

1

You accept others as they are,
without prejudice.

2

You notice the excluded people
and try to include them in the
group.

3

You know how to avoid conflict
and adapt to maintain harmony,
as long as it does not go against
your core values.

Talent card

CHANGE
of VIEW







INDIVIDUALIZATION

9

1

You are exceptionally good at spotting and differentiating the unique qualities of a person and generally like to differentiate yourself in a project.

2

You are a good observer and know how to recognise how a person works.

3

You use this deep insight into each other's mechanisms to build strong, complementary teams.

Talent card

CHANGE
of VIEW







POSITIVE

19

1

You are optimistic and your enthusiasm is contagious.

2

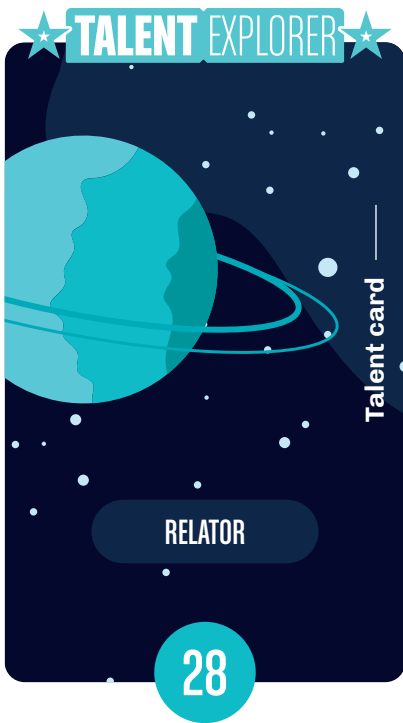
You are generous with compliments, smile easily and always look at the positive side of situations.

3

You know how to inspire others to believe in their project, to focus on the possibilities rather than on what doesn't work. In short, you see the glass as half full.

Talent card

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of VIEW





RELATOR

28

1

For you, establishing stable and lasting friendships over time is important.

2

You are happy to work with people you know well, and vice versa, long-time friends, it allows you to go deep into the relationship.

3

You engage in deep relationships where everyone relies on a climate of trust to put each other on the line.

Talent card

CHANGE
of VIEW







CONNECTEDNESS

2

1

You are convinced that there are connections between all things, that we are all connected to each other, to the earth and to life.

2

You have little faith in coincidence and believe that events are rarely the result of chance. Your insight allows you to perceive the underlying patterns of a situation, to connect different concepts together, to spot cause and effect links well upstream.

3

You believe in the unity of humankind and you are a link between people from different cultures.

Talent card

CHANGE
of VIEW







ANALYTICAL

22

1

You like to challenge others to explain their ideas in detail because you need to understand them in depth.

2

You are able to consider all the data and factors that may affect a situation and analyse the ins and outs.

3

You are objective and impartial in the way you dissect an idea or line of reasoning in depth, and you are willing to be consulted for this.

Talent card

CHANGE
of VIEW







CONTEXT

34

1

By analysing the past, you have the ability to see the underlying mechanisms that allow you to understand the ins and outs of a present situation.

2

You need to take the time to invest and connect with new people.

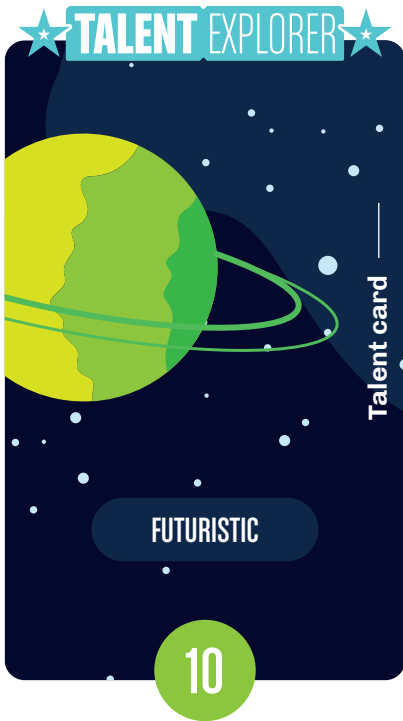
3

You learn from your past and improve through it.

Talent card

CHANGE
of VIEW







FUTURISTIC

10

1

You are a visionary, your vision of the future and what it could be inspires you. Your way of looking at the future energises and inspires others.

2

You have a great facility to envisage things, to project what they could be in the smallest details. Whether it is a project, a vision or an ideal, you know how to bring a very concrete vision to bear on it. You are able to inspire, to lift others even, in this direction.

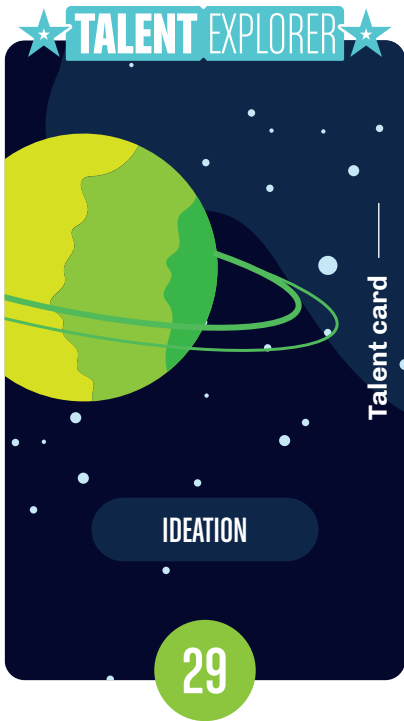
3

Your vision is an aspiration for others. You venture beyond what is ordinary, familiar or obvious.
You entertain ideas about the best ways to achieve a goal, to solve a problem.

CHANGE
of VIEW

Talent card







IDEATION

29

1

You are fascinated by new ideas.
Every time you have a new idea
you feel electrified.

2

You detect links between different
ideas that seem to have nothing
to do with each other. This allows
you to develop completely new
perspectives on the existing
situation.

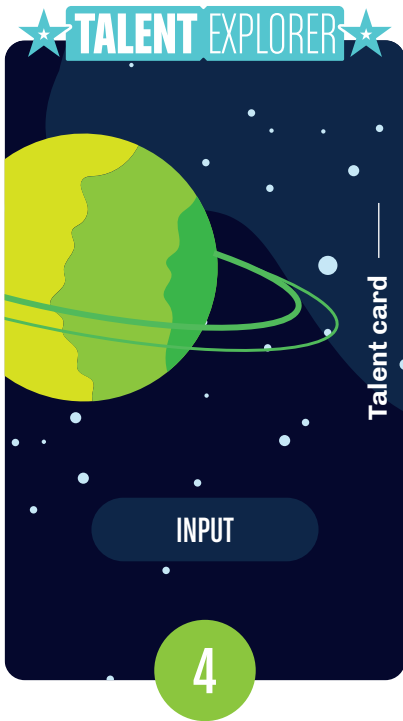
3

You like to construct a different
point of view. You can be defined
as creative, original, conceptual
and also intelligent.

Talent card

CHANGE
of VIEW







INPUT

4

1

You have a very inquisitive mind and are interested in many things. This interest makes you feel the need to acquire, collect and archive information, contacts and even objects.

2

Acquiring a huge amount of complex, diverse information, contacts (or even objects) that you value stimulates your mind because you know that when the time is right it will be useful.

3

You like to learn and discover. The world interests you precisely because it is complex and offers so much diversity!

Talent card

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of VIEW





INTELLECTION

30

1

You are introspective and really enjoy intellectual, mental, reasoning activity. You have the ability to focus for a long time on developing an idea, understanding a person's feelings, solving a problem.

2

You like to have intellectual conversations and thus deepen your thoughts, nurture knowledge that can give you a 360° view of a subject.

3

You like to take time to think.

Talent card

CHANGE
of VIEW





LEARNER

23

1

You have a strong desire to learn and to continually improve.

2

The learning process, more than the acquisition of a final recognition, generates a real excitement in you. You are stimulated by the idea of learning new things for a project, continuous training, etc.

3

You draw your energy from this journey from ignorance to knowledge, without focusing on the outcome.

Talent card

CHANGE
of VIEW







STRATEGIC

12

1

You are able to get out of complex and difficult situations and above all to find the right way out, it is instinctive in you.

2

This quality allows you to see a solution where others only see complexity. You always find an alternative scenario, one that allows you to simplify things.

3

By asking yourself the question «what would happen if...» you are able to consider multiple scenarios, assess the obstacles and select the most appropriate outcome.

Talent card

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of VIEW





ACTIVATOR

16

1

You are eager to make things happen and to quickly turn your thoughts into action. You want to make things happen, rather than just talk about them.

2

You learn from experience. Taking action is the best way for you to learn and grow, because how can you grow without taking action?

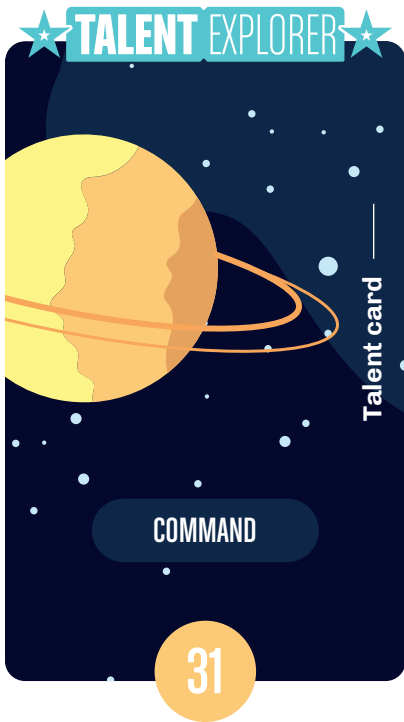
3

You need to confront the actions, because you know that you are not going to be judged on what you think or say, but what you do.

Talent card

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of VIEW







COMMAND

31

1

You are charismatic. You take on and express your opinions with confidence and make sure that they are accepted by others.

2

You do not dread expressing your opinion clearly once it is formed, nor are you intimidated by confrontation with the other person's differing opinion. For you, it is just a step towards resolution.

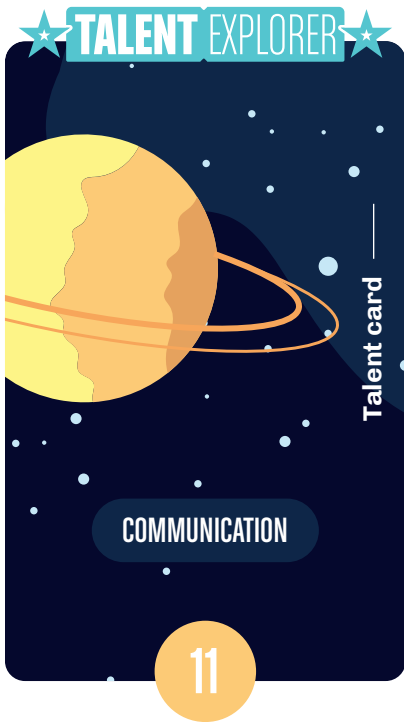
3

You know how to take a stand and stick to it while pushing others to take risks. You can express yourself clearly without shying away from discomfort, which makes you a natural leader.

Talent card

CHANGE
of VIEW







COMMUNICATION

11

1

You like to tell things. Putting your thoughts into words is easy for you. You are a skilled presenter and conversationalist.

2

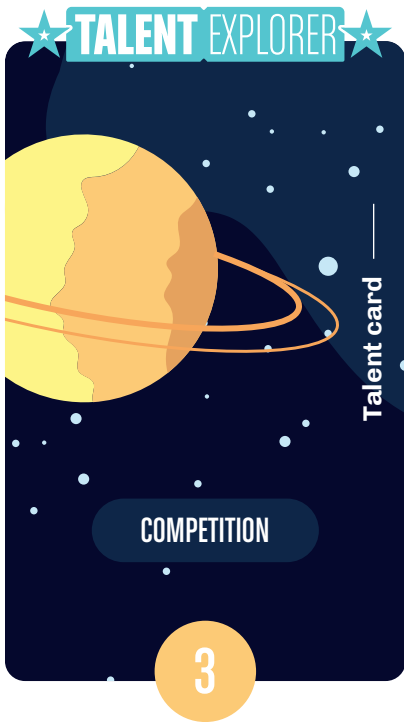
You like to speak in public, to write, to explain ideas, because an idea alone, without giving it form, is not enough. You need to bring it to life, to shape it, to turn it into an inspiring story!

3

In fact, you know how to make sure that others not only understand, but also remember your stories and, more importantly, are inspired to act!

Talent card

CHANGE
of VIEW





COMPETITION

3

1

You instinctively perceive the abilities of others and compare yourself to them to improve yourself.

2

You are stimulated by the presence of opponents. If you have achieved your goal without overtaking others, the result will seem less satisfying.

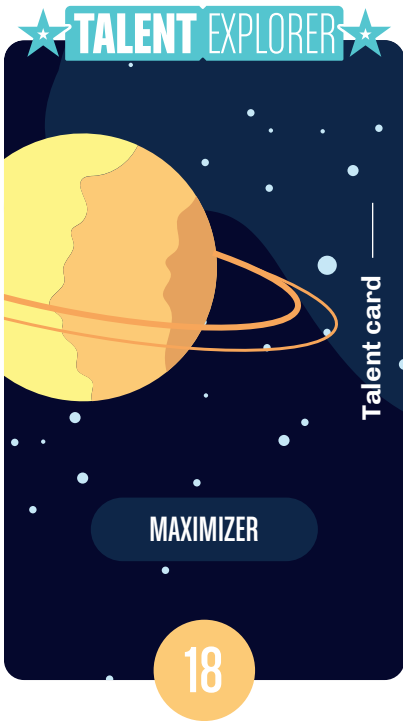
3

You need to compete with others. It's not just about competing, it's about winning.

Talent card

CHANGE
of VIEW







MAXIMIZER

18

1

Your focus is entirely on the pursuit of excellence, both individually and collectively.

2

You invest your energy in transforming and refining what you have recognised as a strength, a talent in yourself or in others, to bring it to excellence!

3

You prefer to build on your strengths, rather than improve on your weaknesses, because they will never become a strength. So you surround yourself with people who have the same desire for excellence.

Talent card

CHANGE
of VIEW





SELF-ASSURANCE

24

1

You are confident that you can manage your life, that you can take on challenges, take risks and live up to what is asked of you, because you have confidence not only in your abilities but also in your personal judgement.

2

You have a natural confidence that your perspective is unique and you rely on it as an inner compass to make decisions and manage your life.

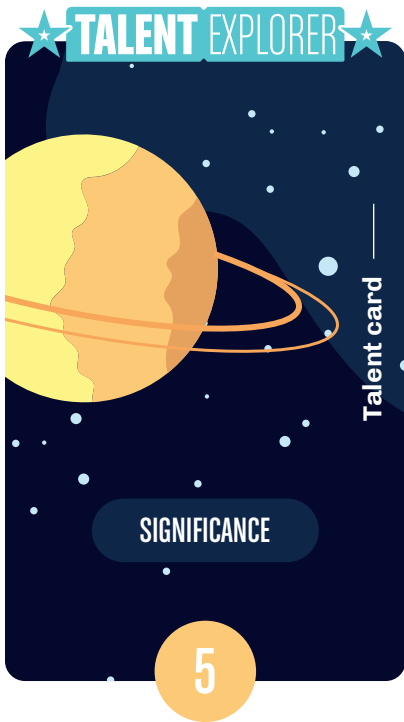
3

You take full responsibility for the course of your life, you are able to assume the path you have chosen in the face of external pressures.

Talent card

CHANGE
of VIEW







SIGNIFICANCE

5

1

You seek, through what you do, to have a significant impact. You want to be seen and recognised, in particular, known and appreciated for your strengths.

2

You feel the need to be recognised as credible, professional and successful and to associate yourself with people of similar profile.

3

You have a very independent spirit and your way of working leads you to strive for the exceptional. Your life is filled with objectives, goals, the pursuit of qualifications and recognition.

Talent card

CHANGE
of VIEW







WOO

17

1

You love to meet new people and win them over in friendship.

2

New encounters do not intimidate you, it gives you energy.

3

You know how to create the right context, find the right words to make new connections. For you, the world is full of new friends to make.

Talent card

CHANGE
of VIEW