



Career guidance platform for candidates, HR managers,
employees and managers.



Program Manager



Training & Assessment

Taking ownership of
your skills and knowing
your leadership style

Our DNA is a unique technology: affinity matching. Our job is to help people take into account their personality, values and their personality and values as well as their skills to make the right professional choices. With the help of tests (Profil'INC and psychometric tests), we use the behavioural profiling technique. This technique is based on a neurocognitive and behavioural approach to identifying soft skills, motivational drivers and irritants.

OUR APPROACH



Over the course of several sessions with a consultant, the beneficiary will undergo a series of tests that will enable him or her to identify the specific characteristics of his or her personality, his or her motivational dynamics, his or her behavioural dynamics in a group and, finally, his or her adaptation dynamics. The aim is to find the conditions and means for expressing their strengths while acting on their weaknesses and irritants.

GLOBAL TARGETS

I. Preliminary Stage

1. Stage : Preliminary

45mn

The purpose of this phase is to :

- Kick off: presentation of the approach, the overall and pedagogical objectives methodology and techniques
- Creation of the file on the platform
 - Sending the registration and connection link
 - Beneficiary registration

2. Stage : Enrolment and self-assessment

1H30'

The beneficiary will self-assess each of these technical skills and aptitudes directly in their personal space - a first version of the consolidation of their skills

Session 1

Firstly, a presentation of the beneficiary's history and background, followed by a discussion with the consultant to answer any questions about his or her self-assessment.

II. Investigation Stage

3. Stage : Self-awareness

1H30'

This enables the beneficiary* :

- Focus on themselves and get to know themselves. Thanks to the exceptional quality and acuity of our questionnaires, they can carry out a series of tests to get to know themselves better (personality and motivating factors).

Session 2

Before the session, the beneficiary analyses his/her results and then debriefs with the consultant. We answer the question "Who I am and what I like to do".

4. Stage : Analysis of soft skills

2H00'

This stage will be devoted to* :

- Defining the behavioural dynamics of the beneficiary in the group and his/her adaptation dynamics by means of a questionnaire (discovery of soft skills and sources of stress, strengths and situations where the beneficiary is in difficulty).

Certain professions or professional contexts can put people in these situations, so it's best to know before deciding.

Session 3

Before the session, the beneficiary takes the time to analyse their results, then debriefs with the consultant to answer any questions, explain and put the results into perspective.

**Passing test de Profil'INC*

5. Stage : Trade analysis and position of the beneficiary

1H30'

This stage will show :

- The existing gaps between the skills (behavioural) and personality required for the job and the profile of the beneficiary will become apparent.

Session 4

Before the session, the beneficiary takes the time to analyse their results, then debriefs with the consultant to answer any questions, explain and put the results into perspective.

III. Closing Stage

6. Stage : Debriefing of the program

2H00'

At this stage, the beneficiary knows "who they are and what they like to do" and "what is possible for them".

Session 5

This session enables the beneficiary to :

- Debrief the programme
- Consider future developments and projects based on their strengths, aptitudes, technical and soft skills
- Discuss the difficulties they encounter on a day-to-day basis in their job and environment
- Project themselves consciously on how to avoid uncomfortable situations (anxiety, anger, sadness, frustration) and develop their resilience and ability to cope.

7. Stage : Synthesis and action plan

- Feedback of results (tests, analyses and reports)
- Action plan and specific recommendations

Rules and ethics

Rules governing the conduct of this programme.

This service guarantees compliance with a code of ethics as defined by our profession:

The summary document contains no information other than the following:

The advisor's recommendations

- Action plan
- Skills and aptitudes of the beneficiary with regard to the career prospects
- professional prospects; where appropriate, elements of the beneficiary's professional the beneficiary's career plan and, if applicable, training plan for achieving his or her their professional and personal plans.

Our advisers are committed to :

- Carry out detailed analyses of the request (professional, skills) prior to any intervention
- Carry out our assignments in accordance with the requirements of our profession and the objectives assigned
- To scrupulously respect all information shared by the beneficiary, and to return or destroy all information relating to the beneficiary relating to the beneficiary in accordance with RGPD legislation
- To commit human resources to support the beneficiary in accordance with the support methods set out in the methodology

The beneficiary undertakes to :

- play the game and be transparent in the information they are asked to provide so that the analyses and recommendations can be properly presented
- respect the time slots and inform the consultant in advance of any absence or unavailability