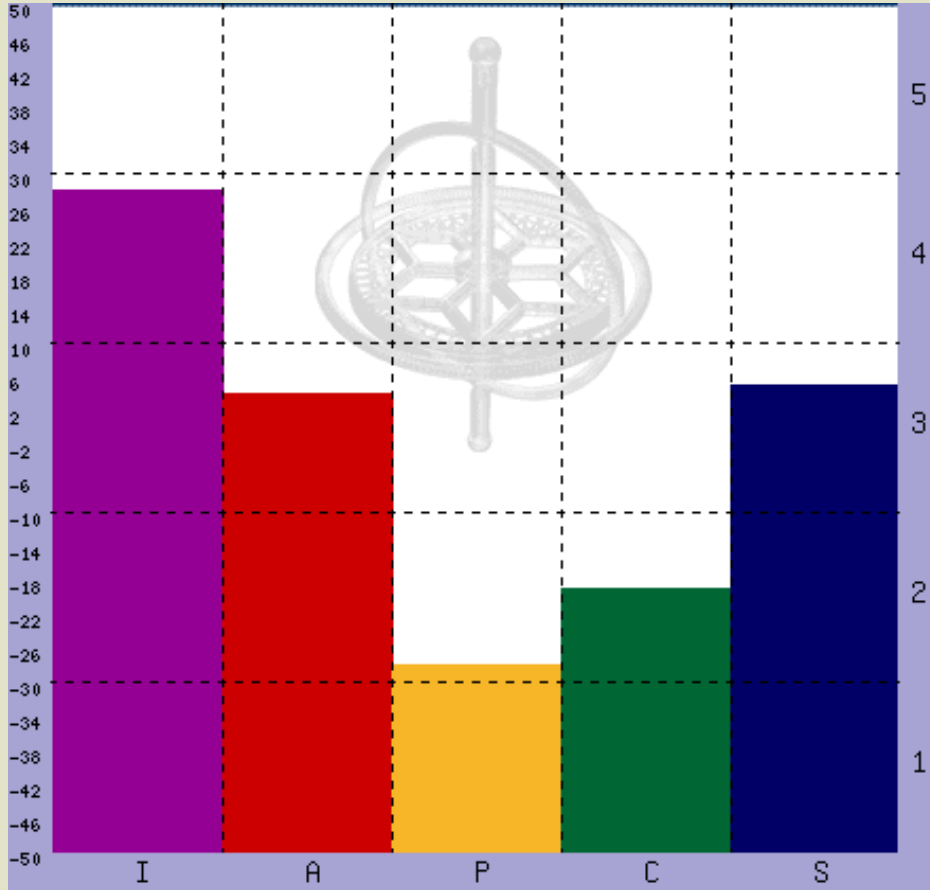


Name : DEMO ENGLISH

Function Chart

Which function has this person developed further ?



Legend:

I – Imaginative

A –>Affective

P –>Physical

C –>Cognitive

S –>Social

Each function is ranked from 1 to 5. Further developed functions are ranked 4 or 5.

IMAGINATIVE function

Your SYNERGIMAX test shows that your IMAGINATIVE function is the strongest point in your personal functioning. This function is in itself a personality trait you acquired through the constant and regular use of your skills and abilities requiring imagination in both your professional and personal activities.

The IMAGINATIVE function stimulates your creativity and helps you deal with all that is virtual, unreal and part of the future. You have repeatedly experienced phenomena in a realm beyond time and reality. This is why you are capable of changing reality to obtain faster desired results. Your demeanor shows signs of impatience and haste.

Your character traits

You are a dynamic person with your inner eye resolutely turned toward the future. You have a tendency to want quick, even immediate results. You probably often say to yourself "Nothing is impossible." You even go as far as to make things happen in your race toward your dreams and goals. You take hasty decisions and are prepared to face any challenges without giving them too much thought. You may make many errors, but your temerity is rewarded by the feats you accomplish, which, in turn, allows you to forget your errors. Thanks to these feats, you are often in control of the situation. "Ideas make the world go round," so they say. In your opinion, the status quo is unacceptable and you try to avoid it whenever possible. Your skills are: visualizing the future, anticipating the completion of projects, creating artwork or other types of work, resolving problems and meditating to give meaning to reality.

The environment which makes you feel comfortable

You feel comfortable in holding a decision-making position. This allows you to speed up productivity to obtain quickly the results you anticipate as a personal challenge. This also makes you an authoritative and impulsive person. The focal point of your projects is your vision, which prevents you from perceiving the obstacles of daily life. You do not tolerate any control or supervision so as not to swerve from your path or slow down in the pursuit of your goals. The only person who has the power to make you deviate from your path is yourself when you look for new and more varied activities. Pioneer at heart, you do not necessarily go very deeply to the bottom of things.

The team members you need

The are looking for team members who complement you, people who weigh up the pros and the cons and calculate the risks you are ready to take. Being all too often superficial or a novice, you are looking for someone who proceeds with precaution and meticulousness, someone who takes their time and builds a more predictable environment. In other words, you need someone who operationalises your dreams to make them concrete and applicable. You also need associates who support and make public your new ideas.

Your functional needs

You can't wait to embark on mission impossible! This is what gives you your driving force. You are asking direct questions and you expect direct answers in return. Since you do not focus on reality and do not perceive your entourage, you need to get more in touch with society and identify yourself with a certain group of people. This would help you put to use your professional experience, not only your theoretical knowledge. It would also be to your advantage to verbalize more often the reasoning you employ to reach conclusions. You should know

that the shortcuts you tend to take to achieve your dreams could be subject to sanctions. You would therefore greatly benefit from being more relaxed.

SUMMARY:

THIS PERSON TENDS TO:

- o Want immediate results
- o Trigger action
- o Accept challenges
- o Take rapid decisions
- o Question status quo
- o Become the authority
- o Control the situation
- o Solve problems

SHE NEEDS AN ENVIRONMENT COMPOSED OF:

- o Power and authority
- o Prestige and challenge
- o Opportunity for individual realisation
- o An overview of the operations
- o Career opportunities
- o Lack of control and supervision
- o Several new and various opportunities

SHE NEEDS CO-WORKERS THAT:

- o Weigh pros and cons
- o Calculate risk
- o Work cautiously
- o Structure a more foreseeable environment
- o Look for facts
- o Consider before they act
- o Recognise the needs of others

SHE NEEDS:

- o Difficult missions
- o Straight answers
- o To be more sociable
- o A technique based on practical experience
- o Identification to a group
- o To say the reasons which lead to conclusions
- o To be aware that there are penalties
- o Space for herself and to better relax

The result of the short version finishes here**Second level of interpretation:****Imaginative:**

Spiritual :	Absolutely
Imposes her ideas :	Absolutely
Demanding :	Absolutely
Solves problems :	Absolutely
Reckless :	Absolutely
Takes risks :	Absolutely
Adventurous spirit :	Absolutely

Affective:

Excited :	Enough
Enthusiastic :	Enough
Involved :	Enough
Has preferences :	Enough
Likes to choose :	Enough
Accepts a value :	Enough
Always ready :	Enough

Physical:

Walks regularly :	Enough
Needs action :	Enough
Likes to play :	Enough
Flexible :	Enough
Skilful :	Enough
Handy :	Enough
Manual :	Enough

Cognitive:

Has a critical mind :	Enough
Categorises :	Enough
Persistent :	Enough
Independent :	Enough
Strict :	Enough
Doubts :	Enough
Knowledgeable :	Enough

Social:

Negotiator :	Absolutely
Likes to be in a group :	Absolutely
Persuasive :	Absolutely
Knows 'how to sell herself' :	Absolutely
Confidence in others :	Absolutely
Influences others :	Absolutely
Good relations :	Absolutely

VALIDATION2: The respondent has entirely confirmed the chart result.

During the test, persons with similar results were questioned on several aspects of life, i.e. on their behaviour, goal, judgement of others, influence on others, contribution to the organization, abuse, reaction under pressure, fears and suggestions to improve effectiveness. All these descriptions then serve to determine 18 different modes of operation.

SYNERGIMAX - Type : Instigator

Typical behaviour:	person who leads others and who tends to accept or minimise the importance of aggressiveness.
Goal:	control her environment and her public.
Judges others by:	how they show their personal strength, their character and their social power.
Influences others by:	first by her charisma, by charming them, by leading them and by using rewards.
Contribution to the organisation:	by "mobilising people", initiating, demanding, complementing, disciplining.
She takes advantage of:	"the ends justifies the means" approach.
Under pressure:	she becomes manipulative and quarrelsome.
She fears:	being too gentle, loosing her social status.
She would be more efficient if:	her sensitivity was more authentic, if she accepted to help others succeed for their personal development.

The **instigator** is guided by her imagination and by people. It is in the social field that she exercises all her creativity. She is limited by her lack of enthusiasm and by the fact that she does not insist to modify the thoughts and actions of others. She displays a lot of subtlety to identify and manipulate the motives which drive people and to bring the behaviour resulting from it to a predetermined end.

The **instigator** type imagines the results she wishes to obtain but does not always express them at the right time. She only speaks of the results expected when she has the full attention of the other party. For example, she will offer her friendship to those who need social acceptance, will give more authority to those looking for power and will provide security to those requiring a secure environment.

The **instigator** can be charming when dealing with others. She succeeds, through persuasion, at exempting herself from repetitive details which take time and discharges them on others. However, people often have conflicting feelings where she is concerned: they feel both attracted and curiously kept at a distance. They may feel "used". She can inspire fear and she often does not take the decision of others into account.

Quick Reference**Imaginative****I**

Needs	This person is looking for tough assignments and direct answers.
Wants	He or she wants to be different, to be the first, and to perform new and varied activities. He or she seeks power and recognition for performance.
Fears	He or she doesn't want to lose or to be supervised.
Working style	He or she is unremitting, direct and unpredictable. He or she delegates easily and is often swift in manner.
Work perspective	Towards immediate results. Seeks to create an environment to overcome the opposition.
For motivation, you must provide	Power, a position with authority, direct instructions and answers. Recognition for achievements and challenging tasks.
General behaviour	He or she is impatient and nervous. He or she moves around a lot.

Warning: SYNERGIMAX is a personality evaluation tool. There is no good or bad way to use it. In business, it can be used to help select an individual or as an evaluation support tool. SYNERGIMAX will help you better understand the person being evaluated. Nevertheless, we strongly recommend that an in-depth interview be scheduled with the person to further discuss the person's evaluation results.