

PERF ORIENT

Support your staff in their mobility



YOUR EXPECTATIONS AND REQUIREMENTS

Are you seeking a tool to:

- Secure your decisions on mobility and career management and to organise your processes?
- Facilitate awareness amongst your staff, clarify their expectations and develop their experience?
- Involve your staff, make them players in their own development?
- Promote an open and participatory relational approach, in your career-management interviews?

>> **Discover PERF ORIENT!** An assessment tool focused on behavioural skills and career guidance.

A PROFESSIONAL DEVELOPMENT ASSESSMENT

PERF ORIENT has been specifically designed to help HR professionals to **organise and stimulate** the processes of mobility and career projection.

PERF ORIENT cross-references the individual dynamics of the employee with **8 broad generic professional activities**: Administration, debate, design, creation, dialogue, supervision, management and production.

The activities are prioritised according to 3 levels: those favourable for the employee, those to be considered subject to reservations and those requiring vigilance.

PERF ORIENT allows the HR professional to identify the strong points, the points where progress could be made and the motivation of the employee with regard to a specific activity and to **target, with them, an optimal professional environment**. It expresses the activities that are the most comfortable for the test-taker and the elements that may compromise their success in a professional environment.

COMPREHENSIVE SUPPORTING MATERIAL

GENERAL TENDENCIES

It seems inconceivable that you'd take on a job where you'd work by yourself. In fact, you'd probably refuse to because you feel a profound need to be in a group which favors friendly, relaxed conversations where everyone is attentive to the welfare of all. You're thus a good teammate and encourage people to get along in a group.

Your outgoing personality manifests itself most obviously in the way you express yourself and in the way you behave with the people you know. But it also translates a desire to take on projects and sometimes to hurt yourself in directions where many others would fear to tread because of the risks involved.

You probably don't want your professional life to monopolize all of your time and energy on a task or on a single subject because you need to discover and learn new ideas. It's under these conditions that your dynamism can be best expressed.

NOTE: You like to express yourself and, in all probability, for you conversation is a special way to enrich your knowledge and discover reality from different angles.

SUPPORTING FACTORS

Type of activity: No specific choice

- Expresses himself with warmth
- Creates a pleasant atmosphere
- His enthusiasm is infectious
- Is very outgoing
- Likes to discover and learn
- Tries to be available for others
- Likes to make discoveries
- Shuns off preconceived ideas
- Communicates easily
- Knows how to calm things down

WARNING FACTORS

Type of activity: No specific choice

- Tends to have difficulty being alone
- Tends to have difficulty accepting disagreement
- Could be demanding
- Tends to want everyone to commit fully
- Tends not to concentrate on just one subject
- Needs change
- Could become bored with everyday situations
- Needs unusual situations
- Tends to have trouble understanding people who are self-effacing
- Needs in-depth conversations

PERF ORIENT has been designed as a **communication tool focused on the relationship between the adviser and the person being advised**.

Composed of **10 pages in natural language**, the feedback report is a common aid to **reflect upon** and **discuss** between the evaluator and the test-taker.

Easily understandable for the test-taker, it lets them be **actively involved** in their development.

EVALUATION OF ACTIVITIES

If you possess the necessary technical skills, your behavior and motivations seem to:

- be notable assets to succeed in these activities:
 - Supervision
 - Dialogue
 - Creation
 - Design
 - Management
- give you aptitudes, in these activities:
 - Debate
 - Production
- require specific conditions, in this activity:
 - Administration

BEHAVIOR PROGNOSIS: Supervision

Activity which requires managing, mobilizing, leading associates thanks to a hierarchical role.

Your relaxed manner with people makes them feel favorable towards you at once and it's possible for them to subsequently notice your resourceful energetic nature. But you wouldn't like to have to take on and finish activities on your own since you like meeting people and fueling their enthusiasm with your own. You think that you can set - and reach - ambitious goals without devoting all your time to them.

One of the main attractions for you to go towards supervising tasks probably resides in the opportunity for you to put your ideas into practice and define your goals. You always feel like discovering new things and question what you know and how you proceed in order for things to progress smoothly.

GENERAL IMPRESSION: if you're indeed in a position of authority, you won't be interested by those who behave in a conformist or repetitive way since you really want to function in a changing and stimulating environment.

SUPPORTING FACTORS

Type of activity: Supervision

- Speaks in a cooperative way
- Wants to energize his circle of people
- Values enthusiasm
- Develops innovative projects
- Wants to implement his ideas
- Is able to move forward on his own

WARNING FACTORS

Type of activity: Supervision

- Requires total commitment
- Doesn't like neutrality

>> A comprehensive and nuanced basis for discussion,

>> Avenues for consideration, to prepare a vocational project,

>> Materials for self-knowledge.

PERF ORIENT does not confine your support to determining pre-established "job solutions", but it is a dynamic aid for producing an appraisal. It raises the test-taker's awareness of their abilities and motivation, which is necessary for forward planning and for constructing their own career development in a dynamic process.

SHARED BENEFITS

