



# *BeHave Compass*® & *BeHave TALENTS*®

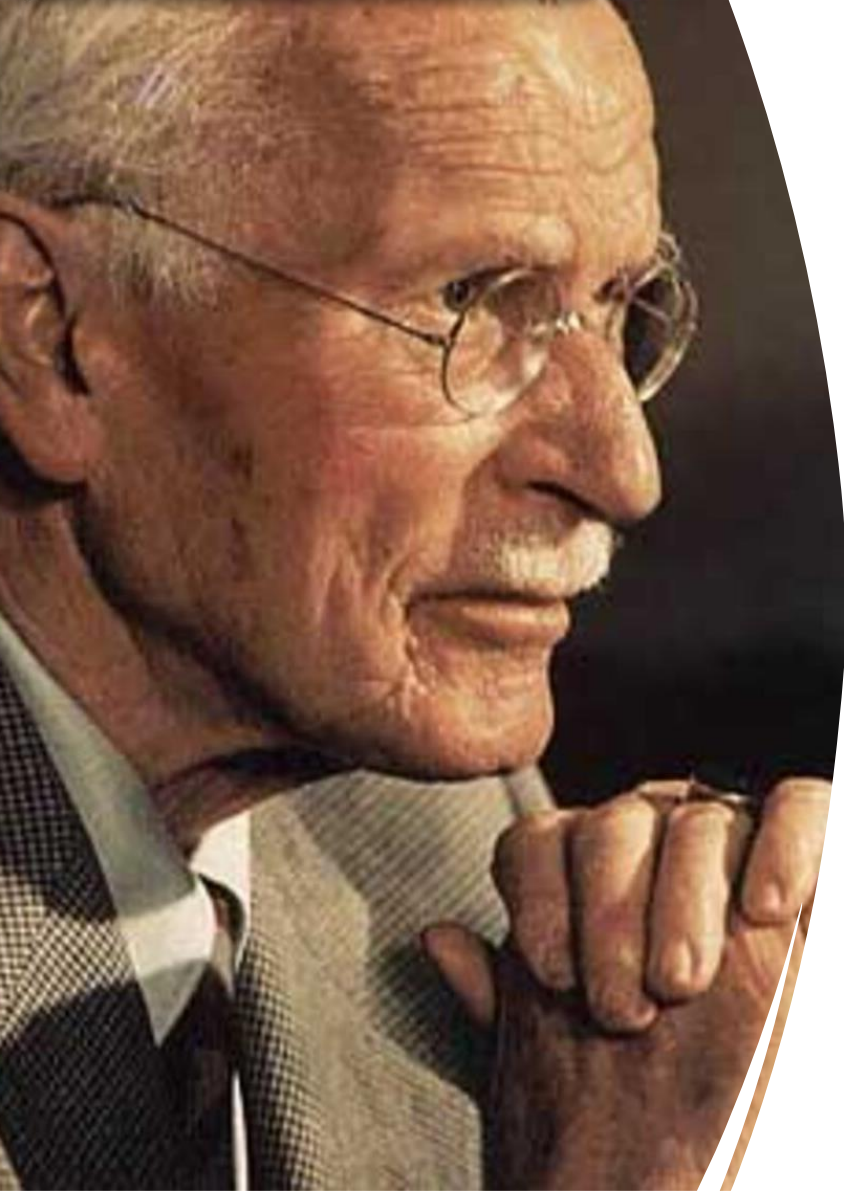


Prof BeHave COMPASS 14  
Prof DESIGN/TALENTS - BeHave TALENTS

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Prof BeHave TALENTS





The MBTI or Myers Briggs Type Indicator is a psychological assessment method proposed by Isabel Briggs Myers and Katherine Cook Briggs in 1962, inspired by Swiss psychiatrist Carl Gustav Jung. In 1921, Jung explained that each individual acts according to certain spontaneous tendencies. This makes our behavior unique, but also predictable. Carl Gustav Jung called this approach psychological types.

In the 1940s, Isabel Briggs Myers and Katherine Cook Briggs conceived a questionnaire inspired by Jung's work and based on the psychological types mentioned above. For 40 years, the two researchers worked on this concept, leading to the creation of the MBTI test.

The MBTI® is a model for understanding different personality types. Each of us is born with different ways of perceiving information and making decisions.

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These preferences have a considerable influence on the way we react and communicate, our leadership style, our needs, our strengths, our personal development path... The combination of these preferences leads to 16 distinct personality types.

*Le M.B.T.I.®*

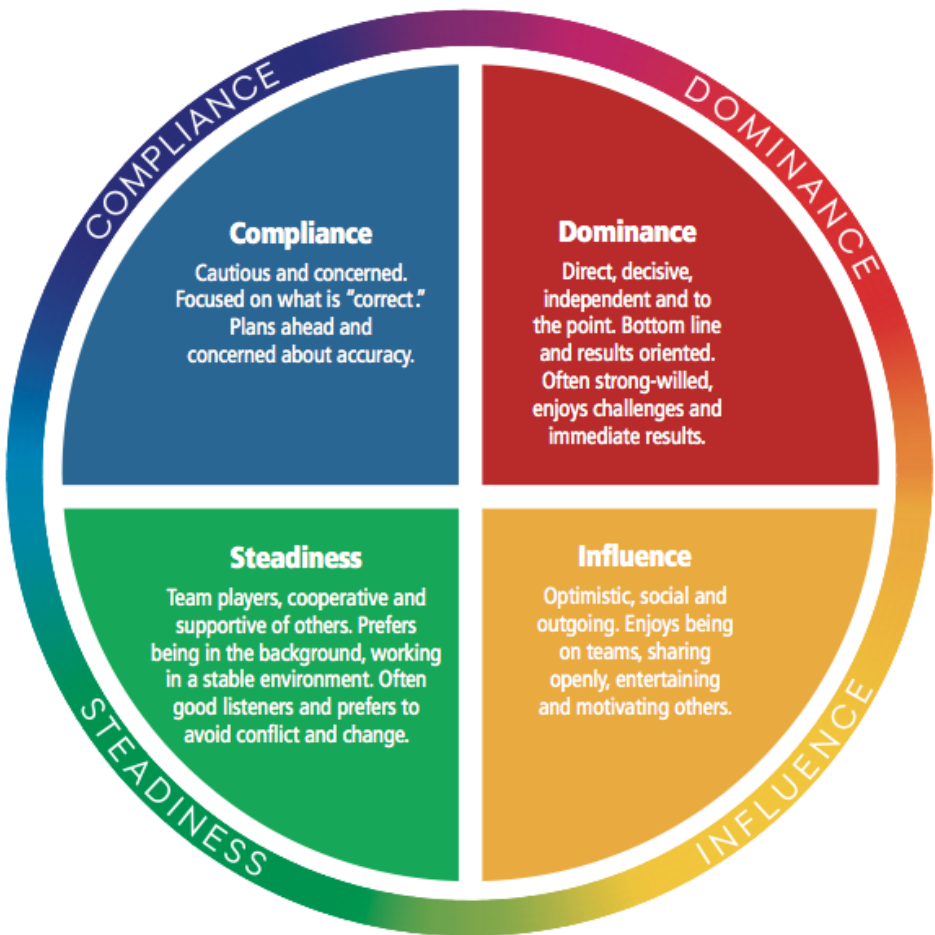


The origins of DISC lie in the work of psychologist Dr. William Moulton Marston (1893-1947), who in 1928 published "Emotions of Normal People". This seminal book laid the foundations for what would become the current DISC assessments.

Marston was interested in theories to explain emotions and their physical manifestations. In this book, Marston shows and hypothesizes that individuals express their emotions through 2 axes and 4 primary responses.

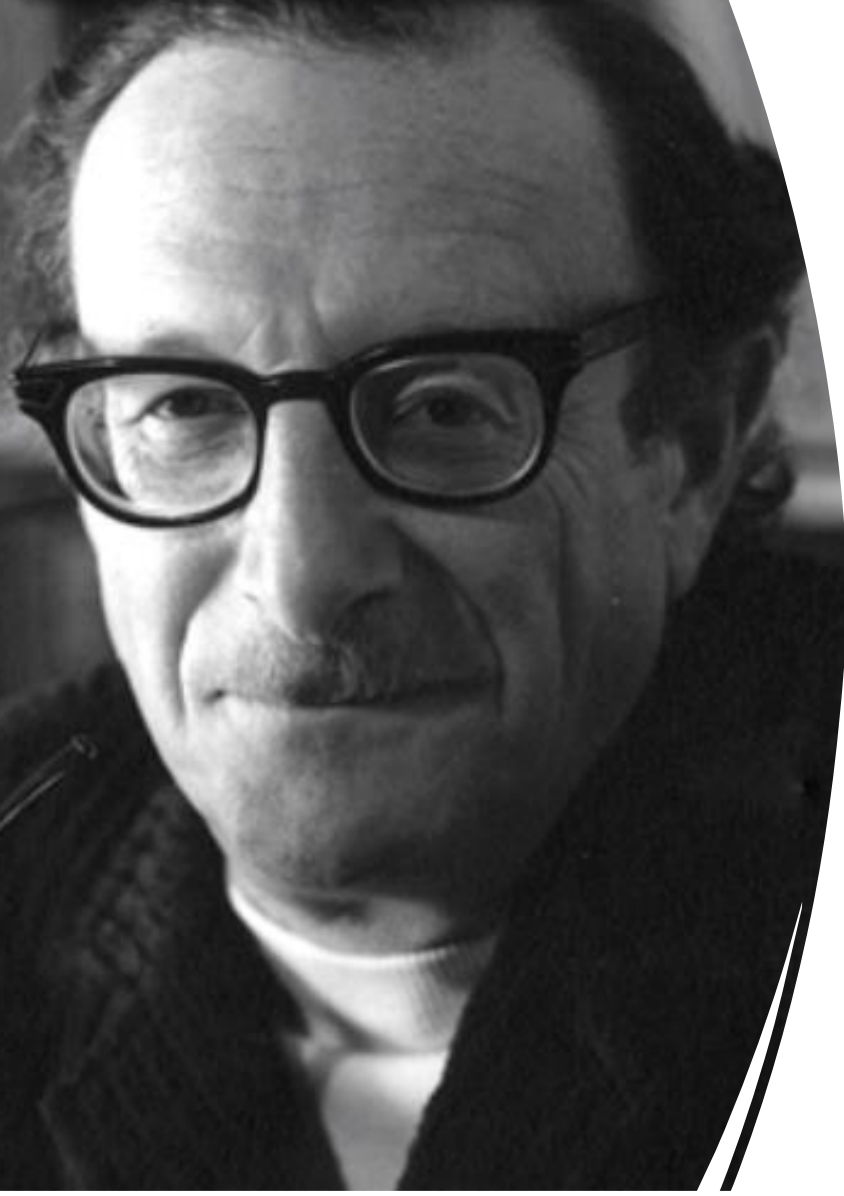
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The first axis indicates how the individual views his environment. He may see it as hostile or more favorable. The second axis positions how the individual reacts to this environment. He/she may be active or, on the contrary, more accepting. As the diagram shows, the two axis can be used to define 4 quadrants: Dominance - Influence - Stability - Conformity



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*D.I.S.C*®



Transactional Analysis is a theory of personality, social relationships and communication. Established by psychiatrist Eric Berne in the 50s, it is a psychotherapy that highlights three facets of our personality. The child, the parent and the adult all live within us.

Drivers are messages that have been unconsciously influencing our behavior since childhood. The concept of drivers comes from the work of psychologist Taibi Kahler, and has its origins in Transactional Analysis.

It identifies 5 drivers developed by each of us during childhood as a result of repeated messages from our adult mentors. Drivers refer to what we identify as the behavior we should adopt in certain situations. Each of us has one or two dominant drivers. Drivers are also called " limiting messages ".

Here they are: Be Perfect, Be Strong, Be Pleasant, Make an Effort, Hurry Up.

## *Transactional Analysis Drivers*



- Because you're tired of personality tests that haven't evolved in decades...
- Because you want access to a powerful, modern personality test that is an uncompromising reflection of your behavioral DNA.
- Because the richness of your personality can't be reduced to a few colors or profiles. We have designed **BeHave COMPASS®**
- The 1<sup>st</sup> personality test that combines the 3 components of who you are :
  - . Your core personality (fairly stable over time)
  - . Your dynamic personality (which may evolve according to your environment)
  - . Your personality under stress (in a difficult environment)

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- BeHave COMPASS is the only profile to integrate the power of MBTI, DISC and Drivers, with a unique interaction between the 3 models.
  - A modern psychological and psychometric foundation → Neuro-Linguistic Programming
  - Highly practical because it is colorized, powerful and non-reductive → 230,400 different profiles !

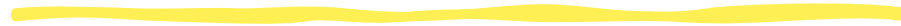


- The personality test was designed in 2009 by an international team of psychologists and psychometricians, based on Grindler and Bandler's work on NLP meta-programs (1982).

NLP metaprograms are the way your brain structures information: they reveal the way you function. They're like little software programs with which you perceive the world.

We can classify metaprograms according to the type of mental processes we use. Chronologically :

- . We start by filtering what we perceive,
- . Then we classify and evaluate the information gathered,
- . Lastly, we make our choice and decide what to do.



- BeHave INTERNATIONAL's research team spent 4 years working on 12 metaprograms that provide a more precise, modernized approach to the work of JUNG and MARSTON.
- This brand-new psychometric approach gives the BeHave COMPASS® personality test unrivalled power.



## *The power of BeHave COMPASS® comes from its innovative approach*

Your unique personality is defined in 3 ways:

1 / Your natural, core personality: defined by components that vary little over time. BPS® (BeHave Positioning System), which defines the distribution of your 8 fundamental intrinsic psychological components. These 8 components are based on the Meta-programs of Neuro-Linguistic Programming (NLP), which offer a more modern, powerful and precise perspective than JUNG's psychological types from 1921.

The BPS® profile is organized into 4 series of pairs of components that oppose each other 2 by 2 and are called "Modes".



**Energy focus**

IN vs OUT



**Decision-making**

ME vs YOU



**Evaluation of your environment**

ANALYTIC vs SYSTEMIC



**Structure of your actions**

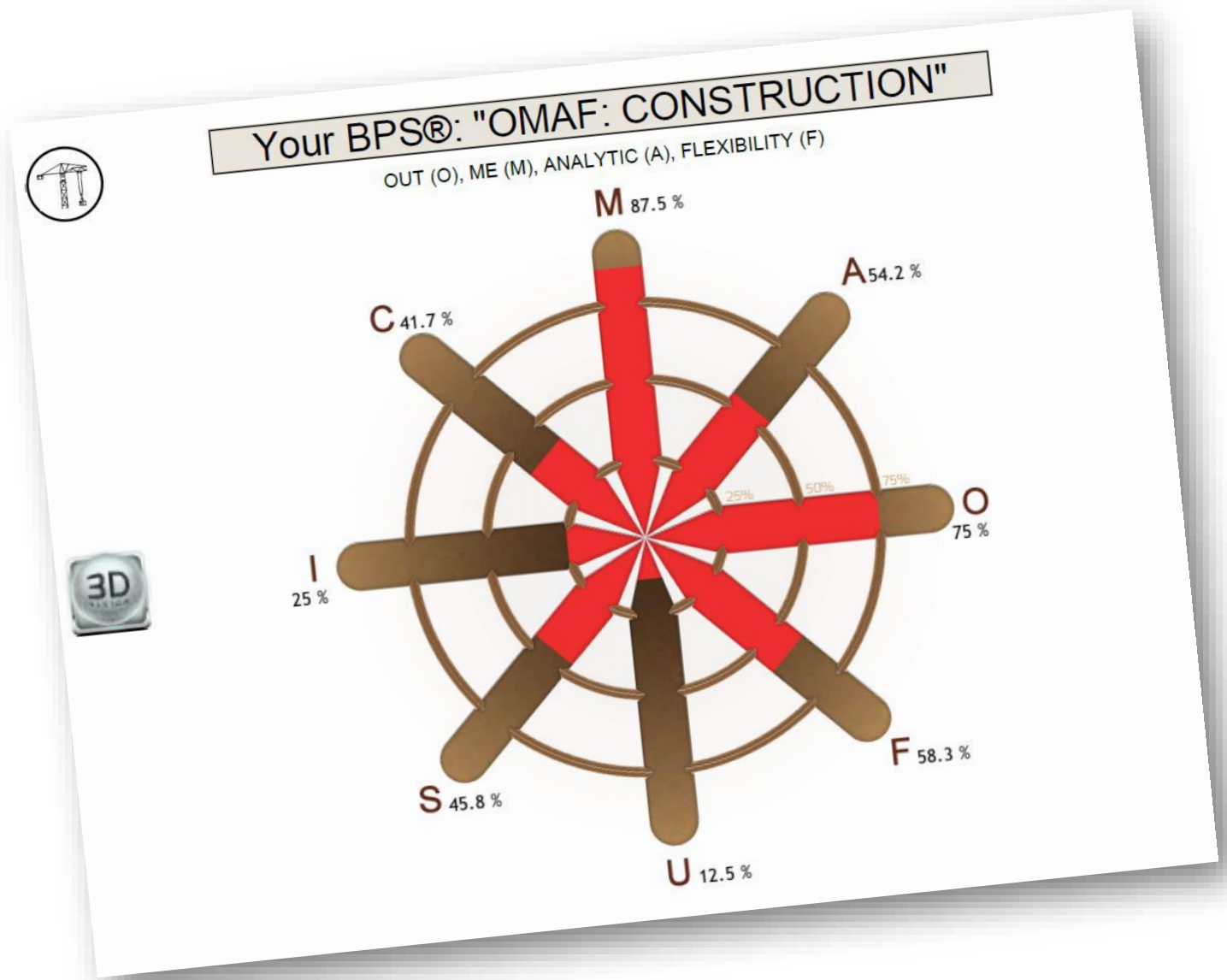
CONTROL vs FLEXIBILITY

**By combining the 4 Modes, it defines 16 possibilities (16 BPS) organized by groups of 4 profiles in 4 Colors:**

**ROUGE / JAUNE / VERT / BLEU**



*The power of BeHave COMPASS® comes from its innovative approach*



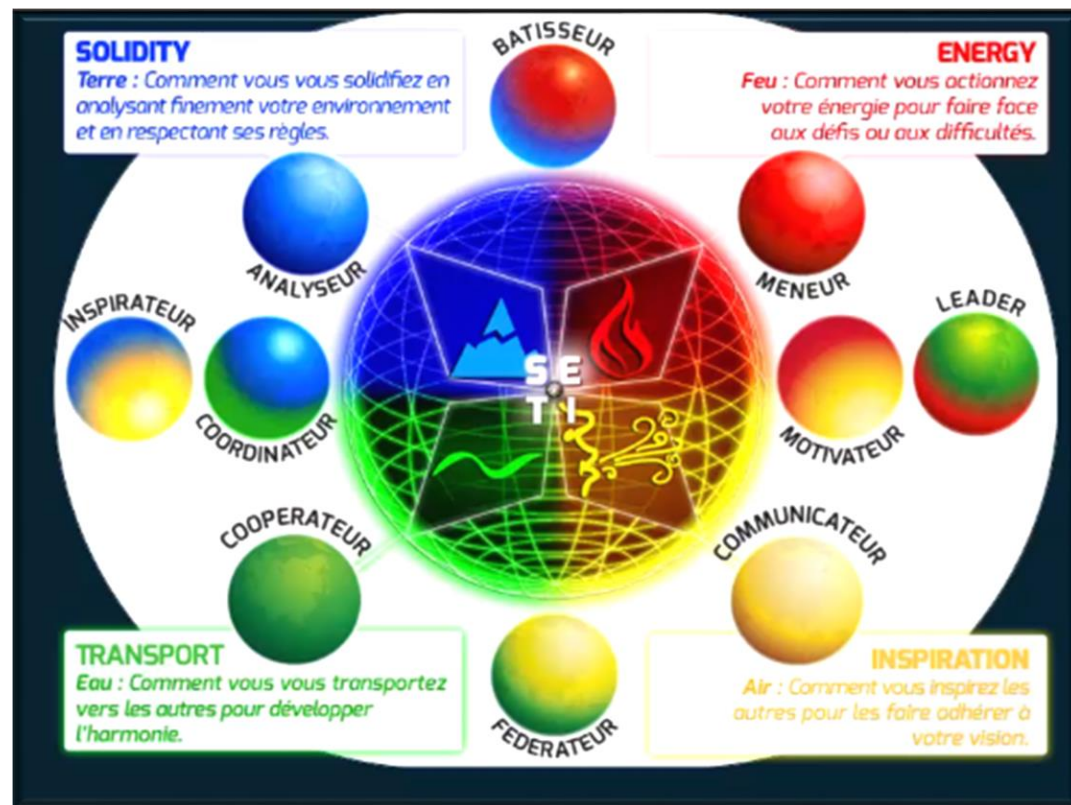




*The power of BeHave COMPASS® comes from its innovative approach*

Your unique personality is defined in 3 ways:

2/ Your adapted and dynamic personality SETI®. Thanks to the major contribution of Meta-programs, this second part adds a new dimension to Marston's work, giving it greater analytical precision than models using DISC.





*The power of BeHave COMPASS® comes from its innovative approach*



Your position on the SETI PLANET



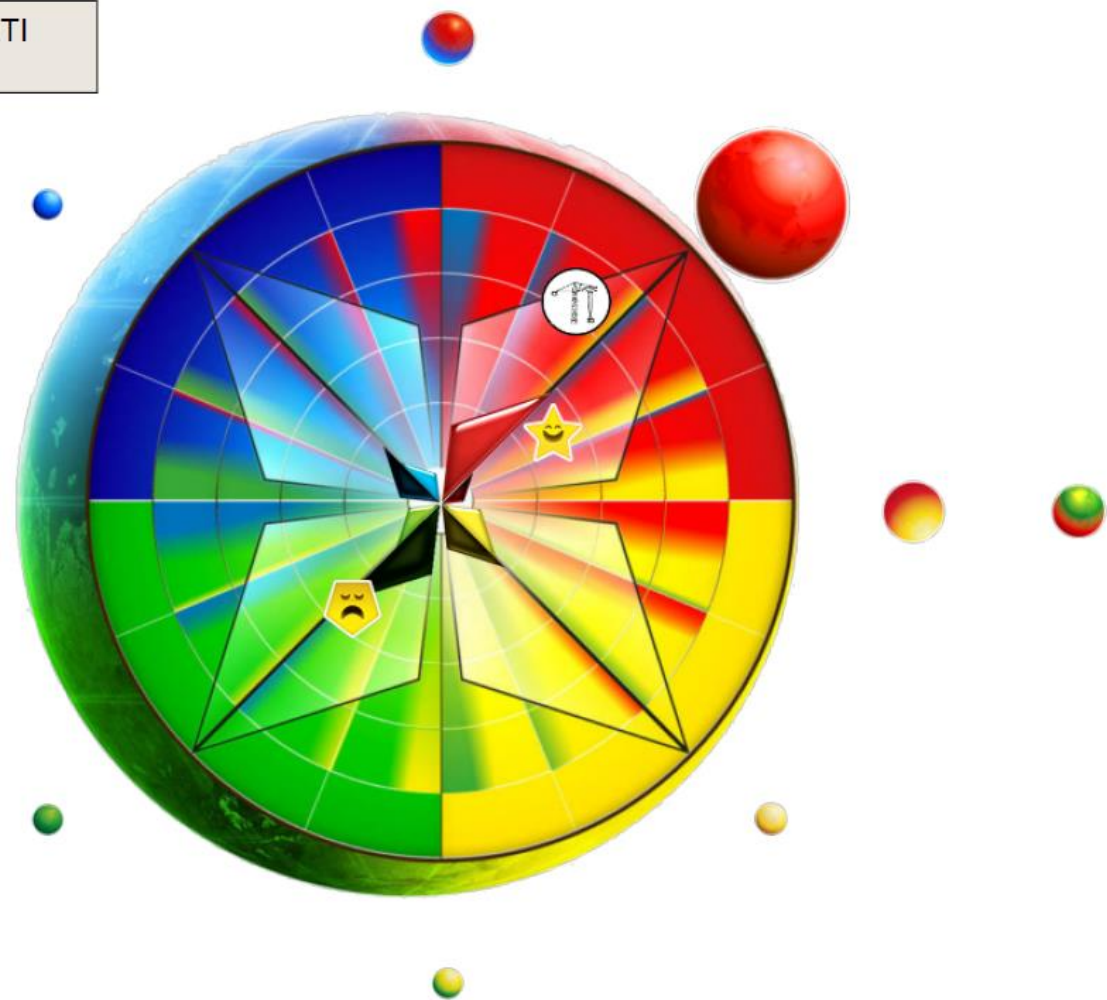
BPS



Positive Dynamic Position



Negative Dynamic Position



	Red	Yellow	Green	Blue
Positive Dynamic Position	43.8%	21.9%	18%	16.4%
Negative Dynamic Position	12.5%	25%	39.8%	22.7%



## *La puissance de BeHave COMPASS® s'explique par son approche innovante*

Your unique personality is defined in 3 ways:

3/ Your personality in stressful situations, your Warnings®: There are 6 of these limiting messages that appear in difficult situations as automatic conditioning that guides your decisions, your behavior and your way of dys-communicating.





*BeHave COMPASS® :*  
*A personality test validated by its users*

BeHave INTERNATIONAL conducted an ambitious 15-year study involving 5,000 people who had completed at least one personality test (other than BeHave COMPASS®) in the last 10 years. The study aimed to answer 2 key questions:

1/ How accurately does the BeHave COMPASS® personality test reflect who you are? The answers were :

- ➔ That's me and I'm impressed by the power of the tool: 91%.
- ➔ It suits me: 5% .

2/ Compared to your experience with other personality test(s), how would you rate the BeHave COMPASS® personality test?

- ➔ Very superior = 89% .
- ➔ Superior = 8% .





## *BeHave COMPASS®:*

### *A truly differentiating and innovative personality test*

**1** BeHave COMPASS® is the only personality test that meets these 3 objectives:

- A** Your natural, core profile  
BPS® (BeHave Positioning System) profile defines the distribution of your 8 core psychological components.
- B** Your adapted and dynamic profile  
SETI® ( Solidity, Energy, Transport, Inspiration ) indicates your professional behavioral positions in routine and stressful situations.
- C** Your Warnings®  
Provide valuable insights into how you express stress when the environment becomes more challenging.



## *BeHave COMPASS®:*

### *A truly differentiating and innovative personality test*

2

BeHave COMPASS® is the only Test to make the 3 components (BPS, SETI, Warnings) talk to each other.

3

BeHave COMPASS® is the only Test to provide such a wide range of profiles (230,400 different profiles).

4

BeHave COMPASS® is the only Test to provide a personalized 3D animated profile.



5

BeHave COMPASS® is the only Test to measure environmental resistance potential, meaning your ability to adapt to colors other than your own in a difficult environment.

## BeHave TALENTS®:

Because very few people know about their talents, and because those who master them make all the difference.

To improve performance, we generally have a natural tendency, to identify and correct our weaknesses.

Indeed, we are much more aware of our weaknesses because we have learned to pay particular attention to them, and to invest time and energy in correcting them in order to improve our performance.

And yet, as Peter Drucker pointed out, "As little effort as possible should be wasted on improving areas of low competence. It takes far more energy to go from incompetence to mediocrity than it does to go from top performance to excellence".

### Do you know your Talents and Strengths ?

BeHave International surveyed more than 10,000 people over a 15-year period, and the results are very clear: only 23% can spontaneously name their Talents, and only 15% think they use them most of the time at work.

### What explains such results?

By constantly highlighting our weaknesses and taking our Talents and Strengths for granted, we fail to fully understand, develop and capitalize on them. Ironically, our strengths are the areas in which we perform best.



*BeHave TALENTS®:*  
*Because very few people know about their talents, and because those*  
*who master them make all the difference.*

*To achieve your full potential in an increasingly competitive environment, it's not a question of being good at everything, but of being the best in your most personal talents.*

The BeHave TALENTS® mission is triple :

1) Reveal your Talents

Each person is made up of a unique combination of Talents that are used to varying degrees.

2) Uncover your Potentials

which are Talents you only use occasionally, but which are just waiting to be expressed.

3) Help you amplify your Talents into Strengths

A Strength is when you deliver a consistent, near-perfect performance in a given activity. Strengths are created when Talents are perfected through the addition of knowledge and skills.

Thanks to the unrivalled power of BeHave COMPASS (230,400 different profiles), we have designed an algorithm generator (AI) capable of linking all the components of your personality to deduce your Talents and Potentials.

These 3 years of research and development have enabled us to provide you, at the same time and for the same price, with a personality test, BeHave COMPASS, and a revealer of your BeHave TALENTS.











25 Talents






BeHave INTERNATIONAL has identified 25 Talents divided into 4 categories within the FAME Model:

	
<p><b>FUNCTION:</b> How you function in the perception of your environment and how you prepare to go into action</p>	<p><b>ACTION:</b> How you act when the outcome of your actions depends primarily on you</p>
<p>F1- Anticipate F2- Control F3- Factualize F4- Globalize F5- Flexibilize F6- Rebound</p>	<p>A1- Realize A2- Initiate A3- Innovate A4- Optimize A5- Solve A6- Pilot A7- Ensure</p>
	
<p><b>MOVE:</b> How you impact others to meet your expectations</p>	<p><b>EMOTION:</b> How you act when giving of yourself to others</p>
<p>M1- Leading M2- Challenge M3- Communicate M4- Energize M5- Attract M6- Orchestrate</p>	<p>E1- Feel E2- Coach E3- Facilitate E4- Federate E5- Personalize E6- Deepen</p>



## 5 areas of development for your talents

For each of your Talents and Potentials, you will discover 5 axes that will enable you to become aware of them and then amplify them:

	<b>A star is born</b>	→ What is this Talent made of
	<b>What fuels your Talent</b>	→ What are the favorable conditions that allow you to exploit your Talent
	<b>What diminishes your Talent</b>	→ What factors limit the use of your Talent
	<b>The Dark Side of the Force</b>	→ What happens when you take this Talent to the extreme
	<b>May the Force be with you</b>	→ What action plan to implement to transform you Talent into Strength



## *What are the possible uses of BeHave COMPASS®?*

### *Personal effectiveness*

The BeHave COMPASS profile allows you to :

- Identify your strengths and areas for development in terms of attitudes and behaviours
- Measure the gaps between your personality and other personality types
- Identify your ability to adapt to other personality types
- Understand your limits and how you communicate under stress .

Harvard researcher and organizational psychologist Tasha Eurlish studied 5000 people over 5 years to find out : what self-awareness is, why it's important and how to cultivate it. She discovered that, although 95% of people think they are self-aware, only 10-15% are.

Does it mean that 85% of people lying to themselves?

It's not so much that they're lying to themselves. They're only deluding themselves because thinking about oneself isn't the same as knowing oneself.

It is this lack of effectiveness and the desire to give everyone a powerful personality test that motivated BeHave INTERNATIONAL to create a truly differentiating personality test.



## *What are the possible uses of BeHave COMPASS / Behave TALENTS®?*

### *Recruitment*

Our test is a complementary recruitment tool that enables you to assess candidates' soft skills, motivations and attitudes.

These tools are becoming increasingly popular with companies, as they aim to better understand the psychology of candidates, in order to avoid costly casting errors. Indeed, a candidate's personality and soft skills play a major role in a recruiter's decision.

Our test assesses the match between a candidate's personality and the expectations of the position to be filled and the company.

A survey of 309 French recruiters carried out by the newspaper "Le monde" shows that, for the same level of training, it is the candidates "best equipped with human qualities" who are most likely to be selected, rather than those with the best education.

Albandea and Giret (2016) have studied "the impact of soft skills on the job market in France. Their study, published by CEREQ, shows that young Master's graduates are better paid if they possess certain interpersonal and social skills, including perseverance, self-esteem, risk-taking and communication. These particular skills influence not only salary levels, but also the integration and satisfaction of young graduates. This study shows that soft skills play an important role in predicting better performance.



## *What are the possible uses of Behave TALENTS®?*

### *Internal mobility :*

Soft skills will be at the heart of tomorrow's professions. HR departments are starting to anticipate these needs today. But it's not that simple. Only 41% of organizations have succeeded in setting up systems for integrating and measuring these skills.

To overcome these difficulties and meet tomorrow's requirements, 49% of European companies are focusing both on recruiting new employees with soft skills and on training existing employees (MC KINSEY INSTITUTE: skill shift automation and the future of the workforce ).

The first aim of internal mobility is to enable the organization to adapt its resources to its needs. The second is to develop intra-organizational knowledge transfer, which is a source of sustainable competitive advantage.

According to a survey of 2,000 people carried out by Mercer, almost one employee in three is thinking of leaving his or her company. In this case, internal mobility is a powerful tool for retaining employees, when it translates into attractive career paths.

With its 25 Talents, the BeHave test is a powerful "Soft-Skills" assessment tool that allows you to implement internal mobility by :

- ➔ Developing learning and nurturing employees' intrinsic motivation..
- ➔ Making Talent more visible, transferable and sharable within your organization.



## *What are the possible uses of Behave TALENTS®?*

### *Training and transformation of Talents into Forces*

According to Deloitte's HR Trends 2019 study, there are important economic reasons for companies to prioritize internal talent mobility. Looking at companies with the fastest annual growth (over 10%), Deloitte found that twice as many of them had excellent internal talent mobility programs than those with no growth.

Yet over 50% of those surveyed by Deloitte admitted that "it is easier for an employee to find work outside the company than inside". Jaime Fall, Director of The Aspen Institute's UpSkill America, confirms that numerous surveys show that Millennials and Generation Z employees leave their jobs when they feel their employer is not investing enough in their training.

BeHave COMPASS / BeHave TALENTS® is an essential tool to help you set up training programs designed to :

1) Reveal Talents

2) Uncover Potentials

3) Amplify their Talents into Strengths

# *What are the possible uses of BeHave COMPASS / Behave TALENTS®?*

## *Team-Building*

Team performance is influenced by a number of factors, such as adaptability, social climate, leadership and trust. Team dynamics therefore play an important role in a team's overall performance.

BeHave TEAM® is a process that enables the group to understand the attitudes and psychological needs of each of its members.

It helps the team to better accept differences. Allows its members to see it as an opportunity to optimize its functioning and improve performance.

- . To do this, each member of the group will complete a BeHave personality test.
- . All the tests will be automatically compiled by the BeHave TEAM® tool, which will edit the different color wheels of the team: in a favorable environment, in a difficult environment and when facing opposite interlocutors...

From there, BeHave TEAM-Building can begin. It usually takes the form of a fun and productive day out.

# Quelles sont les possibilités d'utilisation de BeHave COMPASS / BeHave TALENTS®

## Team-Building

### Step 1 :

Understanding and analyzing your  
BeHave profile

### Step 3 :

- Case studies and practical exercises on :*
- ➔ *What color should I adopt to consciously match my team's culture? How can I do this?*
  - ➔ *Which colors do I prefer but which are less popular within the team?*
  - ➔ *What gifts can I bring to my team? How can I do this?*

### Step 2 :

The distribution of colors in the room.

The 3 wheels of the team :

- ➔ Team's positive dynamic position (wheel in a favorable environment).
- ➔ Team's position under stress.
- ➔ Team's negative dynamic position (what the team is struggling to be)
  - ➔ Warnings wheels
- ➔ Team's Talents and Potentials

### Step 4 :

The team action plan in 4 groups:

- ➔ The Methods group (Blue)
- ➔ The Trust group (Green)
- ➔ The Achievements group (Red)
- ➔ The Shared Vision group (Yellow)