

First day of practice

# BECOME A MAP & MATCH COACH EXPERT

## THE MODEL AND THE T5™ PROFIL



# PROGRAM OF THE DAY

**Round table and reminder of the programme**

**Key points of the digital modules**

**The approach and the model**

**The 20 T5™ talents**

**The creation of individual value**

**The approach to problems**

**Debriefing intro exercise (presentation of the approach)**

**Preparing and debriefing an individual profile**

**Practical exercises**

**Unique T5, surprising irritant, several triangles,...**

**Full debriefing with observer**

**Conclusion**

# ROUND TABLE



# MAP & MATCH TEAM



Fazila RIALLAND  
*Managing Director*  
**Business  
Development**



Margaux GRISARD  
*CEO - Co-Founder*  
**Organisation Finance  
Delivery**



Laurent CUENET  
*CTO*  
**Tech & Product**



Chloé CARLIER  
*Digital Marketing &  
Communication*



Valérie JONES  
*Director*  
*map & match Academy*



Juliette MESSEANT  
*Customer Success Manager*



Frédéric TOMASI  
*Lead Software engineer*

# REMINDER OF THE PROGRAM

✓ E-Learning Module 1 ➡ S-2 before Day 1

✓ E-Learning Module 2 ➡ S-2 before Day 1

👉 📌 **Module 3 Practice Individual profile in group Day 1 with the trainer**

⌚ E-Learning Module 4 ➡ D+1 before Day 2

⌚ E-Learning Module 5 ➡ D+1 before Day 2

📌 Module 6 Practice Group profile & group characterisations Day 2 with the trainer

⌚ E-Learning Module 7 (platform) ➡ D+1 after Day 2

⌚ E-Learning Module 8 (sales pitch) ➡ D+1 after Day 2

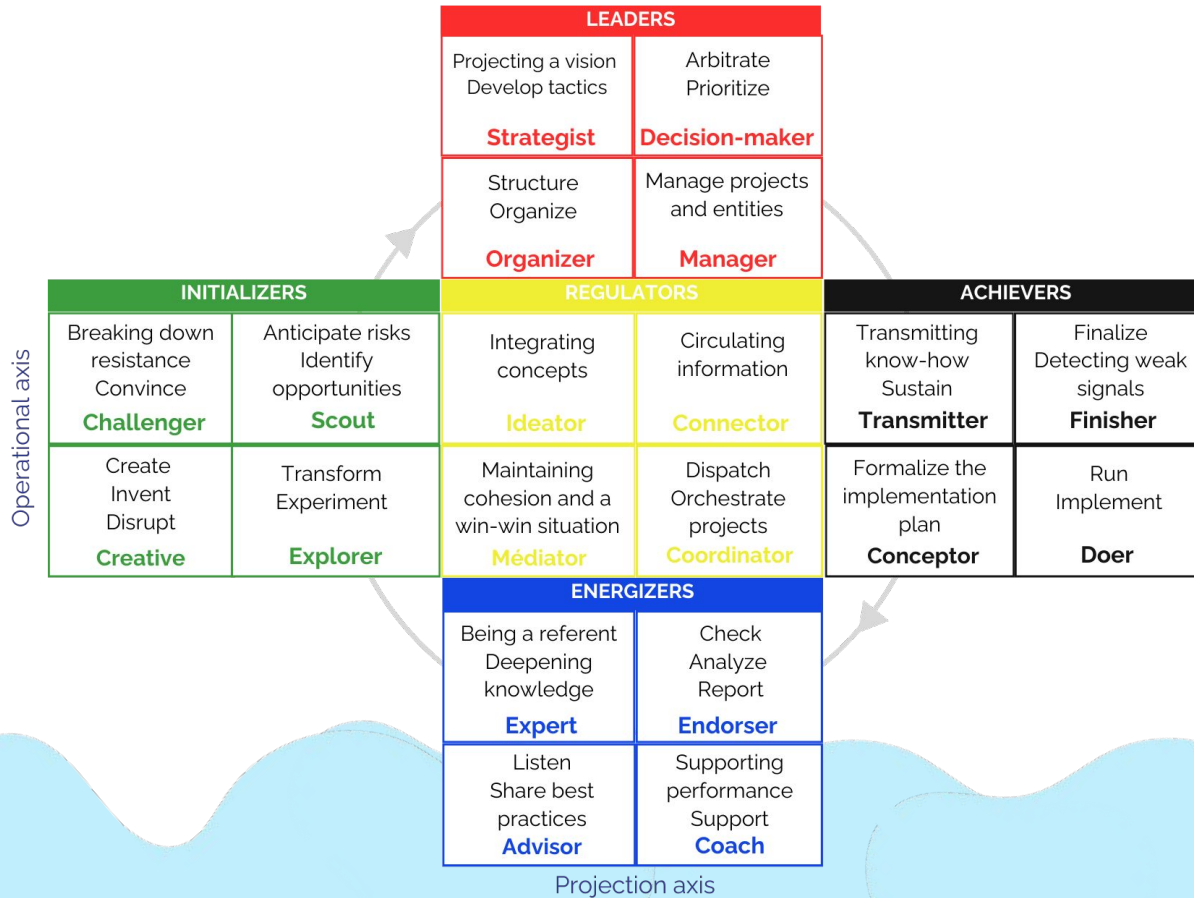
✍️ Final/validation exam (1H 1to1) ➡ In the month following Day 2



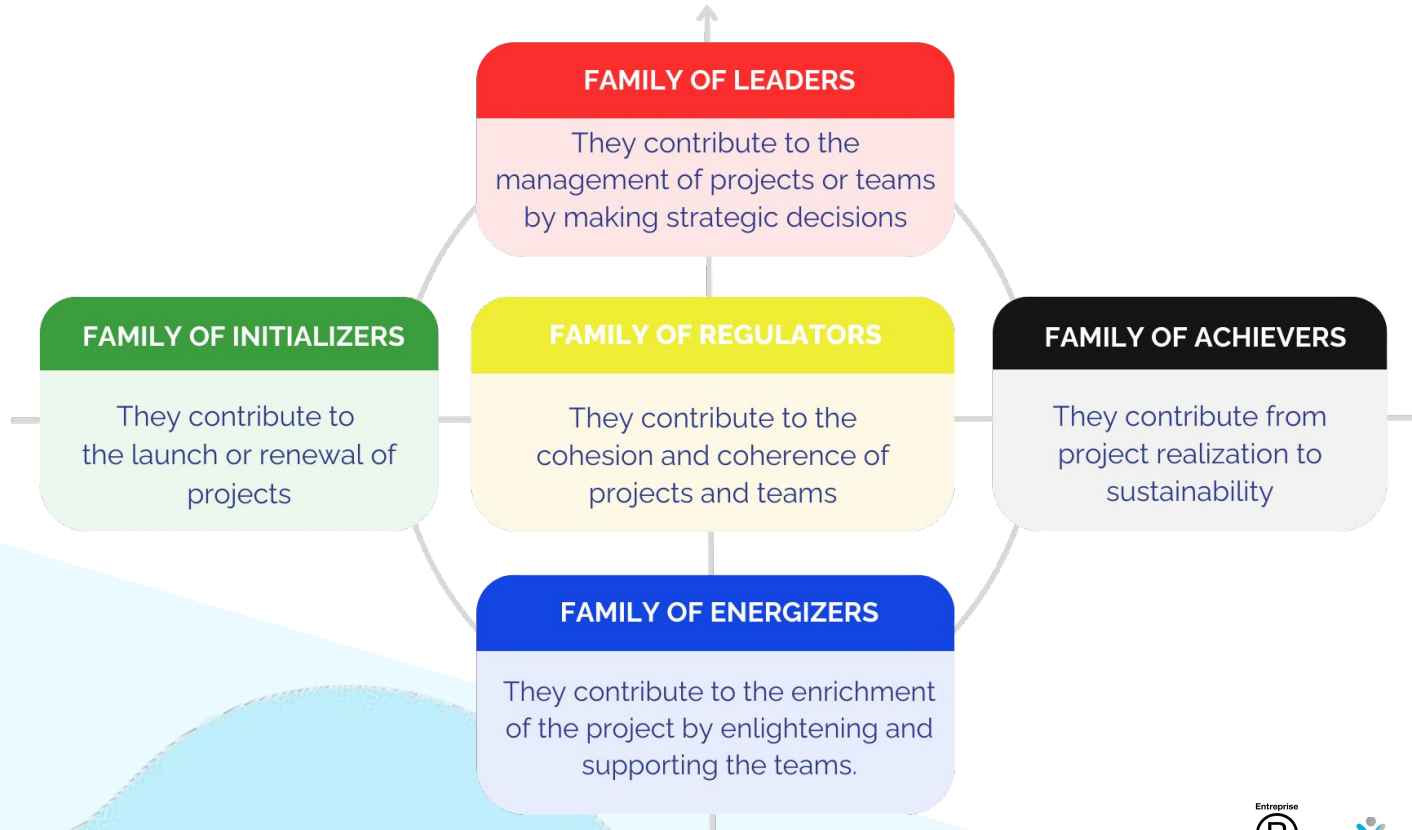
# THEORETICAL REMINDER THE MODEL



# 20 TALENTS OF THE INDIVIDUAL IN THE 5 FUNCTIONS OF A SOCIAL SYSTEM



# THE 5 FUNCTIONS OF A SOCIAL SYSTEM





# QUIZZ 5 DIMENSIONS

**What are the 5 dimensions  
of the model translated into  
"families" in the mapping of  
a profile?**

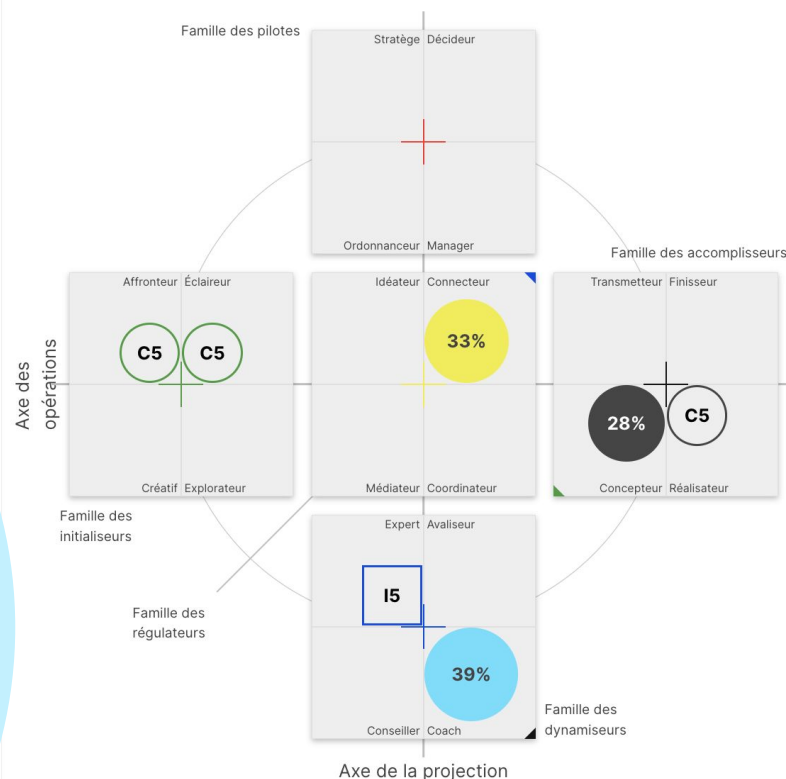
**Enter your answers  
in the chat**



# QUIZZ 5 DIMENSIONS

What are the 5 dimensions of the model translated into "families" in the mapping of a profile?

Enter your answers in the chat



# THE QUESTIONNAIRE REVEALS T5™ TALENT

constitutes **love-making**



*Appetencies are  
drivers of energy  
and value creation*

The individual profile reveals how each person spontaneously contributes to the creation of value

- in their day-to-day work
- complementing the other members of the team to achieve common objectives

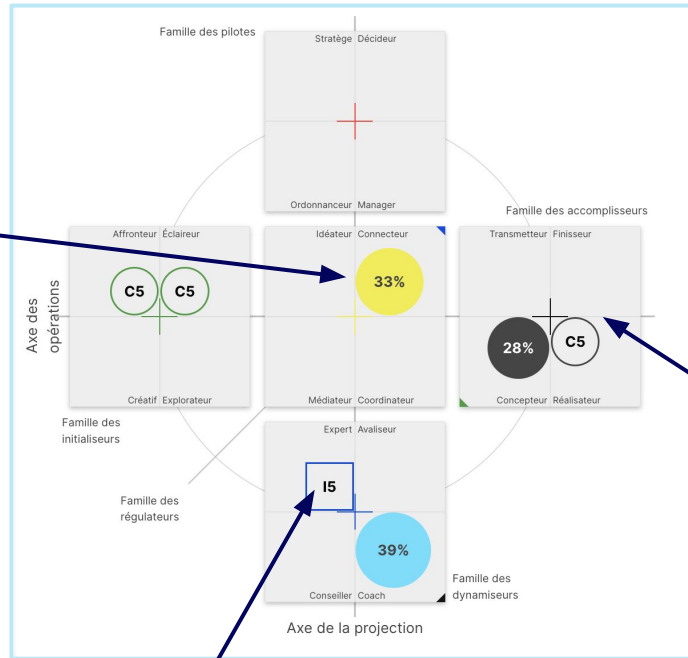
# T5™ TALENTS OF PLEASURE OF DOING



## T5™ Talents

*These T5™ talents are stable over time.*

- They're the ones we tend to rely on **in times of difficulty**
- They're the ones we focus on developing as **we grow** professionally



## C5 Talents

*They correspond to the zones of ease and comfort in which the individual likes to live.*

- They are part of the individual's personality.
- They can generate pleasure by virtue of the **ease** with which they can be performed.
- Individuals can be entrusted with **responsibilities** and missions that fall within their C5™

## Discomfort zones I5



- They can be a source of **stress** and frustration
- They are easily avoided, **procrastinated** or delegated
- They are **not** areas of **incompetence**

Do not expect pleasure or excellence because they **consume energy**.

# TRUE - FALSE

## T5 / C5 / I5

**T5s are behavioural skills**

**T5s are linked to the pleasures of doing things like C5s**

**C5s are DNA**

**C5s are talents that are activated over time**

**I5s are innate talents**



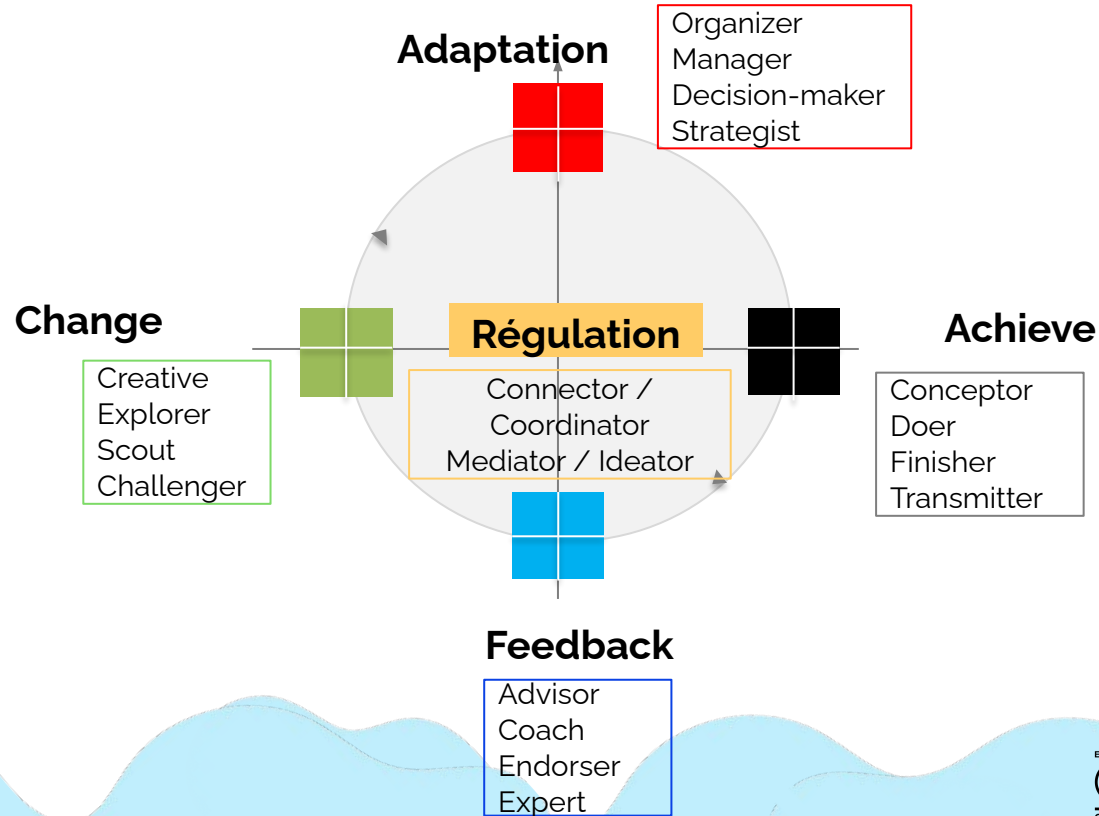


# THE 3 KEYS TO READING AN INDIVIDUAL PROFILE

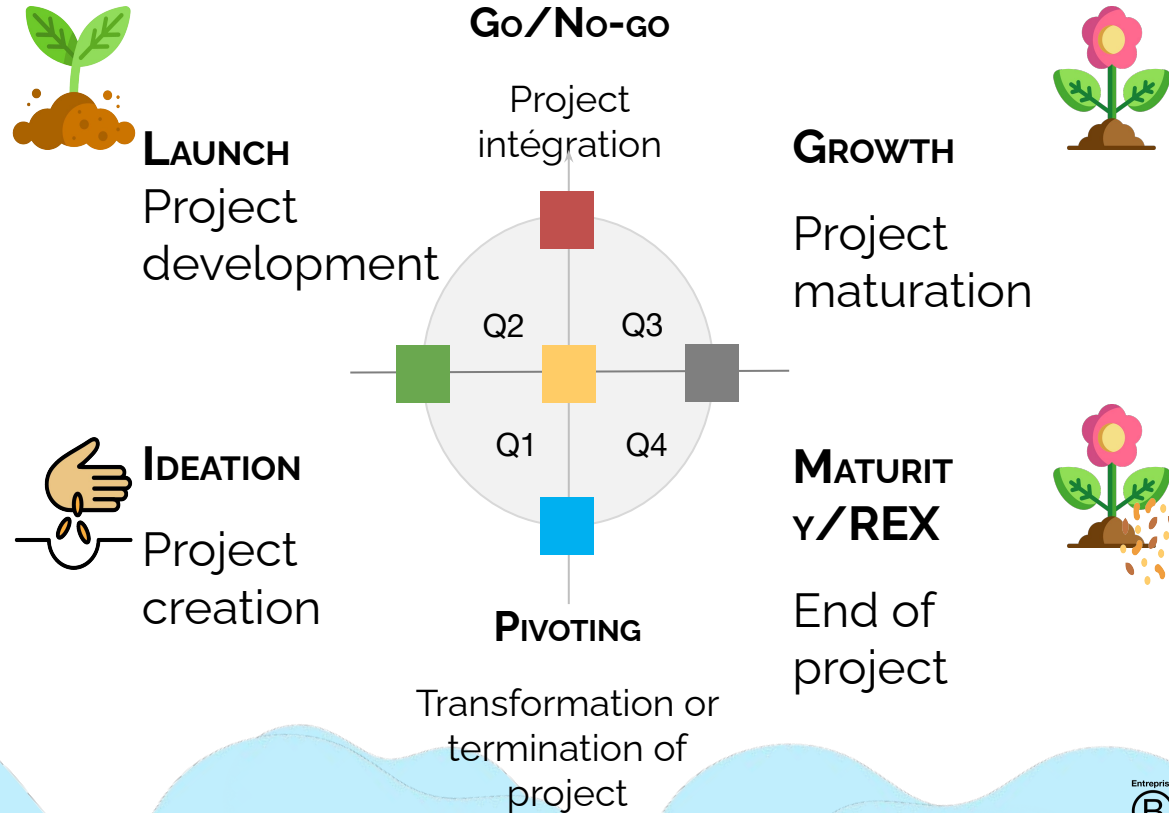
Talent (T5™, C5 and I5)  
The value creation cycle  
Decision-making (triangles)



# THE 20 TALENTS OF THE INDIVIDUAL IN THE 5 SYSTEM FUNCTIONS

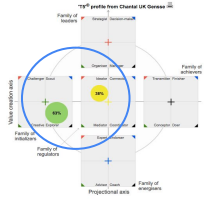


# VALUE CREATION STAGES





# HOW TO APPROACH PROBLEMS TRIANGLES AND THEIR DEFINITION



## T5 viewing height

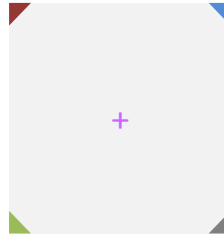
**Cognitive=**

- Outline
- Overview/dezoom
- Summary

## T5 exploratory

**Cognitive=**

- Abstract path
- Tracks exploration
- Alternative scenarios



## T5 Analyze

**Cognitive =**

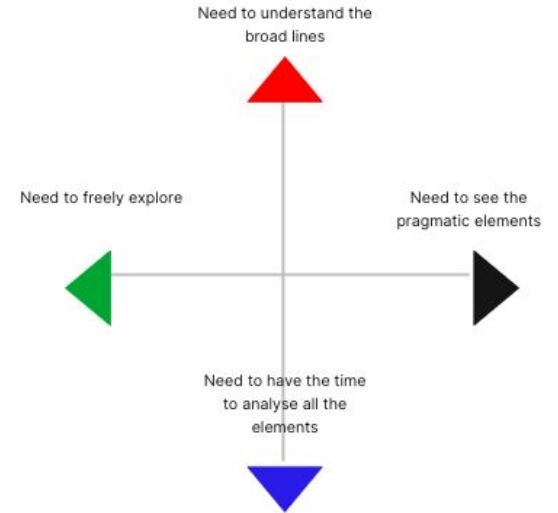
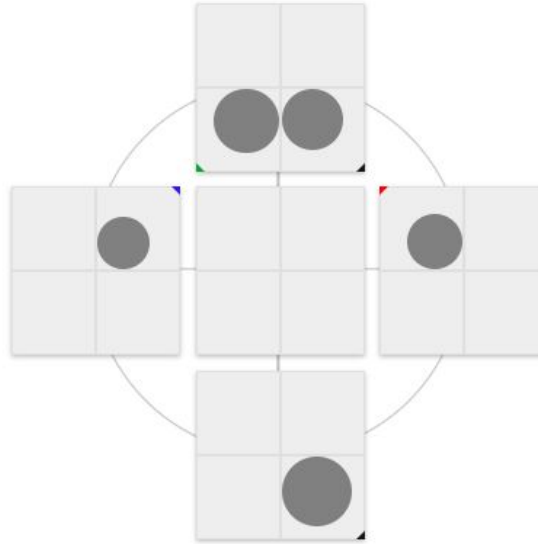
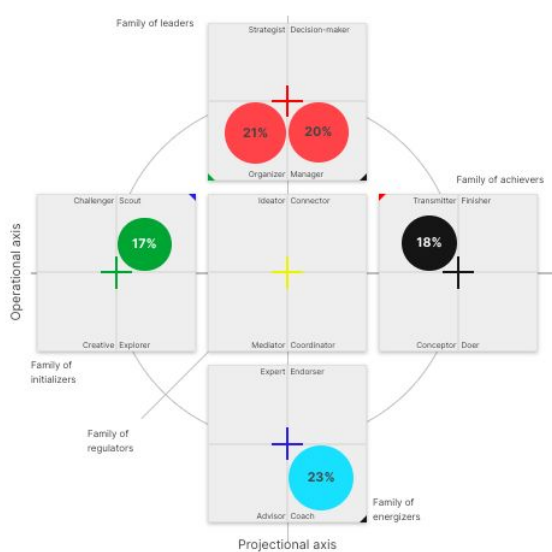
- Documenting
- Availability of elements
- Analysis time needed

## T5 pragmatism

**Cognitive=**

- Pragmatic path
- Orderly
- Focus on feasibility

# HOW TO APPROACH PROBLEMS TRIANGLES AND THEIR DEFINITION





# PRESENT THE MAP & MATCH METHOD



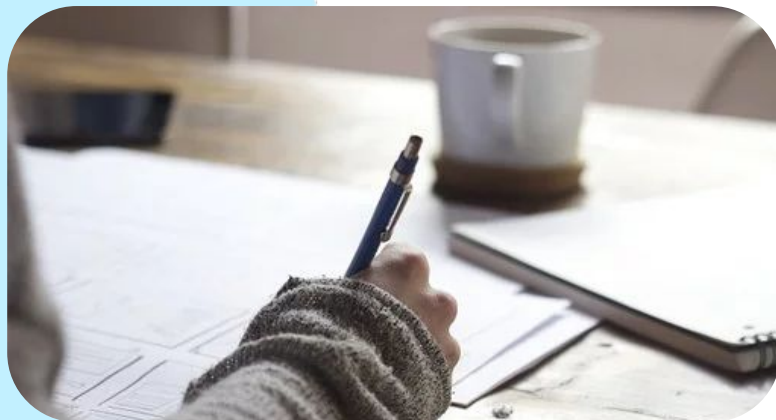
# REFORMULATION EXERCISE

**As an introduction to an individual debriefing, you need to feel at ease and be up to speed with the presentation of the key points**

Take 10 minutes to prepare these key points by making them your own

Present map & match in 5 minutes:

- systemic approach
- dynamics and talent
- "love to make" and performance
- complementarity
- how the team works





# DEBRIEF AN INDIVIDUAL PROFILE



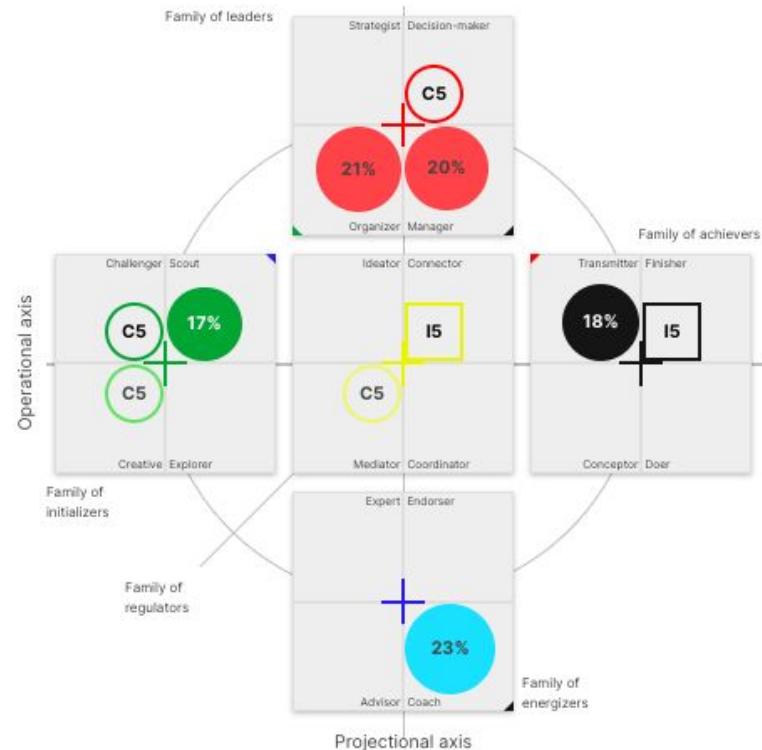
# APPROPRIATION

## Let's go back to the e-learning module exercise

The HR Director would like to have the outline of Alice's debriefing.

This should include :

- Alice's stage in the value-creation cycle
- Her talents (in reading order)
- Activated triangles



# APPROPRIATION

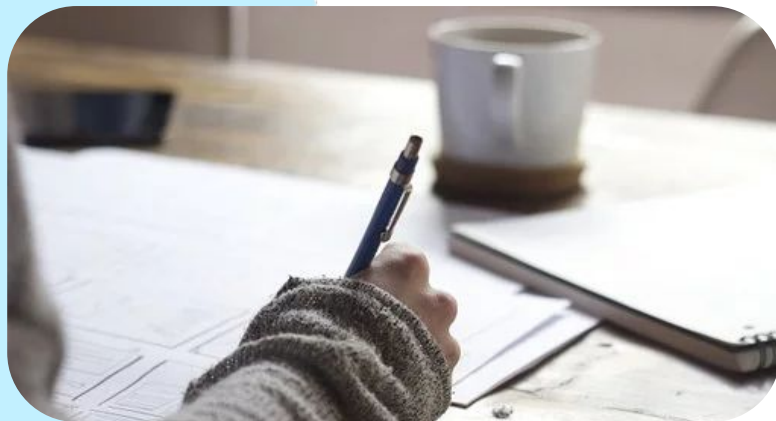
**Take 15 minutes to read a colleague's full profile**

Debrief this person in **30 minutes**:

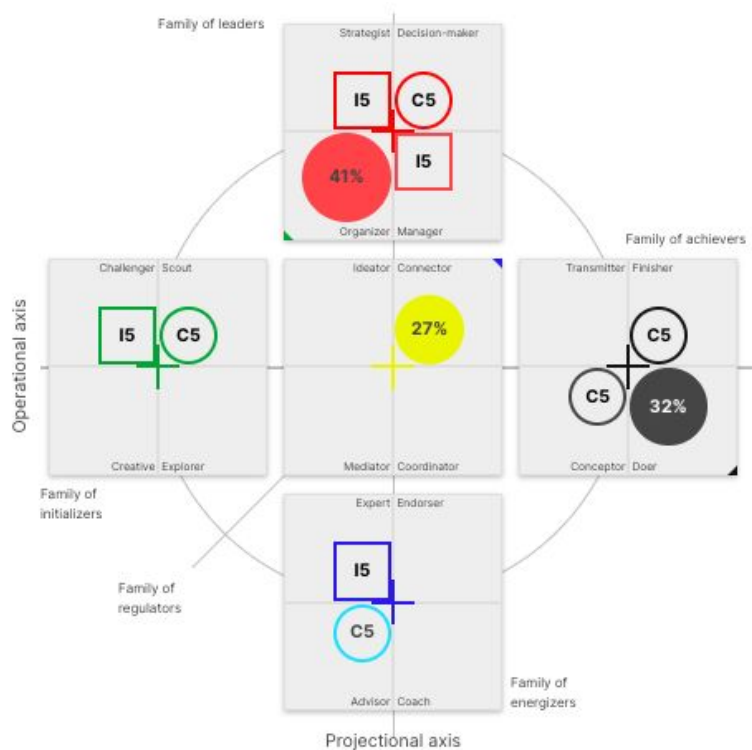
- talent (T5 C5 and I5)
- contribution to value creation
- decision-making

Gather feedback in 5 minutes

Reverse the roles

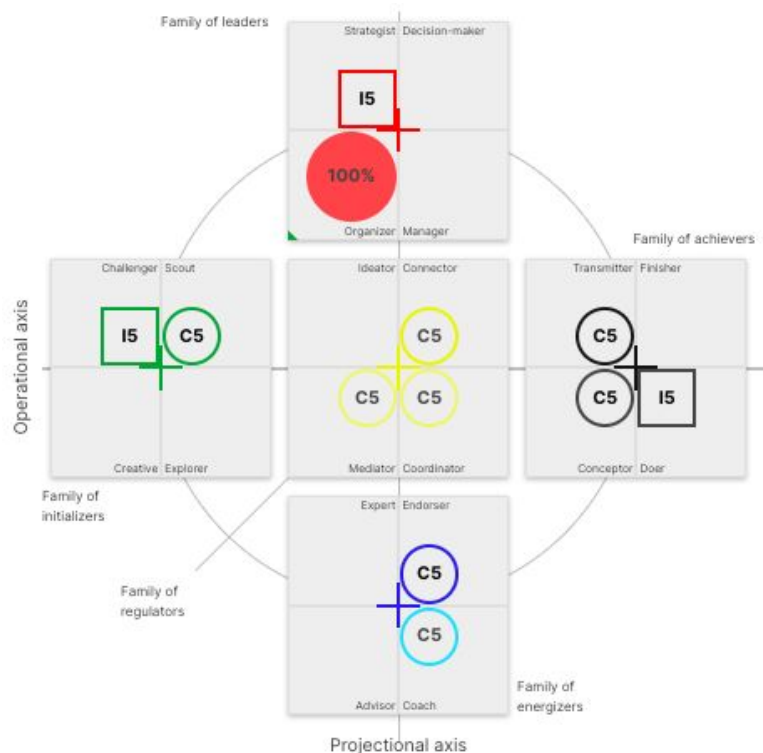


# EXERCISE I5 AND C5 IN THE SAME DYNAMIC

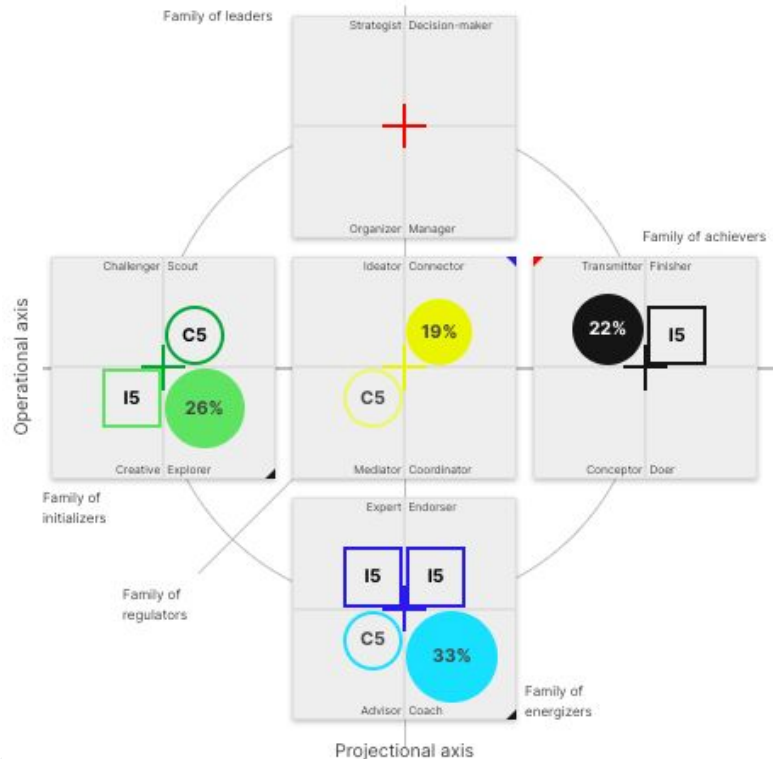




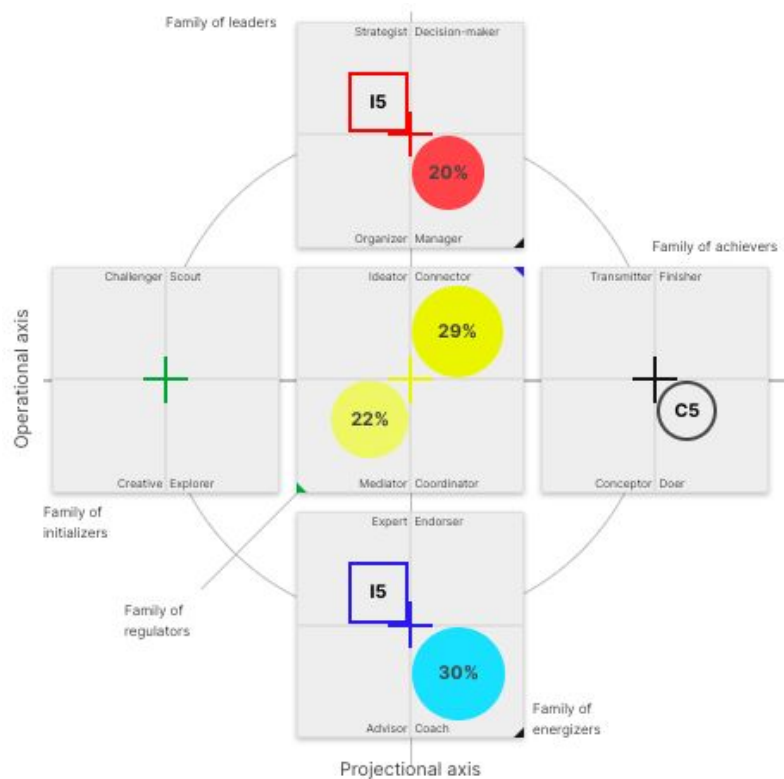
# EXERCISE IN READING A SINGLE PROFILE



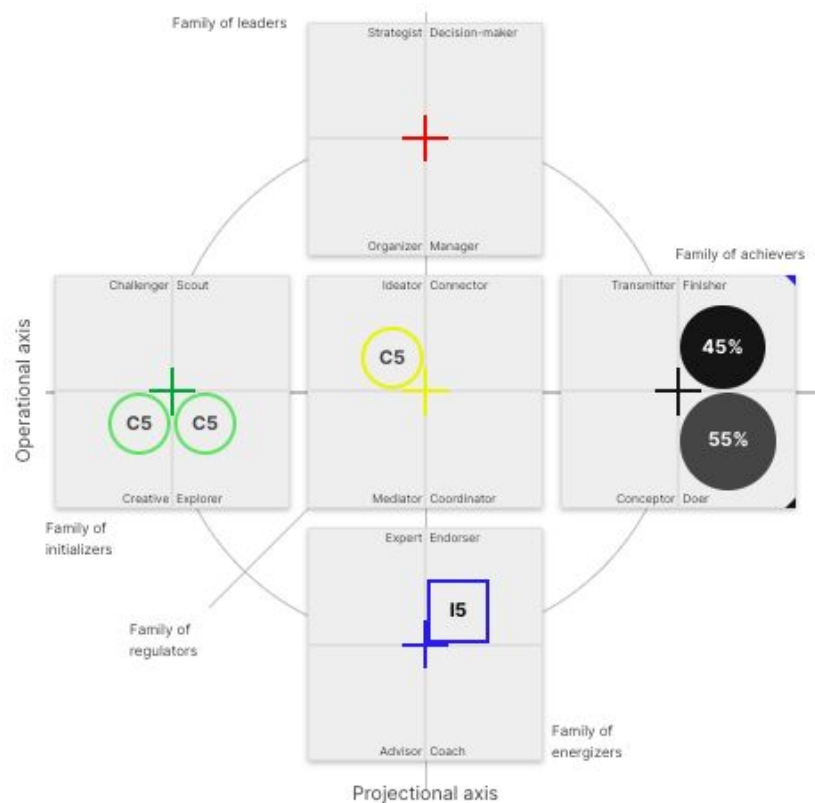
# EXERCISE DISCOMFORT AND TRIANGLE OF THE SAME COLOUR



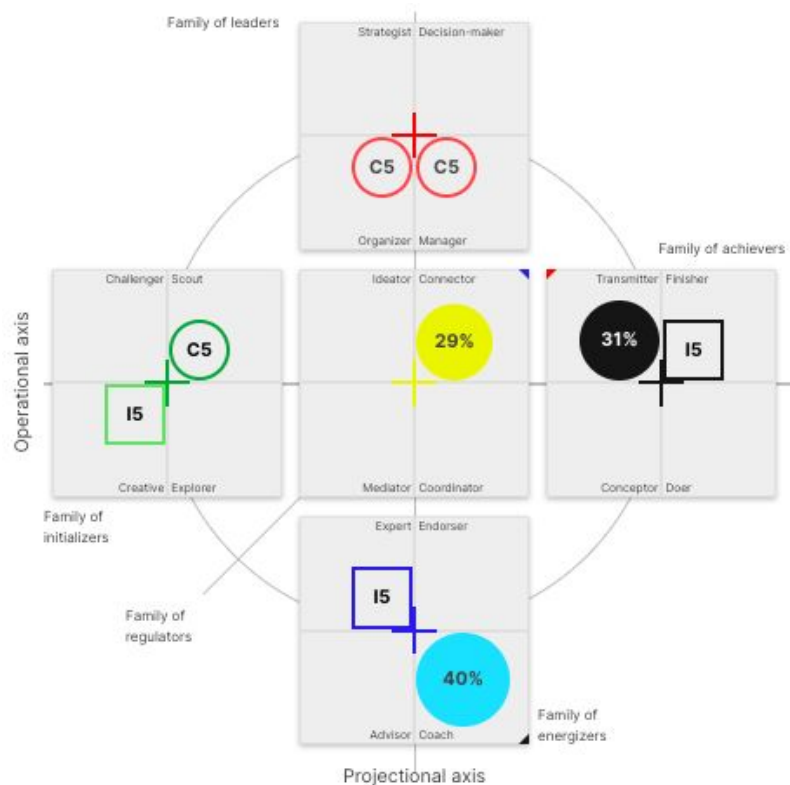
# LEADER WITH STRATEGIST DISCOMFORT



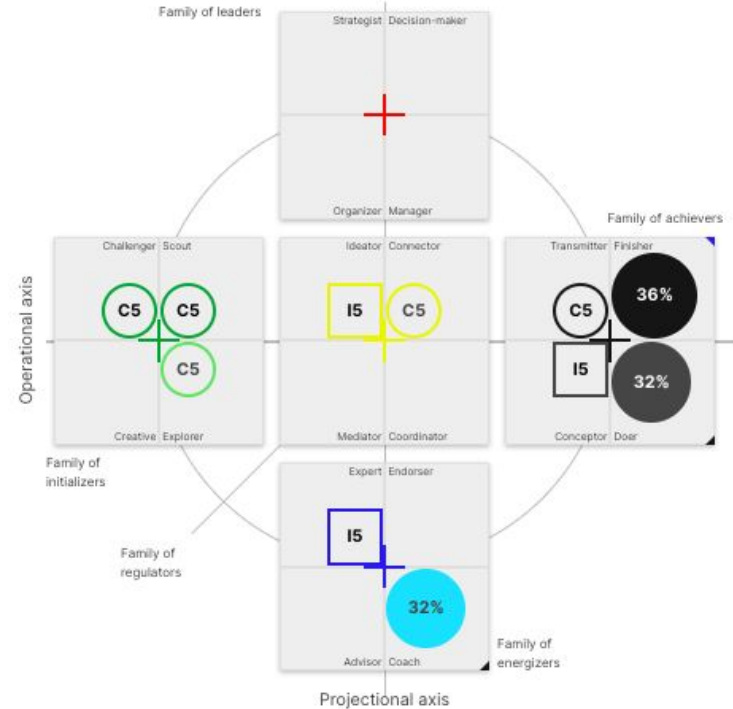
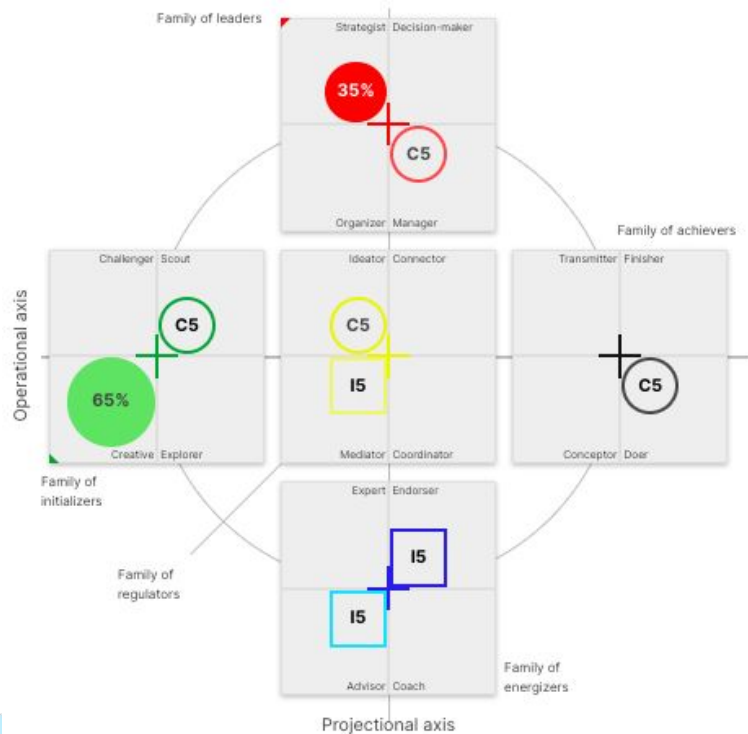
# CANDIDATE 1: INTERNATIONAL RELATIONS DEPARTMENT



# CANDIDATE 2: INTERNATIONAL RELATIONS DEPARTMENT



# THE COMPLEMENTARY NATURE OF THE 2 LEADERS' DECISION-MAKING PROCESSES





# CONCLUSION



# WHAT WILL YOU TAKE AWAY FROM THE DAY?



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# THANK YOU!

