

The 20 talents of the pleasure of doing

The Engery Skills

- They are **motors of our fulfillment**
- They are a possible **source of leadership**
- They are the individual contribution to the **collective performance**

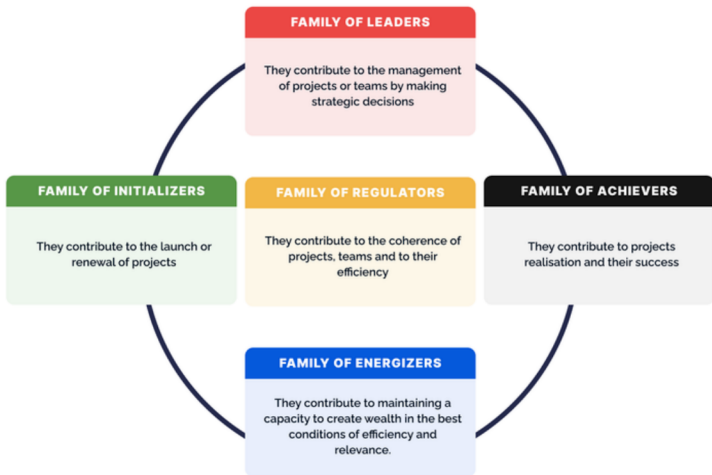


Scan to discover
"a new way of working together"



5 Families of Talents

essential dynamics of development and collective performance





CREATIVE

They are at the origin of the changes and like to participate in the first phase of creation or renewal of projects through their creativity.



Their driving force

Making use of their inventiveness and imagination starting from a blank sheet.



Their assets

They imagine all the possibilities, they allow situations that seem immutable to evolve.



Their questions

How to do differently?



We recognize them

By their desire to think outside the box, whether they are invited to do so or not, and their spirit of independence.





EXPLORER

They explore, experiment, discover, transform an existing situation.



Their driving force

Transforming and taking a fresh look at what already exists.



Their assets

They contribute to the renewal of projects.



Their questions

How do you create something new out of the old?



We recognize them

By their creativity that needs a concrete starting point to be able to express itself. Their spirit of independence.





SCOUT

They anticipate and explore new paths.



Their driving force

Showing and lighting the way.



Their assets

They allow to move from the creation to the launch phase of a project.



Their questions

What impact will this change or innovation have?



We recognize them

By their willingness to work independently and to anticipate in the short term.





CHALLENGER

They provoke change and transform the idea into an experience.



Their driving force

Meeting challenges.



Their assets

They find the simplest solutions to difficult situations.



Their questions

How to break down barriers? What will be the next challenge?



We recognize them

By the pleasure they have in engaging in new projects.





CONCEPTOR

They plan and develop the processes and methods needed for the realization or industrialization of a project.



Their driving force

Giving shape to an idea or an innovation.



Their assets

They design and manage to anchor an innovation in the company reality.



Their questions

How to do it? What is the roadmap of the realization?



We recognize them

By the planning and preparation of actions and teams before embarking on the implementation phase.





DOER

They carry out the projects and bring them to fruition.



Their driving force

Being in action, executing, getting results...



Their assets

They are players and at the heart of the realization of projects or actions.



Their questions

What to do?



We recognize them

By their pragmatism and the quantity and/or the quality of their execution.





TRANSMITTER

They ensure the sustainability of projects, processes or know-how.



Their driving force

Helping others to grow through the transmission of knowledge.



Their assets

They identify the processes and know-how that are essential to the richness of the project and actions.



Their questions

What do I have to pass on to capitalize what has been realized or conceived?



We recognize them

By their pedagogical sense and the relevance of their transmission.





FINISHER

They finalize actions or projects by striving for quality and excellence.



Their driving force

Finalizing the project, leading it to a higher level of success.



Their assets

They are able to detect weak signals and hidden information which reveal improvement opportunities.



Their questions

How to do better?



We recognize them

By their high standards and their continuous search for improvement.





ENDORSER

They analyze, assess and offer feedback in order to accompany performance.



Their driving force

Analyzing in details and building an opinion to share.



Their assets

They push the team to benefit from feedback.



Their questions

How to do better? More accurately? More efficiently?



We recognize them

By their constant constructive criticism.





COACH

They contribute and support the creation of wealth by helping employees and teams to grow.



Their driving force

Seeking performance by enabling everyone to find the means to meet their challenges.



Their assets

They enable progress and performance through hands-on management.



Their questions

How can we support people and collective intelligence to help them progress?



We recognize them

By their search for efficiency, their willingness to encourage without judgment.





ADVISOR

They contribute and support performance by sharing their experience.



Their driving force

Listening and sharing advice and experience.



Their assets

They allow performance progress through dialog and best practice sharing.



Their questions

What in my experience would allow others or the project to grow?



We recognize them

By their perspective and ability to express themselves through advice rather than teaching.





EXPERT

They contribute and support the creation of wealth through knowledge and expertise.



Their driving force

Deepening their knowledge on specific subjects in order to be considered as a reference in these fields.



Their assets

They enrich the team or project, including in its creation phase, with knowledge and expertise.



Their questions

On what subject should we develop expertise and knowledge to enrich the company or project?



We recognize them

By their position as a reference helping to distill knowledge and know-how for increased efficiency and relevance.





ORGANIZER

They contribute to the management of projects or entities through organization and structuring.



Their driving force

Embracing organization and processes in a global vision.



Their assets

They find adaptive solutions to organizational issues.



Their questions

Which organization or process to implement for greater efficiency?



We recognize them

By their efficiency in structuring the project or the team.





MANAGER

They contribute to the piloting of projects or entities through the management of the project itself or of the team.



Their driving force

Managing projects.



Their assets

They position themselves as true project or team leaders.



Their questions

How to manage or delegate for more results?



We recognize them

By their sense of commitment for themselves and their teams to achieve results.





DECISION-MAKER

They contribute to the management of projects or entities through arbitration and adjudication.



Their driving force

Weighing odds, moving forward, choosing or abandoning certain paths in favor of others.



Their assets

They exercise a natural leadership authority and spontaneously assume the risks associated with their choices.



Their questions

Which path to choose?



We recognize them

By their quick decisions in a project.





STRATEGIST

They give meaning and vision to projects or entities.



Their driving force

Drawing and projecting projects and actions outlines.



Their assets

They search for the meaning and the long term vision of the projects.



Their questions

How to transform a vision into a path to realization?



We recognize them

By their tactical approach and sense of synthesis.





CONNECTOR

They connect individuals, teams and entities by transmitting the right level of information.



Their driving force

Being the hub of information, establishing relevant information circuits between individuals, teams or entities.



Their assets

They know how to give useful information to each player and connect projects and teams to the rest of the organization.



Their questions

How to establish the right links or connections to facilitate coherence and collaboration?



We recognize them

By facilitating linkages and communication between individual members or project.





COORDINATOR

They search for efficiency by distributing the actions to be carried out.



Their driving force

Playing the pivot of collective actions, regulating projects and orchestrating collective actions.



Their assets

They bring fluidity, timeliness, coherence and efficiency to a team or a project.



Their questions

How to coordinate actions within the team to improve efficiency?



We recognize them

By their position as operational leader of the team or project.





MEDIATOR

They strive for harmony, balance and cohesion within the team or the organization.



Their driving force

Creating interfaces between people or between people and the organization.



Their assets

They help people and projects to evolve while preserving a form of balance.



Their questions

How to create win-win relationships between individuals, entities or individuals and the organization.



We recognize them

By their search for alignment between individuals and/or teams.





IDEATOR

They play the role of an integrator of ideas or projects by creating links between concepts or objects.



Their driving force

Reflecting and providing new ideas by connecting ideas, projects or concepts.



Their assets

They contribute to the coherence of projects and teams.



Their questions

How to nourish the collective reflection by new ideas in coherence with those already given or existing projects?



We recognize them

By their willingness to combine elements where others would see no connection.

