

«PROFILE»

(Questionnaire 1)



ProfileSoft

Confiez-nous l'expertise de votre capital humain

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In voluntary answering this questionnaire, I am disclosing and conveying information that may be considered personal within the meaning of the law. I understand that the responsibility of «ProfileSoft» consists of processing the answers provided herein, for the purpose of assessing potential.

I hereby give my consent to allowing «ProfileSoft», its employees, management staff and representatives to have and process this personal information in order to evaluate potential, and I authorize them to forward the results, as the case may be,

Check off the appropriate box:

to my present employer
to a potential employer

Signature

Name (please print name)

Date

Identification

Mr. Ms.

Last name: _____

First name: _____

Address: _____

Postal code: _____

Tel.: Home: () _____

Office: () _____

Cellular: () _____

E-mail address: _____

Choose a report

Selection Profile Q1
Sales & Marketing Selection Q1 + Q2
Management & Supervision Selection Q1 + Q2
Development Profile Q1 + Q2
Performance Profile Q1 + Q2 + Q3

Language: English
French

Other product/s: _____
(specify)

Applicant (company): _____

Person to contact: _____
(please print name)

Invoice to: _____

Telephone: () _____

(postal code)

Fax: () _____

Signature: _____

E-mail address: _____



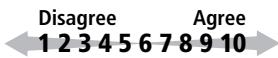
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Here are some statements made by people to describe themselves. Please read them and rate to what extent you agree or disagree.

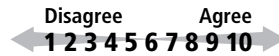
- Answer every question.
- Choose one number only for each statement.
- Answer spontaneously, based on your first impression, and once you have written answers, do not change them.



I describe myself as someone who...



- | | |
|----------------------|---|
| 1 2 3 4 5 6 7 8 9 10 | Is opportunist, self-reliant |
| 1 2 3 4 5 6 7 8 9 10 | Easily approaches strangers |
| 1 2 3 4 5 6 7 8 9 10 | Insists on quick results |
| 1 2 3 4 5 6 7 8 9 10 | Knows what he/she wants and implements changes |
| 1 2 3 4 5 6 7 8 9 10 | Thinks before acting |
| 1 2 3 4 5 6 7 8 9 10 | Is conscientious and logical |
| 1 2 3 4 5 6 7 8 9 10 | Is satisfied with a job well done |
| 1 2 3 4 5 6 7 8 9 10 | Defends a cause |
| 1 2 3 4 5 6 7 8 9 10 | Achieves results through efforts |
| 1 2 3 4 5 6 7 8 9 10 | Concentrates with intensity |
| 1 2 3 4 5 6 7 8 9 10 | Favours personal initiative |
| 1 2 3 4 5 6 7 8 9 10 | Is argumentative, provocative and goal-oriented |
| 1 2 3 4 5 6 7 8 9 10 | Can't be influenced |
| 1 2 3 4 5 6 7 8 9 10 | Dislikes pressure |
| 1 2 3 4 5 6 7 8 9 10 | Keeps his/her distance |
| 1 2 3 4 5 6 7 8 9 10 | Plans reactions and acts in moderation |
| 1 2 3 4 5 6 7 8 9 10 | Is competent and always willing to help |
| 1 2 3 4 5 6 7 8 9 10 | Has timely, appropriate comments |
| 1 2 3 4 5 6 7 8 9 10 | Is determined to succeed |
| 1 2 3 4 5 6 7 8 9 10 | Is highly regarded by others |
| 1 2 3 4 5 6 7 8 9 10 | Is always yearning for more |
| 1 2 3 4 5 6 7 8 9 10 | Is not easily swayed |
| 1 2 3 4 5 6 7 8 9 10 | Enjoys peace of mind |
| 1 2 3 4 5 6 7 8 9 10 | Likes to know everything |
| 1 2 3 4 5 6 7 8 9 10 | Is satisfied with doing repetitive tasks |
| 1 2 3 4 5 6 7 8 9 10 | Is insecure facing uncertainty |
| 1 2 3 4 5 6 7 8 9 10 | Is able to change things |
| 1 2 3 4 5 6 7 8 9 10 | Is always punctual |
| 1 2 3 4 5 6 7 8 9 10 | Takes risks |
| 1 2 3 4 5 6 7 8 9 10 | Enjoys meeting and mingling with others |



- | | |
|----------------------|--|
| 1 2 3 4 5 6 7 8 9 10 | Is quick-tempered |
| 1 2 3 4 5 6 7 8 9 10 | Takes initiative without others' support |
| 1 2 3 4 5 6 7 8 9 10 | Is dedicated, polite and concerned about others |
| 1 2 3 4 5 6 7 8 9 10 | Finds satisfaction in new ideas |
| 1 2 3 4 5 6 7 8 9 10 | Is satisfied with simple things |
| 1 2 3 4 5 6 7 8 9 10 | Tries to please |
| 1 2 3 4 5 6 7 8 9 10 | Creates own luck and anticipates problems |
| 1 2 3 4 5 6 7 8 9 10 | Never treats others harshly |
| 1 2 3 4 5 6 7 8 9 10 | Takes initiative and reacts promptly |
| 1 2 3 4 5 6 7 8 9 10 | Enjoys talking to others |
| 1 2 3 4 5 6 7 8 9 10 | Is obstinate, persistent and relentless |
| 1 2 3 4 5 6 7 8 9 10 | Is resistant and perseverant despite difficulties |
| 1 2 3 4 5 6 7 8 9 10 | Is tolerant and avoids disagreements |
| 1 2 3 4 5 6 7 8 9 10 | Is realistic and practical |
| 1 2 3 4 5 6 7 8 9 10 | Follows procedures |
| 1 2 3 4 5 6 7 8 9 10 | Is helpful |
| 1 2 3 4 5 6 7 8 9 10 | Demands continuous effort |
| 1 2 3 4 5 6 7 8 9 10 | Seeks the company of others |
| 1 2 3 4 5 6 7 8 9 10 | Gives his/her best |
| 1 2 3 4 5 6 7 8 9 10 | Doesn't like pressure |
| 1 2 3 4 5 6 7 8 9 10 | Avoids uncertain situations |
| 1 2 3 4 5 6 7 8 9 10 | Is direct and to the point |
| 1 2 3 4 5 6 7 8 9 10 | Gets along with others and tolerates disagreements |
| 1 2 3 4 5 6 7 8 9 10 | Reacts poorly to criticism |
| 1 2 3 4 5 6 7 8 9 10 | Never slanders others |
| 1 2 3 4 5 6 7 8 9 10 | Is competitive and has the will to succeed |
| 1 2 3 4 5 6 7 8 9 10 | Is sincere and honest with others |
| 1 2 3 4 5 6 7 8 9 10 | Is vigorous, alert and seeks variety |
| 1 2 3 4 5 6 7 8 9 10 | Holds to his/her own opinions |
| 1 2 3 4 5 6 7 8 9 10 | Has sense of duty and order |
| 1 2 3 4 5 6 7 8 9 10 | Is precise, realistic and enjoys mental reflection |
| 1 2 3 4 5 6 7 8 9 10 | Is unruffled and trustworthy |
| 1 2 3 4 5 6 7 8 9 10 | Keeps commitments and is supportive of others |
| 1 2 3 4 5 6 7 8 9 10 | Accepts himself/herself |
| 1 2 3 4 5 6 7 8 9 10 | Responds to clients' requests |
| 1 2 3 4 5 6 7 8 9 10 | Attracts and retain attention |
| 1 2 3 4 5 6 7 8 9 10 | Always completes work started |
| 1 2 3 4 5 6 7 8 9 10 | Is always in a hurry |
| 1 2 3 4 5 6 7 8 9 10 | Waits patiently |
| 1 2 3 4 5 6 7 8 9 10 | Is really competitive |
| 1 2 3 4 5 6 7 8 9 10 | Is always striving ahead |
| 1 2 3 4 5 6 7 8 9 10 | Is ambitious at work |
| 1 2 3 4 5 6 7 8 9 10 | Takes his/her time |
| 1 2 3 4 5 6 7 8 9 10 | Is meticulous |
| 1 2 3 4 5 6 7 8 9 10 | Always rates his/her results in quantity / quality |
| 1 2 3 4 5 6 7 8 9 10 | Never feels isolated from others |
| 1 2 3 4 5 6 7 8 9 10 | Shows interest at work |
| 1 2 3 4 5 6 7 8 9 10 | Is always satisfied |
| 1 2 3 4 5 6 7 8 9 10 | Has no mood swings |
| 1 2 3 4 5 6 7 8 9 10 | Is concerned about amount of work to be done |
| 1 2 3 4 5 6 7 8 9 10 | Is always patient |
| 1 2 3 4 5 6 7 8 9 10 | Takes things too seriously |
| 1 2 3 4 5 6 7 8 9 10 | Is critical of self and others |
| 1 2 3 4 5 6 7 8 9 10 | Believes that things happen by chance |
| 1 2 3 4 5 6 7 8 9 10 | Wants to do everything quickly |