

SWIPE - DRIVE - BRAIN

Summary

| Adish Jugee - 9/12/2025



PERSONALITY ANALYSIS

Personal style

| Personal style: Promoter

Adish Jugee comes across as someone determined and strong-minded. He is proactive and always on the lookout for suggestions and initiatives to take his work forward. He has a flexible approach to his job and can easily handle change and unexpected events. The engaging way in which he presents his ideas leaves those he talks to in little doubt - you want to follow his lead. His leadership and passion for continual progress make him an extraordinary driving force in a team.

| Main strengths

Relationship management

- He finds it easy to be assertive in his relationships, and sets the agenda.
- He adapts his speech to his audience and shows warmth.
- He tries to get his ideas across and inspires team spirit.

Work management

- He is very proactive and finds it easy to come up with new ideas.
- He adapts easily to change, and considers change positive.
- He strives for excellence and is not satisfied with the bare minimum.

Emotional management

- He tries things out and is willing to take risks.
- He radiates enthusiasm and sees the bright side of things.
- He is responsive, very energetic and has a sense of urgency.

#Assertive

#Engaging

#Respectful

#Empathetic

#Confident

#Self-driven

#Independent

#Hyperactive

#Practical

#Creative

#Agile

#Persevering

#Enterprising

#Responsive

#Enthusiastic

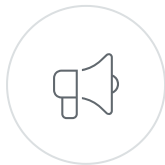
#Energizing

#Audacious

| Areas of improvement

- He could concentrate on obtaining results with established methods rather than regularly trying to rework everything.
- He could concentrate for longer on a subject and avoid, as much as possible, getting distracted from his work.
- He could leave more room for others, avoid intervening in every decision.

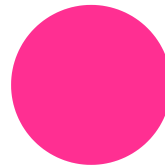
TALENT CLOUD



INFLUENCE



Build relationships



Take the lead



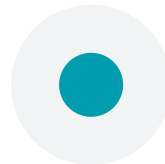
Unite and mobilize



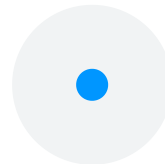
COOPERATE



Communicate with diplomacy



Provide support



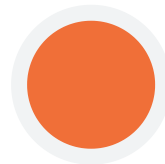
Work collaboratively



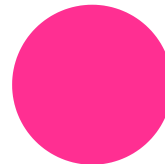
THINK



Anticipate challenges



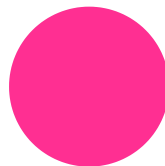
Develop a vision



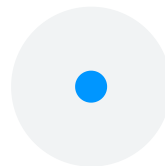
Innovate



ACT



Take initiative



Plan and organize



Inspect and improve



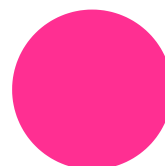
FEEL



Spread enthusiasm



React swiftly



Handle stress

- Highly developed: Higher than 80% of people
- Well developed: Higher than 60% of people
- Moderately developed: Higher than 40% of people
- Slightly developed: Lower than 60% of people
- Undeveloped: Lower than 80% of people

PERSONALITY ANALYSIS

Influence



| Build relationships

He is particularly good at:

- Spontaneously connecting with others.
- Connecting by sharing his emotions.



| Take the lead

He is particularly good at:

- Giving direction to the group.
- Trying to convince others.
- Accepting responsibility for unpopular decisions.



| Unite and mobilize

He is particularly good at:

- Displaying confidence in his relationships.
- Being confident in his positions.
- Rallying others to his cause.



PERSONALITY ANALYSIS

Cooperate



| Communicate with diplomacy

He is particularly good at:

- Adapting to the sensitivity of his interlocutor.
- Provoking debate.



| Provide support

He is particularly good at:

- Acting with altruism.
- Guiding others toward solutions.



| Work collaboratively

He is particularly good at:

- Being confident in his own positions.
- Making decisions quickly and independently.



PERSONALITY ANALYSIS

Think



| Anticipate challenges

He is particularly good at:

- Considering the impact a decision can have on others.
- Favoring action over reflection.
- Identifying opportunities for a project.



| Develop a vision

He is particularly good at:

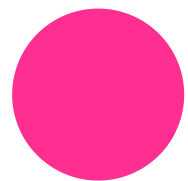
- Acting with pragmatism and reason.
- Thinking outside the box.
- Focusing on the specifics of a situation.



| Innovate

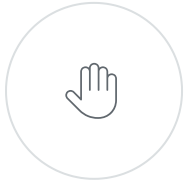
He is particularly good at:

- Proposing new and original methods.
- Challenging existing practices.



PERSONALITY ANALYSIS

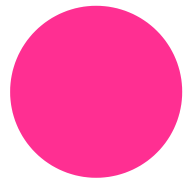
Act



| Take initiative

He is particularly good at:

- Taking initiative that goes beyond the established scope.
- Making decisions without depending on others to move forward.



| Plan and organize

He is particularly good at:

- Improvising and managing activity with flexibility.
- Easily facing the unexpected.



| Inspect and improve

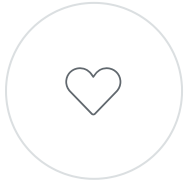
He is particularly good at:

- Aiming for exactness, being careful to check his work.
- Doing everything in his power to complete a task.



PERSONALITY ANALYSIS

Feel



| Spread enthusiasm

He is particularly good at:

- Creating a dynamic work environment.
- Expressing his feelings spontaneously.



| React swiftly

He is particularly good at:

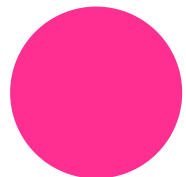
- Quickly adapting to changes.
- Being very energetic.



| Handle stress

He is particularly good at:

- Using stress as a motivator to take action.
- Getting perspective on the situation and remaining optimistic.
- Tolerating uncertainty without putting more pressure on himself.



MOTIVATION ANALYSIS

His working style

| What motivates him the most

- Having influence
- Being recognized by others
- Creating new things

| What motivates him the least

- Having autonomy
- Having an attractive salary
- Focusing on aesthetics

| How he manages his energy

Adish Jugee channels most of his energy towards taking action. His main drivers push him to act and take risks. He needs to be stimulated to maintain his interest in his activity or role. For him, stability is synonymous with boredom and weariness. It is better to give him new challenges often.

#studious

#respect

#professional

#process

#calm

#method

#concentration

#order

#serious

| The activities he prefers

Design

Design is one of the activities that highly interests Adish Jugee. He very much enjoys being able to contribute his ideas and imagine things that don't yet exist. He is reluctant, however, to devote time to design in vague contexts or without a clear framework.

Propel

Being able to instill a dynamic approach to work is a main source of fulfillment for Adish Jugee. He demonstrates high energy and conveys that energy through his work, most notably by driving others to action. He needs to see projects progress and uses his restlessness to further their advancement.

Coordinate

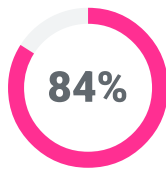
Adish Jugee is particularly motivated and invested when coordinating projects. He especially enjoys being able to work in a team to achieve concrete objectives.

MOTIVATION ANALYSIS

His management style

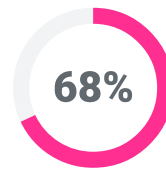
| What this means

Adish Jugee is a manager who challenges his team daily. He likes to dynamize employees, mainly through ambitious goals. In his view, a leader is someone who sets challenges tailored to each person to help them develop. He has an individual approach to management, geared towards results.



Winner

Watch and do as I do

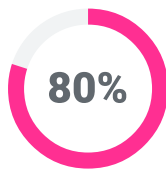


Coach

Try this

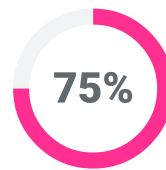
| The management style he seeks

Adish Jugee expects a manager to challenge him while providing clear directives. He is driven by results and high standards. He needs a manager who focuses on results above all else, even if the path to achieving them is difficult and demanding. He thrives on challenges and is motivated by assertive leaders.



Winner

Watch and do as I do



Directive

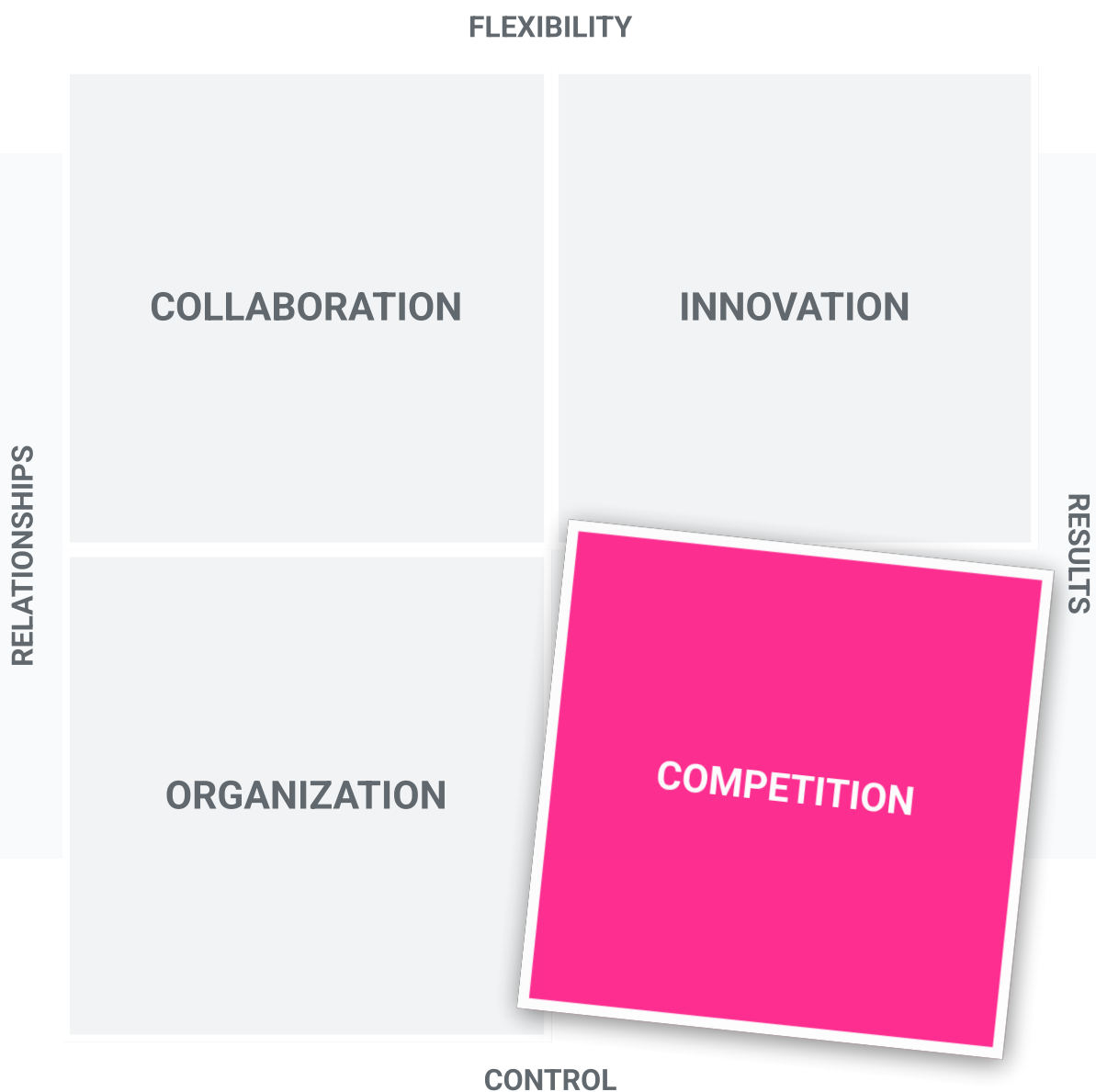
Do what I tell you

MOTIVATION ANALYSIS

The culture in which he thrives

His ideal culture

Adish Jugee thrives in structured environments that are geared towards results. He is well suited to working with strict principles and guidelines, because he relies on them as points of reference. He appreciates work contexts where the utmost is done to facilitate work and to guarantee the attainment of goals. He prefers cultures where people are evaluated on their accomplishments and their exemplary efforts. In this sense, he will be motivated by a competitive culture which provides clear rules and sets specific objectives.



APTITUDE ASSESSMENT

His way of thinking

| Decision-making: Prudent

Tendency to take the time to make the most of available resources.

| Preferred tasks: Advanced

Capacity to comprehend new and strategic subjects.

| Learning style: Innovative

Ability to easily assimilate new concepts through analysis.

| How he learns new skills and concepts

Brilliant from an intellectual point of view, Adish Jugee tends to easily assimilate foreign concepts. He is able to understand new or complex subjects without needing to put them into practice. This means he can develop his skills by researching and reading on diverse subjects. He needs to be intellectually stimulated by his work, and might get easily bored otherwise.

Adish Jugee's spontaneous nature leads him to learn by testing out concepts and techniques himself. He finds that the best way to acquire new knowledge is to first try, develop his understanding through failure, and then try again. He can sometimes lack patience. To assimilate new ideas or new knowledge, he first needs to experiment by himself.



| About

AssessFirst develops and commercializes HR assessment tools to help HR professionals and operational managers recruit better and develop the strengths and talents of their workforce.

To learn more, visit: www.assessfirst.com

| Disclaimer

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