

EDITORIAL by Félix Comby

The year 2020 has at least taught us an important lesson in wisdom: When faced with a difficult situation, it is better to accept your fate and try to make the best of it than to complain...

We have taken this lesson to heart and have developed new products and added new features to existing products in 2020, including PersProfile. Thank you, dear customers and partners from Switzerland, Europe and all over the world. Thank you for choosing Versus, its products and its people and for continuing to trust Versus...

2020 is over, long live 2021!!

PERSPROFILE 2021—Highlights !

As every year, new functions and extensions have been developed. The update can be ordered on our homepage at the beginning of January 2021. Under the following link you will find the presentation of the highlights.

[Details here](#)

NOUVEAU

PersProfile 360 is a diagnostic method conducted internally by the company's human resources department or an external consultant and consists of having a person's behaviour evaluated by their supervisor, employee, subordinate, internal or external customer.

[Details here](#)

NOUVEAU

SalesTest/Easy improves the selection of staff for sales positions. It also identifies possible training requirements based on the following criteria:

- Behavioural recognition and argumentation
- Negotiating and concluding
- Adaptation to behavioural patterns

[Details here](#)

THE COLOUR METHOD

The colour method (or pedagogy) is increasingly used in behavioural assessment tools. The colour method is very playful and makes it possible to quickly grasp a person's functioning without putting them in a strait-jacket but trying to integrate them into a colour chart with all the behavioural nuances of the individual.

The four main colours are red, yellow, green, and blue. These colours define recognisable characteristics: an individual's needs, preferences, drivers, type of vocabulary used, and general characteristics of the four main types of behaviour pattern. The base colours are not in any way indicative of an individual's skills or competence

Enterprising is shown as **red**, denoting an individual needing to exert mastery and authority over his or her environment. Objectives and results are the name of the game: performance, power, and challenges to be mastered. By definition, such a person is unstoppable: al-



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Customer satisfaction

Because you are the reason for our success, your satisfaction will always be our priority. We create value with you based on mutual trust.

Teamspirit

As each of our employees is unique, we develop in a participative dynamic that favours the exchange of knowledge to offer you innovative solutions.

Excellence

Because we are driven by passion and innovation, it is a matter of honour for us to exceed your expectations time and time again.

Versus Systems SA
1, rue Cornavin
CH-1201 Geneva
Phone +41 (0)22 741 25 66
Fax +41 (0)22 741 05 31
www.myversus.com

Hotline :
9:00—12:00 / 14:00—17:00
Phone +41 (0)22 900 19 78
support@myversus.com

WHY A PERSPROFILE CERTIFICATION?

PersProfile and JobProfile are solutions appreciated for their ease of use. Thanks to the simple and clear language of the results provided by the PersProfile and JobProfile Cloud, interpreting the results does not require any training in psychology,

Nevertheless, during the PersProfile certifications we regularly observe that participants are often very familiar with the use of psychometric instruments. They are excited to discover subtleties and clues that are useful for interpreting the candidate's results or the job profile. They do not hesitate to point out to us afterwards the satisfaction they derive from this enhanced competence in delivering results to their candidates.

Thus, the PersProfile evaluation is not the truth, but a way to discover the truth, thanks to the understanding of the functioning of its candidates.

Topics covered during the certification process include:

- better understanding of the typologies and their origins (Marston, Jung and Emotional Intelligence).
- the use of the job profile as a collection of company job functions and as a definition of the behavioural expectations of the job.
- the "state of the art" in terms of the method of delivering the results to the candidate, as recommended by the experience of our various clients over the last 20 years.
- the recognition of the candidates who have put on a mask to influence the results

For more information and certification dates contact us for more information at versus@myversus.com !

THE COLOUR METHOD

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ways in a hurry, energetic, fast, impatient, concrete. Hostile to half-measures in an approach to solutions, he or she likes to take decisions alone, as a rule, in order to keep complete control over situations.

- Deficiencies: authoritarian, aggressive, imposing his or her views.



Yellow denotes the need to **communicate** and exert an influence over his or her environment. The individual is motivated by the need to be acknowledged. He or she esteems conviviality and teamwork: decisions will generally be submitted to group review.

Pleasant, enthusiastic, sometimes exuberant, enjoying life, he or she likes to please and be amusing. Energised by action, by new projects, and by innovation, the individual motivates the environment, is generous, and full of activity.

- Deficiencies: sometimes disorganised, can tend to talk more than necessary.



Green indicates that the individual is looking for **security**, stability, and a well-defined framework in which to operate. Very conservative, wants to protect his or her personal situation, family, or workplace. Calm, thoughtful, discreet, reserved, stable, the individual is amiable and does not attempt to put him or herself forward. Complete acceptance of the professional environment. Has difficulty taking decisions without full guarantees. Is generally recognised as solid and reliable.

- Deficiencies: runs the risk of being destabilised by unexpected changes.



An **analytical** individual shows up as **blue**. His or her preference is technical perfection and the management of complicated projects subjected to strict analysis. Feels at ease with rules and regulations, procedures, technical drawings, and clear computation. Always needs to apply method. Will act at his or her own speed and cannot be moved by pressure from without. Motivated by rigorous thinking and the search for perfection. Has great respect for his or her hierarchy.

- Deficiencies: Intransigent, fears the negative effect of mistakes.

