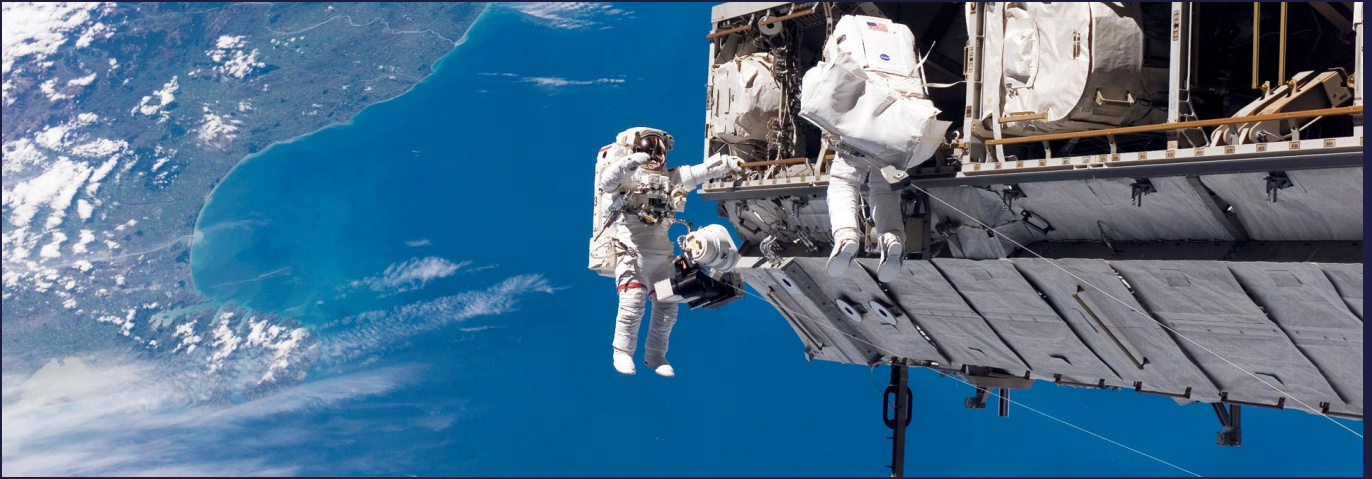




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"Intelligence plus character - that is the goal of true education"

- Martin Luther King Jr.

Your PACS Discovery® Profile: Personal Attitude and Communication Style

Person X

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Report prepared by:

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What is PACS Discovery®?

The PACS Discovery® Personality Analysis clearly maps out the main traits of human behaviour. PACS stands for “Personal Attitude and Communication Style”. It shows why people do what they do and how they interact with one another.

It makes visible why some people resist change, while others thrive on it. Why one person naturally takes the lead, while another prefers to wait and observe. Or why some need clear guidelines, while others perform best in a more flexible and creative environment.

With PACS Discovery®, you gain insight into your own style and understand better how others operate. It provides a common language and practical guidance to handle differences, making collaboration smoother and communication more effective.

What does PACS mean?

PACS stands for Personal Attitude and Communication Style. The model describes four behavioural dimensions that together form a unique profile:

- Power (red) – results-oriented and decisive
- Accuracy (blue) – structured and precise
- Communication (yellow) – expressive and enthusiastic
- Stability (green) – loyal and supportive



What does PACS measure exactly?

- P (Power – red): shows how someone solves problems and makes decisions.
- A (Accuracy – blue): indicates how someone deals with rules, agreements and procedures set by others.
- C (Communication – yellow): measures how someone convinces and inspires others.
- S (Stability – green): highlights how someone responds to change and shifts in pace.

Everyone has all four behavioural styles, but not to the same degree. Usually one or two stand out as clear preferences.

Practical examples

- The profile of a secretary often shows high levels of S and A, supporting a structured, precise and service-oriented way of working.
- A director, on the other hand, usually shows a dominant P, often combined with A or C. This explains their task focus, ability to take quick decisions and provide clear direction.

The PACS model: the relationship with the environment

The PACS model doesn't just show which behavioural style is dominant, it also highlights how people see themselves in relation to their environment.

- A (Accuracy – blue) and S (Stability – green) often perceive their environment as stronger. They adapt more easily because they feel less in control.
- P (Power – red) and C (Communication – yellow), on the other hand, generally feel stronger. They step forward confidently and act more assertively.
- P and A are more likely to see their environment as unfavourable or opposing, which makes them cautious or critical.
- C and S are more inclined to perceive their environment as positive and supportive, which makes them open and trusting.

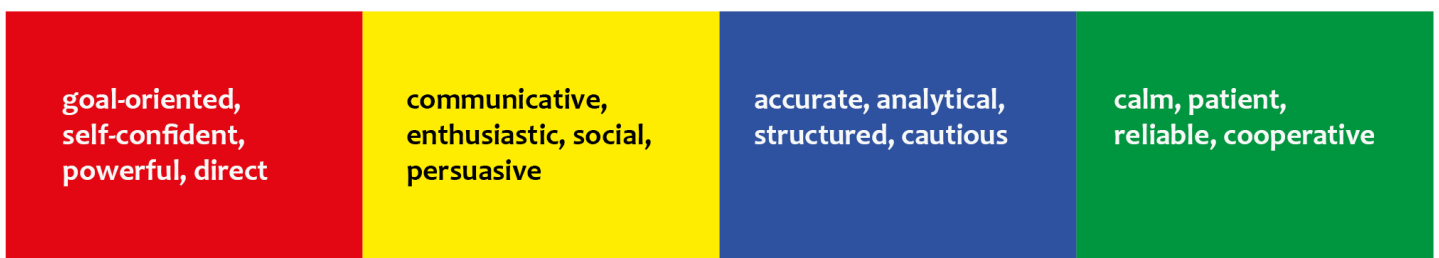


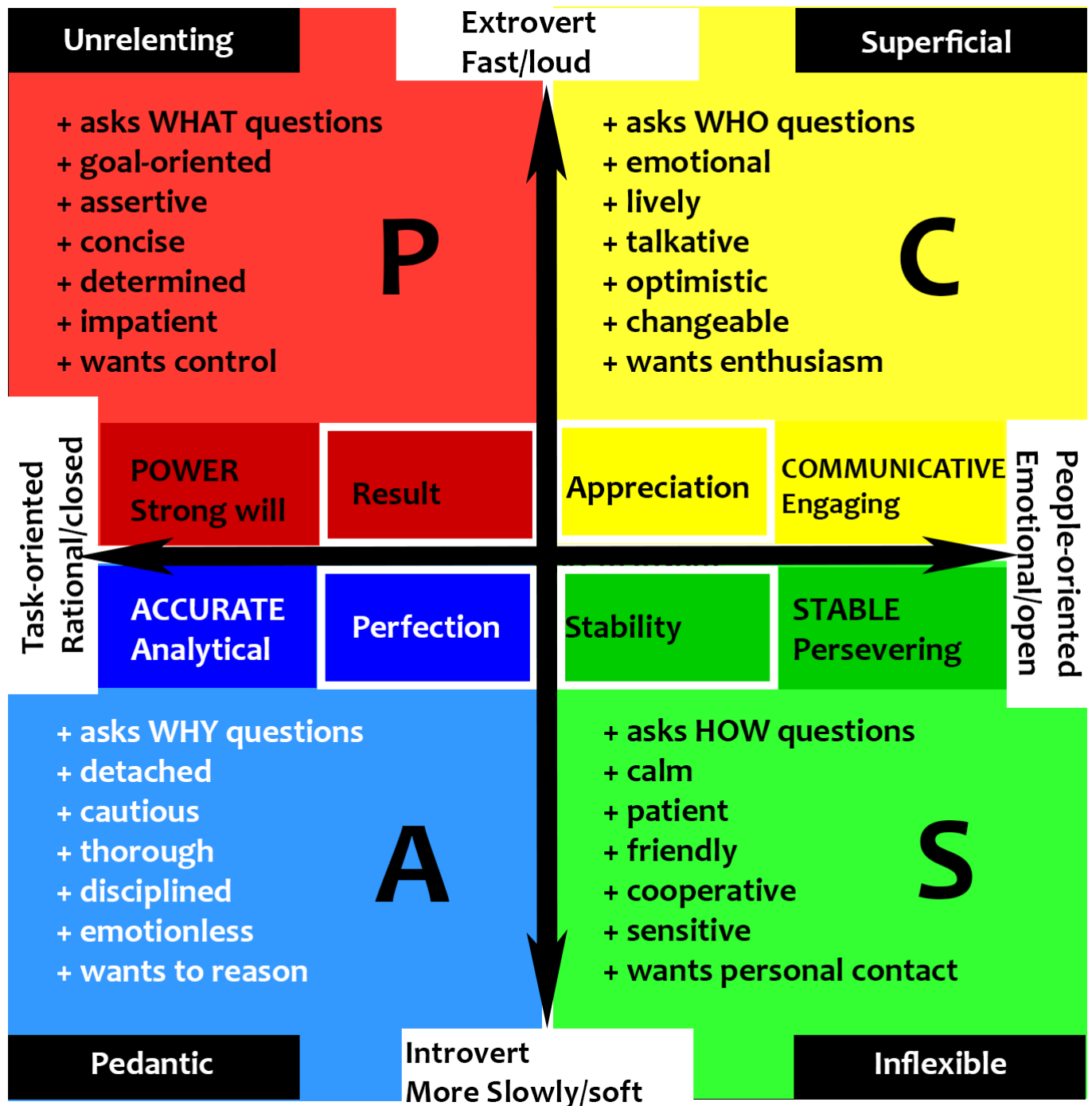
In the illustration on page 4, the PACS model is shown from a behavioural perspective.

- P (red) and C (yellow) are extraverted and quicker to act.
- A (blue) and S (green) are introverted and more thoughtful in their actions.
- P and A are mainly task-oriented, focusing on logic and results.
- C and S are more people-oriented, emphasising relationships and collaboration.

Each style also has its own driver:

- P (Power – red): primarily aims to achieve results.
- A (Accuracy – blue): strives for perfection and precision.
- C (Communication – yellow): seeks appreciation and recognition.
- S (Stability – green): desires stability and security.





Overview of your report

Phase 1 – Your personal style

In this first phase, the focus is entirely on your unique behavioural style as revealed by the PACS Discovery®. You start with the PACS graph, which provides a visual overview of your answers and shows how you behave in the workplace. Keep in mind that this picture may differ from how you react under stress (graph 2) or how you see yourself at work (graph 3), both shown on the final page of this report.

In this phase, you receive a description of the behavioural tendencies linked to your dominant dimension. The insights presented here apply only to this main dimension. The influence of other colours is discussed later, as they may either reinforce or soften this picture.

Phase 2 – Your Intensity Index

In this part, you receive a set of keywords that match your profile. These words describe traits that are characteristic of your behavioural style. Later in the report, these keywords are explained in more detail, helping you understand how they show up in your daily work and communication.

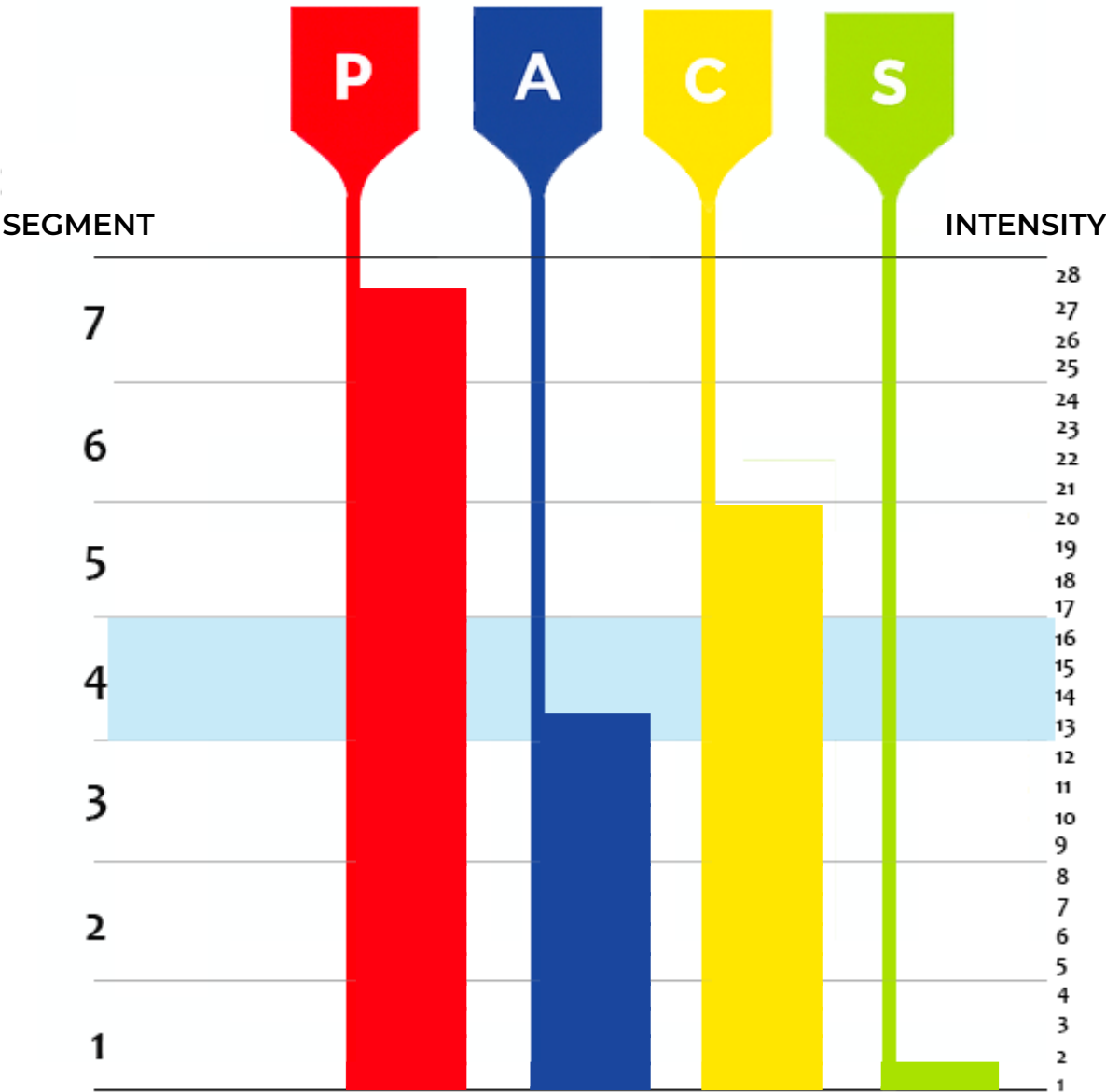
Phase 3 – The bigger picture

This phase brings together the information about your behaviour in the workplace, as shown in graph 1. You will see how the four dimensions – P, A, C and S – combine to form your profile. If your style under stress (graph 2) deviates from this picture, it should be taken into account when interpreting your results.

Final note

Remember as you read: no dimension within PACS Discovery® is better or worse than another. There are no right or wrong answers – the report simply reflects your personal way of responding to your environment.

Below you can see your PACS Discovery® graph. It shows your scores per dimension and makes visible how you behave in the workplace. Self-image and stress behaviour will be covered later in the report.



GOALGETTER

Phase 1: Your highest PACS-dimension

The insights presented here apply only to this main dimension. The influence of additional colours will be discussed later, as they may either strengthen or soften this picture.

POWER

This person's tendencies include:

- getting immediate results
- causing action
- accepting challenges
- making quick decisions
- questioning the status quo
- taking authority
- managing trouble
- solving problems

This person needs others who:

- weigh pros and cons
- calculate risks
- use caution
- structure a predictable environment
- research facts
- deliberate before deciding
- recognise the needs of others

Needs an environment with:

- power and authority
- prestige and challenge
- opportunities for individual accomplishments
- wide scope of operations
- direct answers
- opportunities for advancement
- freedom from controls and supervision
- many new and varied activities

To be more effective, this person needs:

- to receive difficult assignments
- to understand that they need people
- to base techniques on practical experience
- to receive an occasional shock
- to identify with a group
- to verbalise reasons for conclusions
- to be aware of existing sanctions
- to calm down and relax more

People with a lot of red are extraverted thinkers, driven by a strong need for control and progress. They have tremendous drive and radiate determination. Competitive, decisive and result-oriented, they often energise a group and bring forward innovative solutions.

Preferred environment

They thrive in a challenging environment, where speed, action and clear goals are central. Patience is not their strongest trait: they prefer results today rather than tomorrow.

Communication style

People with a lot of red communicate clearly, directly and to the point. They get straight to the essentials and expect the same from their counterparts. You recognise them by their firm handshake and solution-oriented approach. They value efficiency and want clarity about what is possible and what is not.

Language

Words like solutions, options, possibilities and results resonate strongly with them. Language that stresses action, speed and decision-making fits perfectly with their way of thinking and acting.

Phase 2: Your Intensity Index

Your strengths shape who you are and form the foundation of how you work and collaborate. In the four columns below, you will find keywords that best describe your behavioural style in each dimension.

P	A	C	S
28 Confident and assertive	28 Strives for high quality	28 Exuberant	28 Willing follower
27 Straightforward and clear	27 Highly precise	27 Sociable and open	27 Resigned
26 Bold and enterprising	26 Seeks facts	26 Persuasive	26 Dedicated
25 Leading and directive	25 Mediative	25 Impulsive	25 Predictable
24 Results-driven	24 Likes structure	24 Empathetic	24 Team player
23 Forceful	23 Traditional	23 Enjoys being in the spotlight	23 Peaceful
22 Cut through knots	22 Polite	22 Trusting	22 Protective
21 Proactive	21 Thorough	21 Impactful	21 Even-tempered
20 Resolved	20 Quiet thinker	20 Cheerful	20 Steady pace
19 Goal-oriented	19 Wants to improve self	19 Fun	19 Relaxed
18 Decisive	18 Thinks analytically	18 Generous	18 Shows little emotion
17 Combative	17 Sensitive to signals	17 Stable	17 Aware
16 Quick	16 Mature and balanced	16 Charming	16 Friendly
15 Autonomous	15 Aloof	15 Full of confidence	15 Consistent
14 Play it safe	14 Stands up for oneself	14 Convincing	14 Flexible
13 Self-critical	13 Self-assured	13 Attentive and observant	13 Communicative
12 Down-to-earth	12 Strong personal opinion	12 Distinguishing	12 Alert
11 Modest	11 Determined	11 Over-thinking	11 Enthusiastic
10 Practical	10 Independent thinker	10 Objective	10 Critical
9 Considered	9 Strict	9 Thinks in a structured way	9 Dissatisfied
8 Kind-hearted	8 Resolute	8 Controlled	8 Turbulent
7 Stability-seeking	7 Persistent	7 In the background	7 Impulsive
6 Conflict-avoiding	6 Independent-minded	6 Distrustful	6 Finds it hard to sit still
5 Soft	5 Creative and original	5 Realistic	5 Embrace change
4 Calm	4 Defiant	4 Self-contained	4 Seeks improvement
3 Hesitant	3 Headstrong	3 Reserved	3 Uninhibited
2 Obliging	2 Straightforward	2 Self-aware	2 Frustrated by the status quo
1 Humble	1 Speaks sharply	1 Closed	1 Entrepreneurial

On the next four pages, you will find an explanation of the words that indicate your intensity level for each PACS Discovery® dimension.

P Dimension

CONFIDENT AND ASSERTIVE

You always go straight toward your goal and aren't easily distracted.

STRAIGHTFORWARD AND CLEAR

With you, others immediately know what you mean. You are straightforward and can inspire others to speak up more about their own opinions and ideas. However, when you are too direct, you may hurt others.

BOLD AND ENTERPRISING

You are willing to take risks and boldly venture off the beaten path. This can inspire others who also wish to bring about change.

LEADING AND DIRECTIVE

You are goal-oriented and make decisions easily.

RESULTS-DRIVEN

You put considerable pressure on your colleagues to meet objectives. This can be positive when a deadline needs to be met, as long as you don't overdo it or come across as too bossy.

A Dimension

MATURE AND BALANCED

You present a calm and thoughtful demeanour, which instils confidence in others. Your mature approach helps you remain composed under pressure, adding to a stable and reliable presence.

ALOOF

You maintain a reserved demeanour, often giving an impression of distance in social settings. While this may make you seem less approachable, it helps you stay focused on your own priorities.

STANDS UP FOR ONESELF

You stand firmly and defend your opinion strongly.

SELF-ASSURED

You have a strong self-confidence that enables you to stand by your choices with conviction and strength. At times, this may impress others, yet it gives you a clear, inspiring presence.

STRONG PERSONAL OPINION

You are determined in your ideas and defend them with conviction, which is beneficial when compromises would lead to less favourable results. You communicate your opinion effectively.

DETERMINED

You work until you reach your goal and the expected results. Setbacks do not hold you back. You tackle tasks with energy. You can succeed where others give up or fail.

INDEPENDENT THINKER

You follow your own path, and group pressure doesn't affect you much. You enjoy making independent decisions and acting quickly. However, this approach risks missing out on valuable input and ideas from others.

C Dimension

ENJOYS BEING IN THE SPOTLIGHT

You consistently highlight your successes and achievements, which helps you stand out and gain recognition for your work. You often take the initiative to share your results and are not afraid to be in the spotlight.

TRUSTING

You have unwavering belief in others. You are positive by nature and see the best in everyone. However, be careful not to be too trusting.

IMPACTFUL

You are someone who knows how to motivate and energize people; you radiate energy, and others are drawn to your ideas and vision. In the workplace, you are a natural leader who inspires others to be their best selves. Sometimes, your persuasive power can lead others to follow your ideas more quickly, even if other (or better) viewpoints are worth considering.

CHEERFUL

Your cheerfulness helps you quickly feel at home everywhere, and you gladly contribute to a shared goal. However, if you never share your own opinion out of fear of coming across as unpleasant, it can seem superficial.

FUN

You are someone who easily connects with others and enjoys collaborating, making you approachable and pleasant to work with. You often take the initiative to engage colleagues, fostering a positive atmosphere in the workplace.

GENEROUS

You display a generous and supportive nature at work, always ready to help colleagues and openly share knowledge. Your generosity makes others feel valued and supported, contributing to a positive work atmosphere.

STABLE

You appear calm and composed, exuding confidence and elegance, no matter the situation. You stay poised under pressure, radiating stability that inspires others.

S Dimension

SEEKS IMPROVEMENT

You actively look for mistakes that others have overlooked and can come up with solutions.

UNINHIBITED

You enjoy being active and letting yourself be inspired. This is how your best ideas come about. You create a dynamic atmosphere while solving challenging problems. Routine can stifle your creativity and lead to frustration.

FRUSTRATED BY THE STATUS QUO

You are often looking for new ways to improve processes and work more efficiently. This drive for change can sometimes lead to frustration among colleagues who are more attached to established routines, but it also showcases your ability to think innovatively and propose valuable enhancements.

ENTREPRENEURIAL

You continually take initiative and encourage others to contribute to projects and team goals. While your enthusiasm and proactive attitude make you a driver of change, it is important to be mindful of those around you.

Positioning of the desired behaviour profile

On the next page, you will see an overview of the 15 most recognisable profile patterns within PACS. These are plotted along two axes that highlight two key aspects of behaviour: communication and decision-making.

The horizontal axis (DIRECT / INDIRECT) reflects the most visible aspect of our behaviour: how we communicate. It shows the speed and intensity with which someone expresses themselves and can be compared to the accelerator — the harder you press, the faster you go.

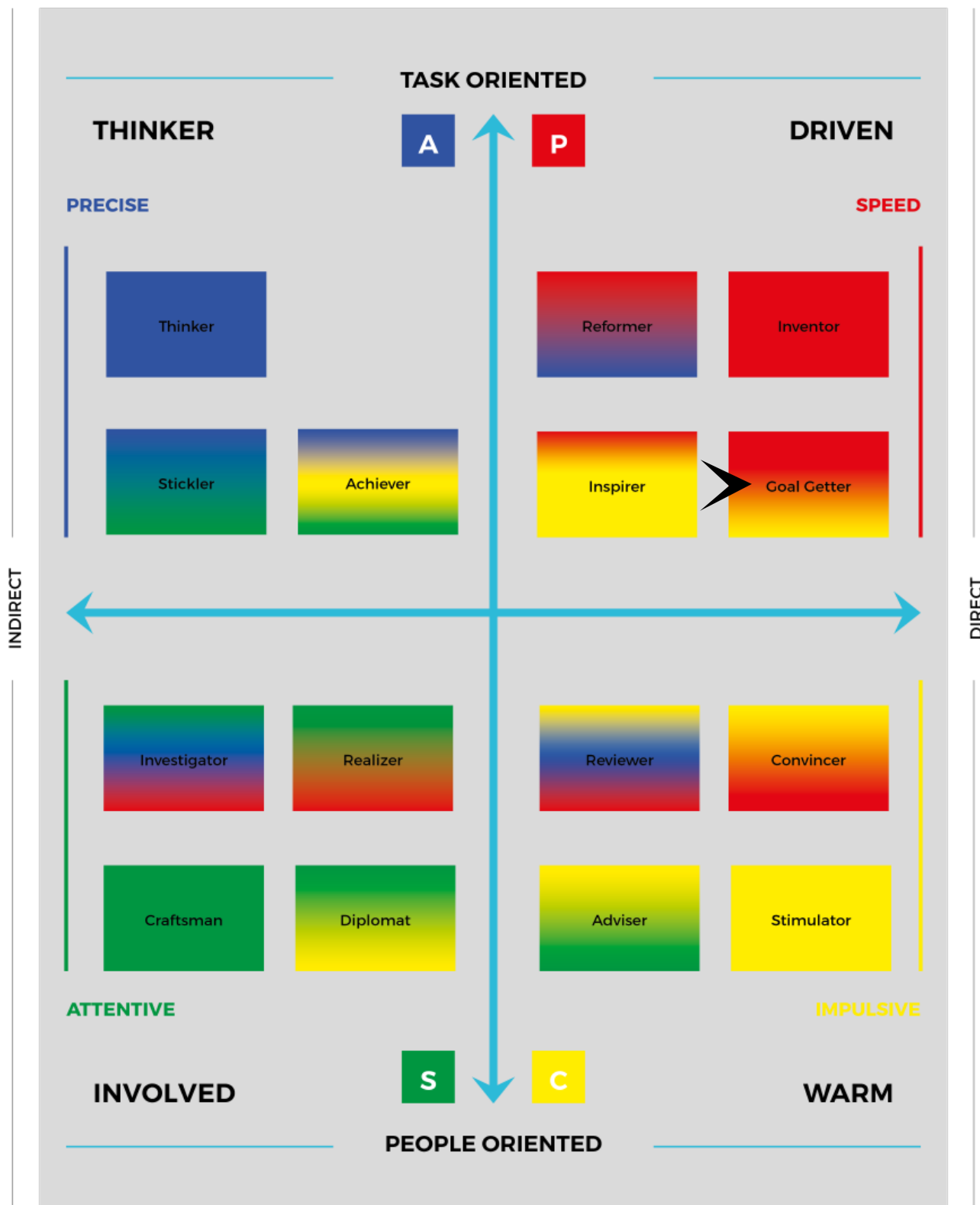
People with a more direct (extraverted) style enjoy talking about what they are doing or have done. They react quickly, are verbally active, and their body language is more prominent.

Those with a more indirect (introverted) style tend to seek certainty, information, and clear structure. They communicate more thoughtfully, take their time to reflect, and typically respond after careful consideration.

The vertical axis (TASK-ORIENTED / PEOPLE-ORIENTED) reflects the basis on which you make decisions.

If you are more task-oriented (controlling), you rely on facts, logic, and objective reasoning.

If you are more people-oriented (relating), your decisions are guided by feelings and trust in others.



Phase 3: Your Profile

With your PACS profile, you get a clear view of your drivers, your style, and the way you work with others. It shows what matters to you, what you notice in other people, and how you prefer to communicate. You also see how you respond under pressure, and where there is still room to become more effective.

Read the profile alongside the three graphs

- Graph 1. How others see you at work. Your current, visible style in the context of your team, your role and your organisation.
- Graph 2. Your natural style and your behaviour under pressure. This graph has two sides:
 - Without social influence: how you behave when you work alone and nobody expects anything of you. Your unfiltered self.
 - Under pressure: what happens when time pressure or conflict makes those adjustments fall away. This side of Graph 2 shows up on the job, in stressful moments.
- Graph 3. How you see yourself. How you currently assess your own style and strengths at work.

How to read them together

The written profile is general. How strongly it applies to you depends on how high or low your dimension values are in the graphs.

Differences between Graph 1 and Graph 2 tell you something about your context, and about talent you are not using. Do certain strengths barely show up in Graph 1 but clearly in Graph 2? Then you have them, but your work rarely asks for them. Read those as reserve.

In short

Graph 1 shows what is visible now. Graph 2 shows your natural style and what surfaces under stress. Graph 3 shows how you see yourself. Use the three together to nuance your profile, to recognise strengths you are leaving unused, and to decide where to act.

GOALGETTER

EMOTIONS

self-esteem, verbally assertive, may show individualistic behaviour

JUDGES OTHERS ON

people's ability to complete tasks quickly

VALUE TO THE ORGANISATION

highly motivated, tenacious, and determined

UNDER PRESSURE

Overly critical, resisting team participation, possibly overstepping boundaries

COULD INCREASE EFFECTIVENESS BY

explaining decisions; seeking other perspectives and ideas when solving problems; showing genuine concern for others; developing patience and modesty

OBJECTIVE

dominance, strength, and independence

INFLUENCES OTHERS THROUGH

strength of character, persistence

OVERUSE OF

impatience, win-lose competition

FEARS

working too slowly, being walked over, others taking advantage of them

Goalgetters project strong self-confidence, which some may perceive as arrogance. They actively seek opportunities to deliver results and enjoy demanding tasks, competitive settings, unique assignments and high-visibility roles. They readily take ownership — with a let-me-handle-this mindset — and often prove afterwards that they were right. They avoid constraints such as close control, time-consuming detail and routine work.

Their strong, direct style can create friction. They value independence and become restless in group activities or when teamwork slows the pace. They think and act quickly, are impatient and can be curt with those who can't keep up. They assess others mainly by their ability to deliver results quickly. Setbacks don't stop them; they step into leadership when needed, even without formal authority.

COMMUNICATION STYLE - PROFILE: GOALGETTER

People with the Goalgetter profile communicate in a targeted, clear, and no-nonsense way. Red is the core color and drives a direct, assertive, results-oriented style. Yellow is neutral to slightly present, sometimes adding warmth, optimism, and creativity, but it is never the driving force behind communication.

Green can range from completely absent (segment 1–2) to slightly present (segment 5). With green absent, the emphasis is strongly on speed, efficiency, and task focus; with slight green, there is more attention to collaboration and relational alignment.

Blue is absent to neutral (segment 1–4) and does not play a leading role in communication, so structure and attention to detail become visible only when the charts are closer to segment 4.

How is your communication generally perceived?

A Goalgetter's style is straightforward, clear, and driven.

- Red always ensures directness and decisiveness.
- When yellow is slightly present, it adds a touch of energy or persuasive power, but remains supportive.
- The presence of green determines how relational the tone is: low green makes the style more businesslike and tight; slight green adds some softness.

Tips for smooth communication

What works well:

- Communicate clearly, concisely, and concretely.
- When yellow is slightly present, allow room to activate the creative and optimistic side.
- Consider the level of green: with green absent, keep the focus on results; with slight green, also give attention to collaboration.

What doesn't work well:

- Too many detours or excessive detail (especially with low blue and low green).
- Unclear or convoluted messages.
- Unnecessarily delaying decisions, which can lead to impatience.

Summary

A Goalgetter communicates with a strong red core, complemented by neutral to slightly present yellow. Green and blue play variable, supporting roles and mainly determine how warm or structured the style appears. Depending on the charts, the tone can range from purely results-oriented to somewhat more connecting, but the focus on clarity and action is always present.

Graph 1 – General behaviour

This graph shows how you usually behave in the workplace. It reflects the behaviour visible in daily practice and what others observe in you.

Graph 2 – Natural behaviour / stress behaviour

This graph illustrates how you act when you can be fully yourself, without adapting to your environment. It also represents the behaviour that emerges under pressure or stress, when you lack the energy to control or adjust. This natural behaviour rarely changes and reflects your authentic style. Only major life events (e.g. loss, dismissal, separation) or a conscious decision for personal growth can significantly influence it.

Graph 3 – Self-image

This graph shows how you see yourself in the workplace and which behaviour you believe you need in order to perform your job well. It therefore reflects the way you adapt to the expectations of your environment.

An important difference with Graph 1: Graph 1 is about the behaviour that others observe in you, while Graph 3 represents the behaviour you believe you need to display and how you see yourself at work.

Because this is closely linked to your role, team and context, self-image can change relatively quickly. For example, when starting a new role, working with a new manager or experiencing a change in team dynamics.

Behavioural profile for Person X: Goalgetter

