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#### Research Data

Name	: Edenilson Durães De Oliveira	Document	: M-4,025,275
Company	: PATHWAYS STRATEGIC CONSULTING AND TRAINING: 3985	Dt. Creation	: 2010-08-16
Contract		Form	: TC

#### Behavioral Trend

#### NATURE OF SELF

##### General Aptitude and Outstanding Skills

Edenilson is a person of accentuated, sophisticated communication. He sells the intangible, naturally persuades people, and makes decisions on his own, with self-confidence, firmness and initiative.

He has an active impulse even more emphasized by his sense of urgency and command. With an adventurous spirit, he is fast and very active.

His entrepreneurial spirit is emphasized with his freedom, creativity and ability to take risks.

It tends to a generalist analysis and has a sharp strategic vision, with its focus on the big picture, delegating details.

Edenilson's communication, already observed, is fluent, tends to speak quickly and with emphasis, intonation and rich expressiveness, he is able to speak impromptu.

He speaks with conviction, it is very stimulating, it infects the people around him. He has a very persuasive style,

relentless when selling ideas or products.

He is energetic and agile in nature, relegating details and accuracy in his work to a secondary level, without worrying about the minutiae. Tends to act with freedom.

It does things in a versatile way, being able to perform many parallel tasks simultaneously with good coordination.

You will not need large structures to carry out your work and you will appreciate an environment with rhythm variations and little routine.

##### Professional Style

\* People like Edenilson are always among the employees, and are a reference of the group.

\* Its Behavior Tendency - TC, offers a lot of synergy and skill in dealing with social issues, in teambuilding and in the delegation of real responsibilities. Often exercising leadership, an overall vision (strategic) and a sincere concern for the company and the longevity of the processes created, with the motivation of people.

##### Professional Vocation

\* They are the top in commercial and sales areas.

\* Promotions, marketing, advertising and professional development (training).

\* Directors and middle managers, are the motivators, of those people who aggregate the departments and sew the company's processes well.

\* Consultants and coaches, firm, and convincing. Primordial Needs and Motivators

\* Opportunity to participate in courses, lectures, contacts with people and varied knowledge (including travel).

\* Freedom of action and independence, without close supervision, opportunity to decide and act in your own way. Authority.

\* Opportunity to participate in various aspects of the business, assuming increasing responsibilities and envisioning your professional growth. We must keep in mind a constant: Edenilson wants to grow.

\* Obtain public recognition and evident for your skills.

\* Participate in different social groups, as a member of your leadership, such as class associations, clubs and professional councils, or unions.

Words that best describe Edenilson's attitudes

Take risks, demanding, captivating, eloquent, delegate, optimistic, persuasion, activity, restlessness, undertake, original, improvise, disinhibition, independent.

#### Important Note

The interpretation of the TC - Behavioral Tendency, and the IF - Flexibility Index, provide valuable information oriented to the personal and professional aspects. These data must be observed together with other aspects not present in the TC - IF report such as: level of education, intelligence, culture, personal experience, learning ability, and other unique individual characteristics, thus providing numerous relevant resources for self-knowledge, and consequently assisting the selection, training and development, evaluation and motivation processes in the organization.

The Quantum Method and the TC and IF reports should not be used in isolation.

In order to fulfill the main objective of this scientific method, it is necessary to use it as an instrument to support the Quantum Analyst, a professional prepared to use it intelligently and to contribute to the integration of human competences, distinguishing the behavior map from each individual, which is personal and non-transferable, as well as the shape that this map takes in the real life of each one.

People are unique.

#### IF - FLEXIBILITY INDEX

Flexibility, in addition to representing a need, is a trait of health and normality in human beings.

Just as a car needs to be in reverse, so that it does not get stuck or jam in an alley, and can come and go, the human being has in his personality multiple patterns of behavior, allowing him to act in opposite ways, in situations that require such differences, although respecting preferences and more frequent patterns of behavior, such as those measured in CT - Behavioral Tendency.

The Flexibility Index - IF aims to provide an accurate measure of this adaptability.

These are Edenilson's current flexibility measures, and his likely resulting behavior, in each factor: Flexibility in his Action Style

#### Very Flexible

Firmly and decisively in its most striking trend, Edenilson also has cooperative and easy-to-deal characteristics, wishing to be pleasant and able to support the leadership of others. Your map indicates that you are capable of commanding, but also of following without suffering, once you evaluate the situation and realize the benefits for yourself and the environment.

Very often he will alternate his preferred behavior, which is already bold and pioneering, with gentle and friendly gestures, will show cooperation.

It has this subtle ability in its nature, probably also tending to act with serenity and even humility. He is at risk, he decides, he undertakes in his normal way, but he is malleable, capable of being simple, showing understanding and softness. Very flexible as to the type of action required for each circumstance, he will become a very useful person easily.

#### Flexibility in your Communication Style Very Flexible

Between the extroverted and reserved tone, Edenilson stays with both. As we have seen, you will be able to communicate with enthusiasm and expressiveness, but you will also know how to act with discretion and a more serious aspect, many times.

Its flexibility points to a sense of being convenient, being able to analyze data and concentrate on solitary work with some frequency.

Although his strong preference is for contacts with people with more dialogue and sharing, he is flexible to the point of using discretion and confidentiality, when the environment requires it.

#### Flexibility in its Stability Very Flexible

Edenilson is versatile and agile by nature, presenting a well balanced active impulse. It will give good demonstrations of stability and patience, with attention to the environment and the harmony of events over time.

This characteristic, with its greater flexibility, softens the active world of the organization a little, to make things happen without hitting, but with a great sense of priorities and activities.

Obtaining useful alternatives to deal with long-term processes, which depend on patience and systematic work, calm and harmony, as the situation requires.

#### Flexibility in your References / Rules Very Flexible

Edenilson has a very useful level of flexibility in the treatment he gives to details, rules and traditions that

mark the R factor in their external references.

In the midst of his generalist style, paying more attention to the big picture than to the minutiae, he will give special attention and accompaniment to the processes, with frequent demonstrations of caution and zeal, being able to resort to a more formal and meticulous behavior when the environment requires him to do so. and the work.

He has skills marked by the 'overview' of the processes and independence. His high flexibility as to follow up and check the details makes him try to adapt to the social rules and standard procedures of the company and society and act with a productive concern.

#### SELF NATURE X PROFESSIONAL CONTEXT

As for communication, Edenilson is trying to act with a little less extroversion, he realizes that he must be a little more discreet and reserved. It is trying to perform its function with a more technical and analytical air than its selling and articulate nature calls for.

The stability, factor E in his graphic maps of behavior is demanding changes from Edenilson, who realizes the need to act in the latest work environment with a lot of calm, and patience. This is contrary to its agile, versatile and natural rhythm.

It may be in activities whose results are long-term, trying to act with an extra dose of patience, which has very little in its 'normal', or where the objectives are not very well defined and there are possible delays, delays.

He seeks to submit to time and the environment with good will. He perceives a certain inertia in the current professional context. The prolongation of this type of commitment can also represent a certain tedium.

When it comes to formality, Edenilson is working hard to plan his work a little better and to make more zealous follow-ups of the details that he normally delegates.

He is seeking to act more cautiously, measuring risks a little more, striving to act more pleasantly and tactfully in his most recent job role.

It has greater concern and a sense of consequences. He is trying to act with a little more caprice and perfection. His role demands that he value tradition and correctness.

Edenilson is perceiving in his most recent role a stimulus for him to proceed in a slightly more cooperative and harmonious way. He is striving to act modestly and unselfishly, trying to avoid taking so many initiatives when his impulse instigates him and also omitting his opinion a little.

You are not feeling encouragement to act or make decisions on your own, trying to be conservative and more passive. He is looking at the environment with a certain fear, not feeling stimuli to take steps without the approval of a higher or joint body (team), trying to stop his active and daring, soloist impulse.

You may not have space and clear definitions to work with your total resourcefulness, or simply find yourself at a time in the organization when a more cooperative and less authoritarian approach is demand for productivity.

Pondering, he makes a clear effort to contribute to the harmony of the environment and the team spirit.

#### ENERGY LEVEL

Very High Energy

Energy is the source of life, it represents the current vigor and active capacity with which Edenilson performs his work. Your energy level is very high.

Edenilson has a lot of energy, a high degree of interactivity in his work, and feels particularly strong, with physical and psychological preparation to take on the demands that are presented to him.

Especially vivacious, it is possible that you are at an exciting time in your career, envisioning opportunities for learning and growth, or for striking, new, motivating personal fulfillment.

Your energy level is well above average.

It has a lot of attention and liveliness, and its vigor infects others.

#### DECISION STYLE

Very Subjective Decision

Decisions are observed in the Quantum Method, in the Behavior Map (Integration graph) in two categories: Objective and Subjective. Every decision in professional life has these two components, one of which is predominant.

Edenilson is emotional and sentimental in decision-making, based on his intuition and temperament to decide. Little rigidity, emotional decision, sometimes not very realistic. He decides with the five senses, and with the sixth.

Extra words: Generous, Idealistic, Leader

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