



EGOKODE

EGOKODE®

AN INTEGRATED DIGITAL TOOL TO MEASURE THE PSYCHOLOGICAL DNA OF YOUR EMPLOYEES AND TEAMS



Have you ever dreamed of a reliable and powerful tool that would allow you to accurately assess how your employees and teams operate?

Available on PC, tablet, or smartphone, in French, English, or Spanish, our tool performs relevant and elegant diagnostics, opening windows onto the four complementary dimensions of human challenges:

Individual test

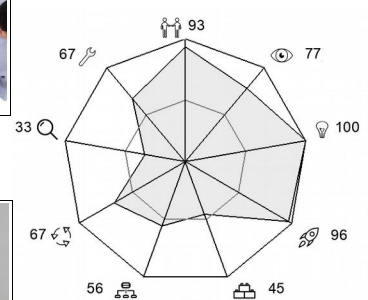
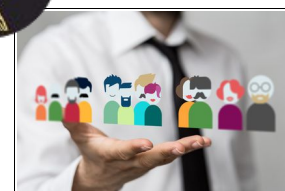
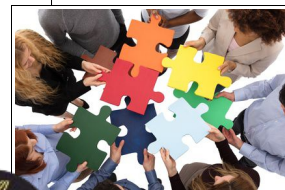
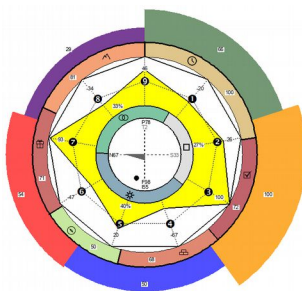
Thanks to the *individual test*, get insight into :

- areas for professional development
- emotions management
- areas of stress and motivation
- optimizing performance
- developing leadership skills
- career development, starting a new position
- recruitment
- ...

Collective analysis & contributions

By calculating the *cumulative result of individual tests*, understand the challenges facing a team, for :

- team building / team cohesion
- performance optimization
- vision sharing
- conflict and sabotage prevention
- merger / acquisition
- ...



Interaction analysis

Using the *test results interaction feature*, identify levers for :

- conflict resolution
- effective negotiation
- efficient communication
- management of individualism and power grabs
- ...

Perceptual test

Thanks to the *perceptual test*, assess the importance of other people's perceptions in order to :

- obtain 360 feedback on individual or collective functioning
- reduce the gaps between subjective projections and reality
- resolve misunderstandings
- establish empathy and kindness
- ...



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A RELEVANT ANALYSIS FOR WELL-BEING AND BUSINESS PERFORMANCE

REPORTS ADAPTED TO YOUR NEEDS

THE PSYCHOSTRUCTURE ASSESSMENT

To have a detailed analysis of how an individual or team functions



In the form of a 40-page PDF document, learn more about how you operate.



Our AI generates a video of around forty minutes, based on the results obtained, to dynamically discover the results.

With it, you'll discover :

Operating Style : to identify your sources of motivation and areas of excellence with the **Enneagram**

Main concerns : to identify where your attention focuses with **instinctive subtypes theory**

Interaction Constraints : to identify restrictive messages also known as **Transactional Analysis drivers**

Karpman Triangle : to identify risks in terms of psychological games

Predominant Values : to identify the core values that influence decisions

Deep Nature : to identify deep operating and thinking modes with **Jung's typology** as used in MBTI and others

Organizational Styles : to identify the way of seeing the world and organizing yourself with **Spiral Dynamics model**

Project Cycle : to identify areas of excellence in a project life cycle

Professional Behavior : to identify managerial style, delegation practices, team behavior, sources of motivation, stressors

THE PROFESSIONAL INTELLIGENCE ASSESSMENT



To explores the test results in an operational logic, to give everyone clear indicators in line with the daily experience of the company.

With it, you'll discover :

Areas of excellence in a project life cycle

Analysis Criterion

Privileged form of intelligence

Ability to take a step back

Ability to see things from a systemic perspective

Commercial attitude

Openness to options

Problem-solving attitude

Ability to ask for help

Preferred organizational styles

Tenacity

Sense of concreteness

Degree of demandingness

Ability to be of service

Ability to be patient

Professional attitudes

Crisis management

Emergency management

Autonomy

Core values

Language Structure

Management style

Managerial posture

Delegation

Attitude as a manager, managed, or team member ...

THE INTERACTIVE ASSESSMENT



To analyze the issues of an interaction between two individuals, two teams or an individual with a team

Convergences and divergences in ways of being

Points of inspiration and Points of difficulty

Perception Hexagons

Challenges in a supervisory relationship

THE CONTRIBUTION ASSESSMENT



To highlight the particular contributions of an individual within a team for better collective intelligence

Contributions in qualities (20 qualities assessed)

Contributions to the project cycle

Contributions to organizational style



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SOME INTERVENTION EXAMPLES USING EGOKODE®

Integrating a new employee with Egokode

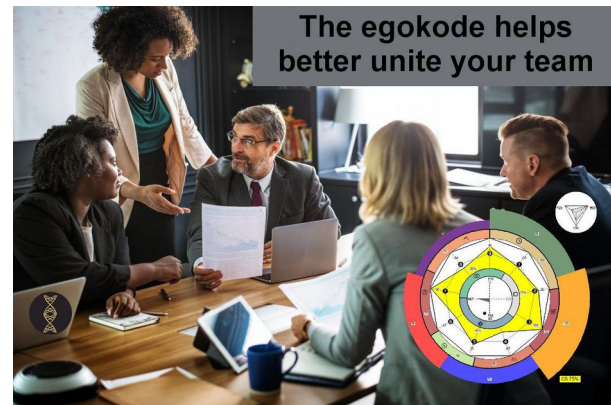


Charlotte, 35, a paramedical executive, has to develop an onboarding plan for her new employee. This employee isn't perceived as legitimate by the current team due to his background or experience. Charlotte wants to identify areas of concern and specific support needs to make this onboarding a success.

Charlotte ordered an Egokode test and observed that her employee favored one-on-one communication and that there might be a lack of fluidity in the transmission of information to her teams. Based on this assessment, Charlotte is adapting her schedule by promoting regularity in communication times and reporting.

Peter, a general manager in the manufacturing sector, wants to strengthen the cohesion of his executive committee. He hopes that the members of the Executive Committee will be more involved and supportive. He has observed tensions and unspoken issues during recent meetings and would like to understand the issues involved.

Peter requested an Egokode assessment for his entire Executive Committee team, allowing him to highlight his colleagues' interaction and communication patterns. Thanks to the assessment, Peter was able to reassess his own management style. He was surprised to notice rather individualistic behavior within his team. This is why he hired a Human Viza coach to strengthen team cohesion in line with the assessment.



The egokode helps better unite your team

Better evaluate your team members and help them grow with Egokode



Kevin, 28, a communications manager, must conduct an annual performance review with his employees. It's a key managerial task, and he knows it... He wants to use this exchange as an opportunity to strengthen collaboration and adjust his management style. He wants to identify the sources of motivation of one employee, who has recently showed a decrease in engagement.

Kevin requested an Egokode test and was able to identify underutilized potential in his employee's ability to innovate, demonstrate creativity, and be proactive. Based on this findings, Kevin has successfully engaged his employee in new challenges. The latter was able to reveal his full potential in the department's latest project.

Julia, 45, HR Director of a transportation company, is seeking decision-making assistance for internal promotion. She wants to take a step back and move beyond her current perspective on different candidates.

For each candidate, Julia requested an Egokode assessment. This assessment provides her with objective, factual information, allowing her to support or reject applications. With the professional intelligence assessment, she also obtains key information on the favorable or unfavorable conditions for each employee's success, allowing her to plan a specific support program.



The egokode helps with decision-making in recruitment by internal promotion



E G O K O D E

Revealing talent internally with Egokode



Gianni, 38, heads a tutoring agency. He manages a team of independent teachers and seeks to promote his brand beyond the region. He must achieve his goal with existing resources, without additional recruitment. He wants to identify the person who will be most able to effectively promote the brand. He needs an objective perspective to identify the right employee for this purpose.

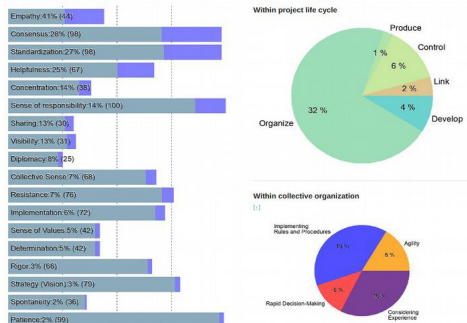
Gianni ordered an Egokode test for each of the teachers on the team. He was surprised to find that one profile in particular stood out. Thanks to the assessment, Gianni was able to reorganize his agency by dedicating part of the communications tasks to this employee, who was able to fully leverage his talent and effectively contribute to the brand's visibility.

David, a 51-year-old store manager, is tasked with managing the career of an employee returning from maternity leave. She would like a position more compatible with her family life. He wants to identify her strengths and qualities, including her adaptability.

David requested an Egokode test to first gain perspective and then consider more opportunities for her return to work. Thanks to the assessment, David was able to offer his employee new roles at the store's reception desk, revealing her sense of service and mediation skills.



Highlight the contribution of each person in a team with Egokode



Following threats to the sustainability of a major client contract, Margaret, a production unit manager in an industrial SME, noticed that her teams were demotivated because they felt helpless victims of the situation.

To give everyone a sense of purpose and bounce back with a spirit of commitment, Human Viza organized a workshop using the "contribution" function of the Egokode: once everyone has passed their test, it is not only possible to determine the profile of the team, considered as a systemic entity in its own right, but also to provide a precise vision of how each person positively contributes to the group.

This analysis takes into account each person's results to highlight what each person's unique way of working brings to the group, allowing for accountability and restoring meaning to each contribution.

The DREA department of Exemplex, with 10 employees, is led by Christopher, a member of the company's Executive Committee, who also manages other departments.

A middle manager from a subsidiary, Jack, was appointed to take charge of the team and relieve Christopher of direct management responsibilities. Jack's induction into the role did not go well, and doubt and demotivation reigned within the team.

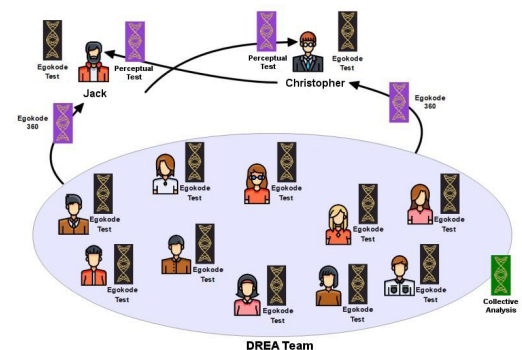
Our initial assessment was based on the use of individual Egokode tests, cross-perceptions, and a collective assessment.

For Jack, the difference between the team's 360° perspective and his personal Egokode helped identify the key areas of difficulty by highlighting areas for improvement to ensure his successful induction.

For Christopher, considering cross-perceptions with Jack helped him understand the reasons for the dysfunctional delegation and improve the functioning of the team. In the medium term, the use of the collective Egokode of the DREA, and the individual Egokodes of the individuals who make it up, was able to help identify within the team the natural leader who took Jack's role later.



Chronicle of a global support with Egokode®





Human viza

**HHUMAN VIZA, CREATOR OF THE EGOKODE TEST,
SUPPORTS YOU TO PUT PEOPLE
AT THE CENTER OF YOUR PERFORMANCE**



EGOKODE ®

A digital platform for analyzing the functioning of individuals and teams, based on the exclusive Psychostructure ® model



HUMAN MANAGER

For inspiring managers

*A certified course for managers
that combines practical skills and practical tools*



GROWING TOGETHER

For team cohesion

*Team seminars to get to know each other better
and work more effectively together*



HUMAN QUEST

Recruitment & Mobility

*Using the Egokode diagnostic to find the right employee
to strengthen your existing teams*



COACHING

*Un équipe de coaches certifiés, maîtrisant la
psychostructure, pour accompagner les besoins individuels
avec précision et efficacité*

Our commitments



GUARANTEEING DATA PRIVACY

Our products are natively compliant with the European General Data Protection Regulation (GDPR). Each egokode measurement is securely stored in its owner's secure personal space. Only they can provide others with access to their results.



ENSURING PROFESSIONAL CONFIDENTIALITY

All confidential information that may be exchanged during our assignments will, of course, be covered by professional confidentiality.



MAINTAINING THE AGILITY OF OUR SOLUTIONS

Now available on PC, tablet, or smartphone, accessible whenever and wherever you want, our solutions will follow your every need.



STAYING AT THE CUTTING EDGE OF INNOVATION

We maintain ongoing research and development in the field of human relations, drawing on our field experience. Our diagnostic and intervention tools are the result of this approach and, as we daily use them in the real world of human interaction, are constantly improving.