PROFILIX®

Human Potential · Potentiel Humain · 人的潜能

Psychological Profile Analysis & Human Dynamics

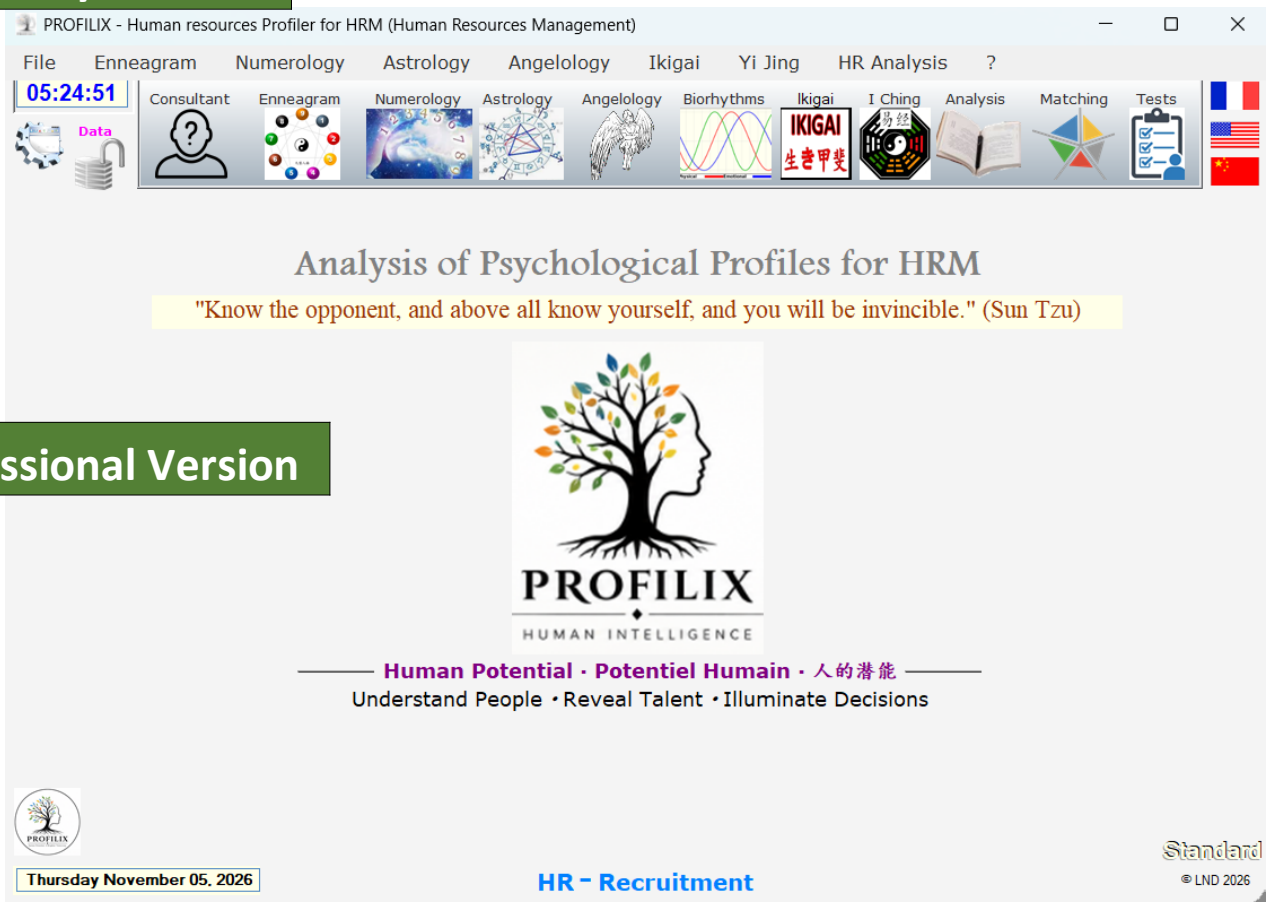
Better understand people.
Recruit better.
Develop talent more effectively.

Software Overview

On its platform for **HR professionals**, **managers**, and **human development practitioners**, **PROFILIX®** also offers software designed to inform decisions related to recruitment, management, and people's career development.



Discovery Version



Professional Version

HR VALUE ADDED

Understanding human capital is becoming strategic

In an increasingly complex professional world, sustainable performance depends above all on the **quality of human decisions**.

PROFILIX® provides a clear and structured reading of psychological profiles in order to:

- better identify **individual operating modes**,
- understand **sources of motivation**,
- anticipate **relational dynamics**,
- detect **stress zones or mismatches**,
- foster alignment between the individual, the role, and the team.

PROFILIX® does not label people.
It **highlights tendencies, strengths, and development levers.**

Detail of the archetype's worldview → 1 2 3 4 5 6 7 8 9

Type	Worldview	Polarity to Harmonize	Key of Coaching	Professional Risks	Team
1 - Reformer	The world is imperfect and needs to be corrected	Rigor vs. letting go	Cultivate flexibility	Intransigence	Integrity & exemplarity
2 - Helper	The world is relational, love is vital	Fusion vs. individuation	Clarify your needs	Emotional overinvestment	Cohesion & listening
3 - Performer	The world is a stage where you have to shine	Image vs. truth	Slow down to feel	Over-adaptation & exhaustion	Motivation & efficiency
4 - Individualist	The world is beautiful but incomplete	Singularity vs. membership	Channel intensity	Melancholy & isolation	Creativity & depth
5 - Observer	The world is complex, you have to prepare	Withdrawal vs. commitment	Incarnation & sharing	Excessive detachment	Analysis & expertise
6 - Loyalist	The world is uncertain, we must relate to it carefully	Doubt vs. trust	Strengthen anchoring	Decision paralysis	Vigilance & reliability
7 - Epicure	The world is an endless playground	Leak vs. presence	Deepen & slow down	Dispersion & avoidance	Dynamism & global vision
8 - Leader	The world is a battlefield	Strength vs. vulnerability	Welcoming gentleness	Domination & rigidity	Protection & courage
9 - Mediator	The world is chaotic, peace must be	Peace vs. affirmation	Clarify priorities	Passivity & avoidance	Stability & mediation

Analyzing MBTI Personality Types

Compare 2 types

MBTI Type

ENTJ	INTJ	ISFJ	ENFP
ESTJ	INTP	ESFJ	INFP
ENFJ	ISTJ	INFJ	ENTP
ESTP	ISTP	ISFP	ESFP

HR Profile	Dominant MBTI
LEADER	ENTJ, ENFJ, ESTJ, INTJ
EXPERT	INTJ, INTP, ISTJ, ISTP
SUPPORT	ISFJ, ESFJ, INFP, ENFP
CREATIVE	ENFP, ENTP, ISFP, ESFP

HR Role	Dominant MBTI
Analysts	INTJ, INTP, ENTJ, ENTP
Diplomats	INFJ, INFP, ENFP, ENFJ
Sentinels	ISTJ, ISFJ, ESTJ, ESFJ
Explorers	ISTP, ISFP, ESTP, ESFP

MBTI ↔ Angels | Scoring a Type | Take a MBTI

Comparison of two profiles

● EXPERT

Psychological Profile
A personality grounded in understanding, analysis, and mastery. The Expert seeks coherence, depth, and intellectual accuracy. Knowledge and expertise provide their sense of security.

Professional Strengths
Analytical precision, reliability, rigor, technical or conceptual expertise, knowledge transmission.

⚠ Stress Zones
Isolation, mental rigidity, emotional withdrawal, excessive perfectionism.

Performance Conditions
Time for reflection, recognition of expertise, intellectual autonomy, stable framework.

Vocational Orientation
Research, engineering, auditing, consulting, teaching, subject-

● SUPPORT

Psychological Profile
A relationship-oriented personality focused on continuity, cohesion, and collective stability. The Support profile acts as a human and organizational pillar.

Professional Strengths
Reliability, loyalty, service mindset, mediation skills, support and guidance, organizational memory.

⚠ Stress Zones
Over-adaptation, emotional fatigue, self-neglect, difficulty setting boundaries.

Performance Conditions
Healthy human climate, relational recognition, stability, clear social usefulness.

Vocational Orientation
Human resources, coordination roles, support functions,

A STRUCTURED MULTI-TOOL APPROACH

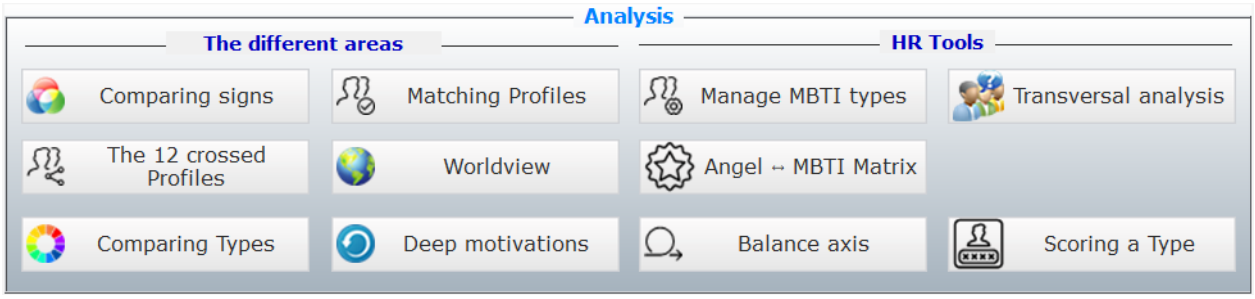
Complementary models integrated into a professional framework

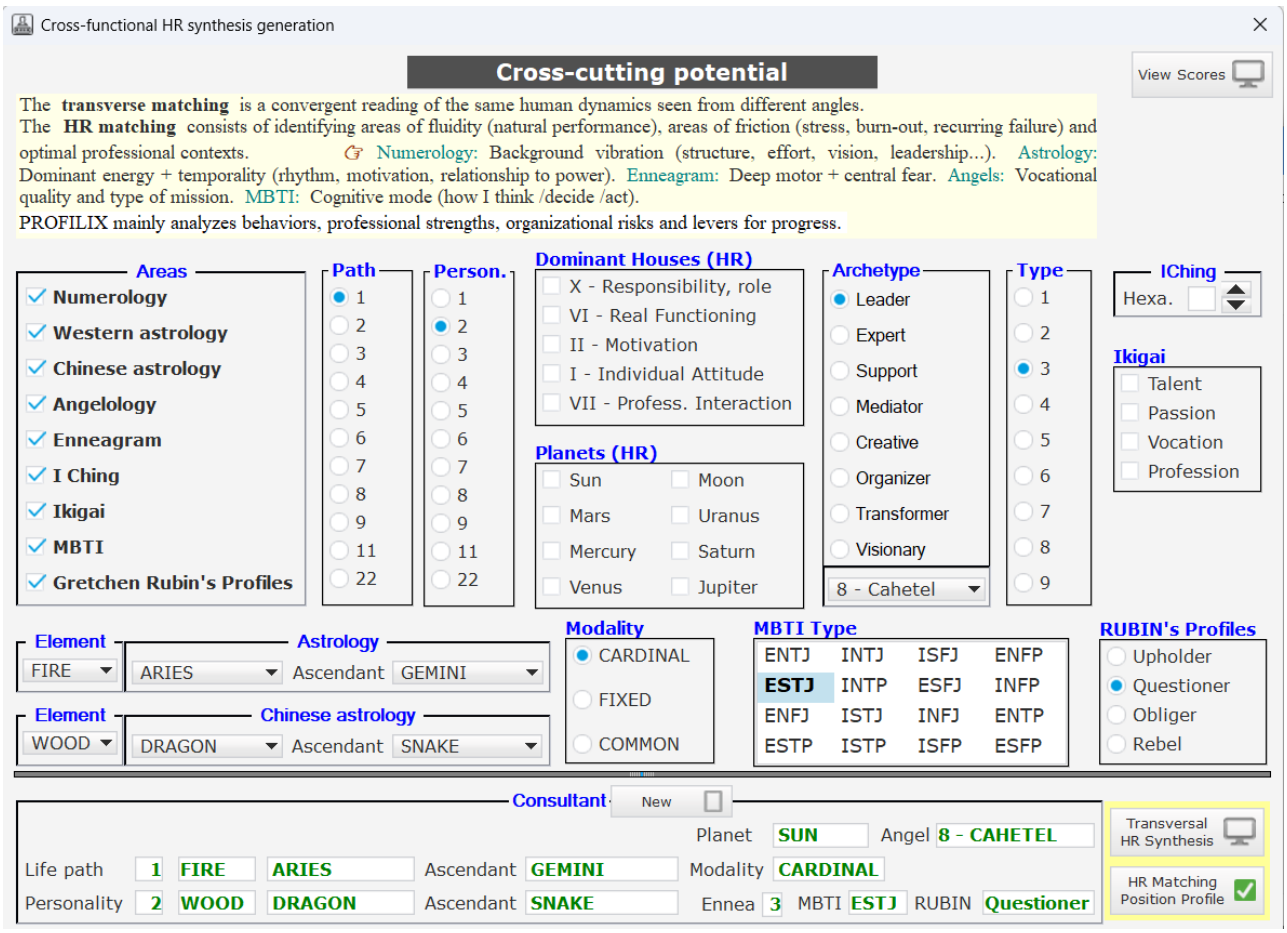
PROFILIX® is based on several recognized analytical frameworks, organized coherently:

- **MBTI**: cognitive strategies, decision-making styles, team roles
- **Enneagram**: core motivations, defense mechanisms
- **Numerology & cycles**: structural tendencies and life rhythms
- **Western & Chinese astrology (rationalized approach)**: temperament, timing, context
- **Biorhythms & energy**: anticipating performance variations
- **Personality tests**: Rubin, MBTI, and complementary tools

The combination of these tools enables **refined analysis**, useful for:

- recruitment,
- coaching,
- team building,
- change management.



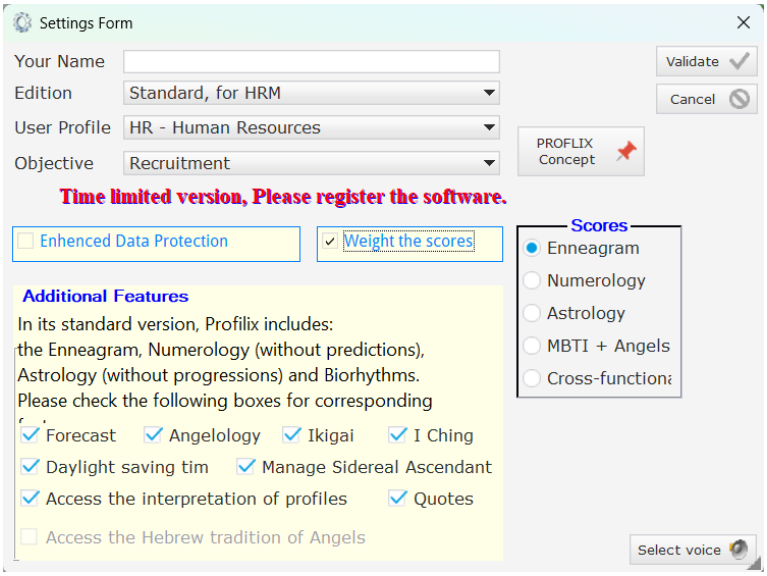


SECURITY, SIMPLICITY, DECISION

Designed for professionals



- Enhanced Data Protection
- Secure consultant files
- Intuitive and ergonomic interface
- French / English / Chinese in one click: consistent meaning, with wording adapted to each language and cultural context
- Multilingual text-to-speech module



Three Pro versions to fit your needs

- **Basic**: exploration and initial analyses
- **standard**: advanced HR tools
- **Plus**: in-depth analysis and strategic insight.

In summary

- **PROFILIX®** is **not a classification tool**
- It is a **multidimensional reading tool**
- **Never a judgment**, always a **recommendation.**

By cross-referencing disciplines and **making them interact**, **PROFILIX®** aims to answer the key question of modern HR: **"Where can this profile realistically and sustainably evolve?"**

PROFILIX® is a **decision-support tool** designed for those who understand that **better understanding people means better leading organizations while maintaining a healthy organizational climate.**

Despite its original concept, **PROFILIX®** cannot replace human evaluation.

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Understand People · Reveal Talent · Illuminate Decisions

Further information: https://profilix.net or info@profilix.net or LND@profilix.net