



Herrmann Methodology on the profile debriefing

I recommend, when debriefing, to avoid the use of the verb «to be» that has the tendency to reduce the personality of your participant to his/her defined quality only. The chances are that if you say to a person «you are very organized», he or she will quickly find a counter example that will put him/her in opposition with your words. On the other hand, if you say «the person presents a real interest for organization», you attract the attention on the value the person bears with organization. The objective of your profile debriefing approach consists essentially at positioning the participant in an interrogation state regarding his/her way of functioning, and not at providing you with a diagnostic on his/her behavior.

Do not fall into the net by providing a diagnostic that will position your participant as a spectator of his/her own profile rather than as an actor of his/her own choices.

In order to achieve this, I recommend to be as factual as possible in your profile debriefing. For instance, if the participant checked «Intuitive», it does not mean that the participant is intuitive. It rather means that the participant grants credit (or trust) to his/her intuition. When it comes to know if the participant's intuition is relevant, it is up to him/her to validate this idea (you would then need to make the participant talk about it).

In the same manner, if the participant did not check «intuitive», it does not mean that the participant is not intuitive at all. It rather means that the participant does not trust his/her intuition when dealing with problems.

Words to avoid

Always
Never
Identical
All
None
To be

Advised words

Often
Rarely
Similar
Most of
Not much
To seem, to appear, to purport, to belong to

It is preferable to avoid words such as «absolutely» or «completely» as they give the impression to exhaust all aspects of the described personality. , I est préférable d'éviter les mots tels que : parfaitement, complètement, qui donnent l'impression d'épuiser les différents aspects de la personnalité décrite. Furthermore, I recommend to use with moderation the words «upper left», «lower mode» and so on in order to present a text as simple as possible.

Instead of focusing on weaknesses, I propose you to develop the strengths or outstanding points that the profile reveals. One more time, the objective is to encourage and valorize the positive points so that the potentials to be developed are expressed by the participant.

Also avoid judgements when concluding. You would rather take your distance by generalizing on the profile type you are speaking about. For instance, «this type of profile corresponds to...». The profile gives an account of the picture we have of ourselves and of the opinion we have about ourselves.

Lionel M. Vuillemin
Trainer

