

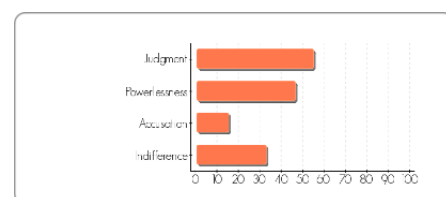
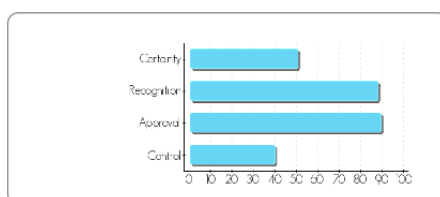
## What is the iLead Signature?

The iLead Signature was created in year 2000 by iLead Systems (ileadsystems.com) with the intention to help people understand their action and learning patterns. Such knowledge is essential for anyone wishing to develop his or her leadership.

### 1- What does our Signature tell us?

Our iLead Signature is a personal report obtained after completing an on-line questionnaire. Our Signature gives us information about eight patterns that have been selected as reliable clues about the way we act and learn from our environment. Focusing on patterns is something specific about the iLead Signature: Patterns are based on beliefs or values that drive our perception and also what we think, do or say. Each of us owns a library of patterns available to react to the life situations we're in. We know how to adjust our driving patterns in an instant according to, for instance: Is there something important at stake? Do I feel trust? Do I feel defensive? Etc. These eight patterns are described below:

- 4 Drivers – Our Drivers express what we truly need in our everyday life in order to feel energised, to feel at our best. Some of us need Recognition, others need Approval. Some will need to Control, others will need Certainty. All of us have one of these 4 needs as a major Driver, and most of us also have a secondary Driver. In that case we express our needs as a mix of these two Drivers.
- 4 Stoppers – Our Stoppers have two different roles: one role is to regulate our Drivers just like in a car you will need a powerful engine and good brakes. In that role our Stoppers will protect us. The second role is to express discomfort, frustration, anger or fear, in stressful situations. Some of us will use Judgment, others will feel Powerless, some will Accuse other people for their own shortcomings, and some will be Indifferent. Each one of us has a major Stopper.
- Our Signature gives us a picture of our Drivers and Stoppers – the size of the bars are the image of the energy one puts into each pattern:



- The iLead Signature is not the result of a statistical analysis of the questionnaire answers. The treatment of data is made by a sophisticated algorithm taking into account the systemic links appearing in a person's answers. Therefore the Signature is the result of a rather limited number of questions (21 multiple choice questions).
- Another specificity of our Signature is that it tells us about what we need to get from the interactions with others. We expect our everyday interactions to feed our Drivers' needs, and to not trigger our Stoppers. This is what will make us feel at our best. To the contrary people who do not feed our Drivers and/or trigger our Stoppers will deplete our energy, creating different sensations going from discomfort to frustration or anger with the consequences one can imagine.
- Understanding the systemic relation between one's Drivers & Stoppers creates an awareness of our Success and Derailment loops, which are also patterns designed from bricks coming from our Drivers & Stoppers: The success pattern that has always led us, and will always lead us, to success – if I reinforce it, and the derailment pattern which has always led us, and will always lead us, to failure – unless we transform it.

## 2- Some benefits of the Signature for individuals or teams

- **Simplicity:** People easily connect to their major Drivers & Stoppers, which results in an increase of their self-awareness;
- **Predictability:** Patterns are very stable. People and teams being aware of their patterns can reliably predict what their behaviour will be in future scenarios. This knowledge will help them reinforce their success patterns and transform what puts them at risk;
- **Connection:** the language of Drivers & Stoppers helps develop empathy and create a new view of self and others. It can be used to create bridges between people and develop collective intelligence in a team;
- **Transformation:** New patterns are stable too! When someone chooses to engage in this type of learning and transform some of his/her useless patterns, the change is both immediate and durable.
- **Universality:** The iLead Signature touches people across cultures, as the Drivers & Stoppers belong to human nature wherever we're from. The knowledge that people gain from it will facilitate their interactions, personal and professional. It will help create powerful, creative and caring teams inside or across companies, when working with customers or partners.