

# me. - PERSONAL PROFILE

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## INTRODUCTION

Recently you filled-out the Me.-scan, either using our online portal or with one of our professionals. In this "personal profile" we present you the results which we have translated as accurately as possible for you.

The Me.-scan consists of two components:

1. The Natural profile based on your choices from 8 archetypal images.
2. The Behavior profile on the basis of the selection of 10 out of 24 competency cards.

By combining these two components, the Me.-scan provides insight into your **Natural Qualities**, your **Talents** and competencies you have developed that actually do not match your natural abilities ("**Fragile Strengths**").

### The structure of this personal profile

This personal profile consists of 9 components:

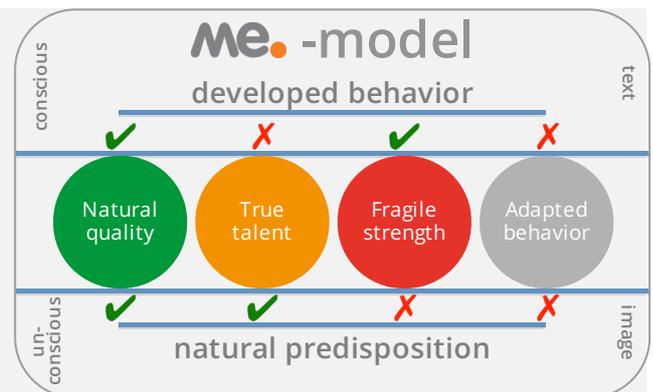
- Introduction
- Your chosen competencies
- Your personality type
- Your Natural Qualities and Talents
- Your Fragile Strengths and Pitfalls
- Your personal balance
- Description of the 24 competencies
- Glossary
- Your Me.-personal profile

The components summarized on the left are explained in greater detail in the relevant sections of this personal profile.

### The Me.-model

The Me.-model shown on the right provides an overview of the four combinations that become visible based on your choices of the images and competencies.

The **Natural Qualities** and **Fragile Strengths** are competencies that you recognize at present. The distinction between the two is very relevant. Natural Qualities give you energy, while Fragile Strengths cost you energy. In addition, the Fragile Strengths can turn into Pitfalls which can limit the development of your Natural Qualities and Talents. **True Talents** are competencies that you have not chosen, but which you can develop naturally.



### Period of validity

In terms of competencies, the Me.-scan is a snapshot. Over time, your competencies will further develop as you grow and develop as a person; some competencies will be developed, some left behind. Your Natural Profile however, which we detected through your choices from the archetypal images, is unlikely to change in time. The Natural Profile consists of 8 basic behavioral patterns anchored in the personality on which a person has no or only a very limited influence. These basic behavioral patterns thus form fixed values that hardly change over time.

### Usage

This report is meant to serve as a basis for personal development and talent development. It can be used as a component in a coaching process and can serve as a guide for school or career choices.

### Privacy

This report is personal and is exclusively for you. TheTrueTalentTeam Benelux B.V. will not disclose any information included in your Me.-personal profile or provide copies of your Me.-personal profile to third parties without your explicit consent.

## YOUR CHOSEN COMPETENCIES

You were asked to choose 10 competency cards out of 24 that you consider to best reflect your qualities. The 10 competencies you chose are marked in blue in the chart below. These are the competencies which you yourself recognize the most and which you most probably also show in actual life. Others may also recognize that you show these competencies.

The competencies marked with a blue dot in the chart below are the ones you have chosen.

<ul style="list-style-type: none"> <li>Business-oriented</li> <li>Persistent</li> <li>Future-oriented</li> <li>Persuasive</li> <li>Initiating</li> <li>Purposeful</li> </ul>	<ul style="list-style-type: none"> <li>Leading</li> <li>Independent</li> <li>Innovative</li> <li>Collaborative</li> <li>Guiding</li> <li>Flexible</li> </ul>	<ul style="list-style-type: none"> <li>Communicative</li> <li>Customer-oriented</li> <li>Multicultural aware</li> <li>Empathetic</li> <li>Relationship-oriented</li> <li>Involved</li> </ul>	<ul style="list-style-type: none"> <li>Planning and Organizing</li> <li>Analytical</li> <li>Decisive</li> <li>Judging</li> <li>Conscientious</li> <li>Disciplined</li> </ul>
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Based on your choice from the competency cards, you probably consider yourself as someone who

- is able to define and realize goals
- can act independently and take personal responsibility
- always looks ahead and sees new opportunities
- is capable of thinking outside of the box and finding creative solutions
- is clear about what is really important and aware of what needs to be done
- is service oriented and able to think commercially
- feels what should be done and can act decisively
- has a clear view and can convince others
- has an enterprising attitude and knows how to use opportunities that arise
- feels inspired by and engaged with the people and causes he/she is involved with.

By choosing the 10 out of 24 competencies you have shown which competencies you think are most representative of yourself. These choices however do not reflect whether these competencies really fit your natural ability. Furthermore, these choices do not show whether competencies you have not chosen in fact do fit your natural abilities (Talents) and can be developed to Natural Strengths.

To show your natural abilities, we made you choose from eight image cards (likes and dislikes). These choices provide insight into your natural ability and the basic behavioral patterns that do not suit you. It's the combination between the image and competency choices that makes the Me.-scan unique, because this combination shows in how far you've developed in line with your natural abilities.

The summary below shows you which of the competencies you've chosen fit your Natural Talent and which do not. It also shows which competencies that you didn't choose can be developed naturally; and right there is where your development potential is. In the following pages of this personal profile, we provide more detailed insight into the significance of the choices you have made.

<ul style="list-style-type: none"> <li>Business-oriented</li> <li>Persistent</li> <li>Future-oriented</li> <li>Persuasive</li> <li>Initiating</li> <li>Purposeful</li> </ul>	<ul style="list-style-type: none"> <li>Leading</li> <li>Independent</li> <li>Innovative</li> <li>Collaborative</li> <li>Guiding</li> <li>Flexible</li> </ul>	<ul style="list-style-type: none"> <li>Communicative</li> <li>Customer-oriented</li> <li>Multicultural aware</li> <li>Empathetic</li> <li>Relationship-oriented</li> <li>Involved</li> </ul>	<ul style="list-style-type: none"> <li>Planning and Organizing</li> <li>Analytical</li> <li>Decisive</li> <li>Judging</li> <li>Conscientious</li> <li>Disciplined</li> </ul>
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The meaning of the colored dots in front of the competencies, is as follows:

- chosen competencies that fit your natural ability ( **Natural Qualities** )
- competencies that you have not chosen but that fit with your natural ability ( **Talents** )
- chosen competencies that do not fit your natural ability ( **Fragile Strengths** )
- competencies that you have not chosen and that do not fit your natural ability ( **Resistent Limitations** ).

## YOUR PERSONALITY TYPE

This Me.-personal profile shows your "personality type". In the (Jungian) psychology, the following four basic functions are often considered to be the building blocks from which the different personality types are built. The more qualities you have developed that are associated with a particular type, the more you will also show the behavior that fits this type.

The basic functions **Sensing** and **iNtuition** are relevant for the way you handle information. Do you trust information more if it comes from your five senses ( **Sensing** ), or if it comes from patterns and opportunities you see in the information itself (**iNtuition**)?

### Sensing

### S

### iNtuition

### N

The basic function in which realism, management, analysis, structure and personal goals are shaped.

The basic function which drives action, vision, persuasion, entrepreneurship and delegating leadership.

The basic functions **Thinking** and **Feeling** are relevant for the way you make decisions. Do you give more weight to objective criteria and facts ( **Thinking** ) or do you give more weight to personal values and the persons Involved ( **Feeling** )?

### Thinking

### T

### Feeling

### F

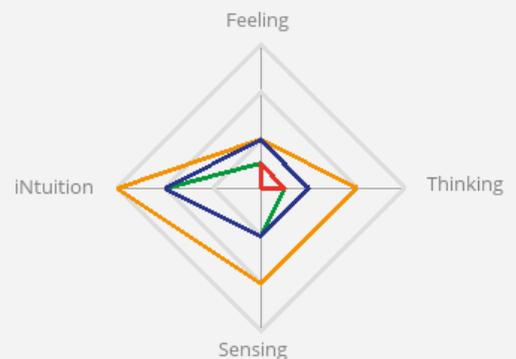
The basic function in which communication, cooperation, diplomacy, creativity and customer contact form the concept.

The basic function where people orientation, judgment, conscientiousness and inspiration are the essential values.

## How you relate to the 4 basic functions

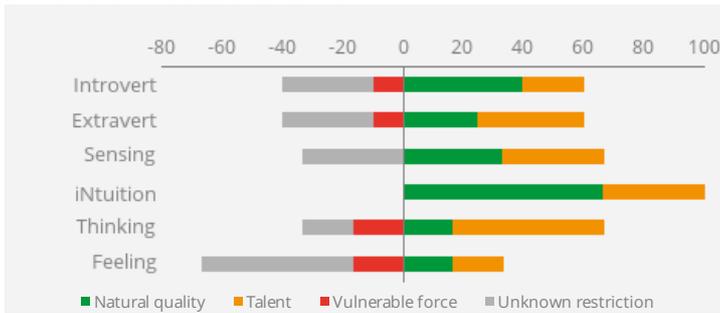
The "kite-chart" shown on the side, shows how the choices that you have made in the Me.-scan relate to the four before-mentioned basic functions. Here, the **green** line shows which Natural Qualities you have developed, the **red** shows your Fragile Strengths and the **blue** line indicates your current behavior. The **orange** line shows your maximum natural potential for each of the four basic functions.

The most balanced distribution of your energy is achieved when the blue line follows about the same pattern as the orange line. In the context of personal development it is not so much relevant whether the maximum achievable in each area is reached; it is much more relevant whether your competencies are spread evenly as compared to your maximum natural potential.



## How extrovert / introvert are you?

Besides the 4 mentioned basic functions 2 other basic attitudes, extrovert and introvert, are often considered relevant. The Me.-scan provides an indication to what extent you're orientation is extroverted or introverted. The table below shows how your chosen competencies can be translated as extrovert or introvert behavior. In addition, the table shows the extent to which you use the four aforementioned basic functions



This graph shows to which extent you show behavior that fits your natural abilities (indicated by **green**), behavior that does not suit your natural abilities (**red**) and to what extent you can still develop competencies that fit your natural abilities **orange**. Gray shows undeveloped competencies that do not fit you.

## YOUR NATURAL QUALITIES AND TALENTS

In the scan we first asked you to indicate from the 2 rows of 4 image cards which images appealed to you and which did not. These image cards are linked to 8 archetypal types. The positive or negative association with each image has a direct relationship with your unconscious behavioral preferences. Your image choices are then combined in the Me.-scan with your choices of 10 out of 24 competencies, and with this combination the Me.-scan provides a nuanced insight in your **Natural Qualities**, **Talents** and **Fragile Strengths / Pitfalls**.

In this page and the next one, we give you an insight into your natural abilities and into the extent to which you have developed competencies that are in line with your natural abilities.

### Primary Natural Preference (first preference - V1)

From the 2 rows of 4 images you chose as your first preference the 2 images that belong to the archetypal basic type of realism and vision. The combination of these two basic types is called the "visionary realist"

basic function

**S N**

### General type-description

The convincing realist is a Sensing / Intuition type, who has the natural ability to intuitively oversee which way is best, set the direction, act convincingly and operate in a business-like focused way. The essential motivation of this type is to clarify and realise goals and to influence, persuade and win over others for those goals. This type sets the bar high, both for himself and his surroundings, has high standards and is ambitious. The convincing realist has a good sense of direction and aesthetics, keeps an eye on different options and makes businesslike decisions. This type is able to convince others of the right course and subsequently guide them towards the chosen direction and related goals. When believing in something, this type has a drive to negotiate, persuade and obtain consent from others and to keep on going persistently until the set goals are reached.

### Typical working environment

Examples of features that suit you: marketing, policy, self-employed or entrepreneurs.

Able to realise dreams!

### What others can hear you say

"I have the natural ability to see where I want to go. I know intuitively what's the best way forward for the organisation and like to show the way. When I meet opposition, I can readily explain why my way is best. Once an agreement is reached, I stick to it. I hate people who do not know what they want and have a strong urge to convince them of my view. Others see me as a professional and inspiring person at the same time. I can be flexible and change course if this is necessary to realise the goals set. I have the ambition to reach the maximum in my work and desire a career of achievement. Some people see me as haughty or idealistic. I am not easily put off."

### Chosen competencies

- Business-oriented
- Persistent
- Purposeful
- Future-oriented
- Persuasive
- Initiating

The more of these competencies you've chosen (marked with green), the more you will recognize yourself in this type.

## YOUR NATURAL QUALITIES AND TALENTS (CONTINUED)

In the previous page we have given insight into your primary preference. On this page we continue with your secondary preference. The primary preference is often the area in which you most clearly recognize your Strengths and possibilities. Others often recognize this preference too, even if you have developed little or no competencies in this area. Your secondary preference is often more supportive to your first preference and is therefore sometimes less recognizable or explicit.

### Secondary Natural Preference (second preference - V2)

From the 2 rows of 4 images you chose as your second preference the 2 images that belong to the archetypal basic type of responsibility and conceptual thinking. The combination of these two basic types is called the "innovative leader"

basic function

**N T**

### General type-description

The conceptual authority is an Intuition / Thinking type who naturally takes responsibility to claim their own domain. Wants a place in the big picture and likes to contribute to a shared common goal. Independently thinking of new ways to arrange a process, implement a solution, or work with others is the basic setting of this type. The conceptual authority conceives original insights and ideas, then works with others or teams to make a success of them. Inspires people and teams to participate in necessary changes and to progress, shows the process approach, and quickly assumes the role of (informal) director. Is passionate about creating change, especially where social responsibility is important and would like to make a visible contribution that really matters. Can be friendly and diplomatic with people.

### Typical working environment

Examples of features that suit you:  
architect, change manager, (sports) trainer, creative director, entrepreneur.

## taking responsibility for finding solutions!

### What others can hear you say

"I have the natural ability to take responsibility based on my personal ideas. My own domain is what I need, and I'm not afraid to be confronted with problems. I think it's fun to come up with solutions when others are clueless. I am creative and able to think "outside of the box", in which I sometimes surprise others. Sometimes people think my focus on change is too strong, as if this is a goal of mine. That's why I function best in an environment that is dynamic and where changes are needed. I have a large network of people that I cooperate with to be successful. Through a diplomatic but direct way of saying what I want, I usually create good relationships with people."

### Chosen competencies

- Leading
- Independent
- Guiding
- Innovative
- Collaborative
- Flexible

The more of these competencies you've chosen (marked with **green**), the more you will recognize yourself in this type.

## YOUR FRAGILE STRENGTHS AND PITFALLS

People can not only develop competencies that match their natural talents, they can also develop competencies that do not fit their natural abilities (**Fragile Strengths**). If in the following tables competencies are marked with a red dot, then those are your Fragile Strengths. These are competencies that you have learned; often you have learned them so well that you yourself may even consider them as your strongest competencies. In fact you will be quite able to deliver these competencies, but under pressure your Fragile Strengths will not "hold" and can then turn into your pitfalls. In addition, developing and consistently using these competencies will cost you a lot of energy. The more Fragile Strengths you've developed, the more your Pitfalls may become visible and the more the descriptions of your potential pitfalls will be recognizable to yourself and your surroundings.

### Primary Fragile Strength (Shadow - S)

From the 2 rows of 4 images, you rejected the images that belong to the archetypal basic type of communication and empathy.

basic function

T F

#### What others can hear your say

"I easily open up to people from a different background, culture and origin. I combine this open mind-set with my objectifying and commercial attitude. For me the contact with other people is very important."

#### Chosen competencies

- Communicative
- Customer-oriented
- Multicultural aware
- Empathetic

The more of these competencies you chose (indicated by **red**), the more you'll recognize your pitfalls.

#### Pitfalls

You can develop a sensitivity to rejection and guilt. The origin of this sensitivity lies in the elements Thinking and Feeling. You may try to avoid criticism from others by always taking care of them. Under stress, you can sacrifice yourself to avoid getting blamed. Others may feel you're too intrusive or find you're not always communicating clearly and honestly.

### Secondary Fragile Strength (Dissociation - D)

From the 2 rows of 4 images, 2 images remained unchosen. These 2 images belong to the archetypal basic type of analysis and decisiveness.

basic function

S F

#### What others can hear your say

"I'm able to gather knowledge quickly on subjects that matter to me. I like to use proven methods, so that I can predict what will be the effect of my efforts. I avoid taking unnecessary risks. You can rely on me and you always know where I stand."

#### Chosen competencies

- Planning and Organizing
- Analytical
- Decisive
- Judging

The more of these competencies you chose (indicated by **red**), the more you'll recognize your pitfalls.

#### Pitfalls

You can develop a sensitivity for control and power. The origin of this sensitivity lies in the elements Sensing and Feeling. You try prevent others of having control over you or putting a tag on you. Under stress you can react quite strongly when you feel accused unjustly. Your reaction can than be filled with anger or bitterness and your emotions may than lead you to make too bold and impulsive decisions.

## YOUR PERSONAL BALANCE

In the previous chapters we have discussed your Natural Qualities, Talents, Fragile Strengths and Pitfalls. Besides these aspects, the Me.-scan also provides insight into the extent to which you are personally in balance. Your personal balance is not about a static balance, it's about your ability to deal with situations in your life in a mature, stable way. The Me.-scan looks at 4 aspects, that are linked to the previously discussed basic functions ( N , T , F and S ). These 4 aspects, " Action ", " Adjustment ", " Passion "and" Form" are explained in this chapter.

### Your personal balance: "Actionable and Adaptable"

In this part of your personal balance, 2 aspects are relevant:

- Actionable: Are you able to take initiatives or act assertively?
- Adaptable: Are you able to adapt to your surroundings when necessary and to establish and maintain relationships?

At "Actionable" you have chosen the competency "Enterprising", at "Adaptable" none. These choices provide insight in how far you have a self-conscious and a accommodating attitude.

#### Actionable

You are enterprising and (pro)active. You are optimistic, energetic and you focus on opportunities rather than risks. You are active in life and have no hesitations to take the steps you feel necessary.

#### Actionable

- Guiding
- Initiating

#### Adaptable

At times you are probably not taking your surroundings into account sufficiently and do not always understand what others expect of you. As you're not really adaptable, you may sometimes come into conflict with your environment.

#### Adaptable

- Flexible
- Relationship-oriented

#### Coherence

Apparently, you see yourself as an entrepreneurial person, but at times you might pay too little attention to your surroundings. This can have as a result that you're actively trying to go after your own opportunities, but in the meanwhile are not sufficiently aware what your surroundings expect of you or need from you. In your relationships with others you probably often take the initiative, but you may have some trouble to really take into account what the other wants or needs from you.

### Your personal balance: "Passion and Form"

In this part of your personal balance 2 aspects are relevant:

- Passion: are you aware what really drives you; What's really essential for you?
- Form: are you aware of your personal goals and how do you give form to these goals?

At "Passion" you chose the competency "Involved", at "Form" the competency "Purposeful". These choices show in how far you are aware of what really drives you and in how far you're able to give form to that drive.

#### Passion

You feel involved with the people around you and their objectives. From your empathic and involvement you feel a strong urge to help and inspire others and this gives you a feeling of the true value of your life.

#### Passion

- Involved
- Conscientious

#### Form

You are quite aware of what you want and are clear about that. You are practical and concrete and you're not overly concerned about matters that are not there for you to do. Others most probably have a clear idea of what you're trying to achieve in your life.

#### Form

- Purposeful
- Disciplined

#### Coherence

Apparently you consider yourself to be an involved and concrete person. You feel connected to the people around you and that connection is a practical compass when pursuing your goals. You probably feel you're quite well balanced and close to yourself. For others and for yourself it will be fairly obvious what you want to realize in your life. That clarity undoubtedly forms a sound basis from which you can make your choices both in your private and your professional-life.

## DESCRIPTION OF THE 24 COMPETENCIES

### Business-oriented

I'm business-orientated. I'm adequate, consistent and focused on realizing the material goal that is pursued. I won't lose sight of my objectives until they've been reached.

### Persistent

I'm persistent, reliable and determined. I have a lot of stamina, can keep on going at a steady pace and I can deal well with resistance. I'm a go-getter.

### Communicative

I'm communicative. I enjoy collaborating with other people. I can absorb, process and exchange information easily and quickly. I'm a quick thinker.

### Customer-oriented

I'm customer-oriented, friendly and accommodating. I'm perceptive and focused on meeting customer needs. I'm a good observer.

### Leading

I'm a natural leader and delegate easily. I'm a reliable, unpretentious and self-confident person. I can be quite playful and have a good sense of humor. I'm accessible to other people.

### Independent

I'm an independent person. I'm active, self-assured and self-confident. I can act decisive and I present myself to the outside world with confidence.

### Planning and Organizing

I'm good at planning and organizing. I'm practical, factual, purposeful and methodical. I'm able to set clear priorities and find solutions based on facts and logic.

### Analytical

I'm analytical, conscious and careful. I'm able to separate primary and secondary issues. I take decisions on the basis of the available facts and take well-founded conclusions. I'm cognitive and like certainties.

### Decisive

I'm decisive. I'm a vigorous, spontaneous and strong-willed person. I'm able to take resolute decisions, even if the available information is limited. When necessary, I may take impulsive decisions.

### Judging

I value sound judgment and clarity. I take deliberate decisions on the basis of my judgment of the available facts and current circumstances.

### Future-oriented

I'm future-oriented. I have a long term vision and set directions. I have an eye for what's relevant when choices have to be made that effect the long-term.

### Persuasive

I'm persuasive, a good negotiator and ambitious. I know what's in everyone's best interest and generally achieve consensus. I'm able to win other's for my ideas and plans. I keep an overview.

### Innovative

I'm an innovative person. I grasp things quickly. I come up with new, original and unconventional ideas and have an eye for progressive approaches. I can think 'outside of the box'. I claim my space, literally or figuratively.

### Multicultural aware

I'm a multicultural aware person. I'm open-minded, sensitive and able to relate to people from different social and cultural backgrounds. It's easy for me to look at things from their perspective.

### Guiding

I tend to take the lead. I involve and actively guide people and use any other resources available to successfully achieve my goals.

### Flexible

I'm flexible, accommodating and able to bridge differences. I easily adjust to changing circumstances or demands. I'm a friendly, courteous, sympathetic and orderly person.

### Involved

I am involved, loyal, empathetic, inspiring and modest. Both business interests and other people's interests are important to me. I'm ambitious, imaginative and have a strong desire to distinguish myself.

### Purposeful

I'm purposeful. Setting clear goals is important to me. I'm determined, practical and persistent when striving to reach my objectives. I'm a calm person and quite aware of the seriousness of life.

### Collaborative

Collaborating with others is important to me. I'm a rational, friendly and diplomatic person. I love to work together with other people to achieve common goals. I prefer harmony.

### Empathetic

I'm empathetic and tactful. I value other people's beliefs and respect their feelings. When listening to other people, I can put my personal beliefs and opinions aside.

### Initiating

I take the initiative. I'm proactive, diligent and entrepreneurial. I like to start new ventures if I have an opportunity. I tend to 'think big' and I have lots of energy. I'm determined and optimistic.

### Relationship-oriented

I find relationships with people important. I'm good at building and maintaining relationships. I get along with people from all sorts of backgrounds. I'm diplomatic and bring harmony.

### Conscientious

I am conscientious. I'm perceptive and I care for others. I'm helpful and attentive to the needs and views of other people. I'm philosophical, a good storyteller and a good listener.

### Disciplined

I'm disciplined. I'm steadfast, contentious, thorough and serious. I'm well aware of my responsibilities and duties. I'm a mindful, punctual and discrete person.

## GLOSSARY

### Jung

Prof Dr. Carl Gustav Jung is the founder of the type of psychology. Jung's work is the basis for many of the mainstream psychological measurements. Me. is also based on his research into the human unconsciousness and archetypal energy.

### Natural Quality

A Natural Quality is a competency that you developed and that suits your natural ability. If you use a Natural Quality, it feels almost effortless and very familiar.

### Talent

A talent is a competency which you have a natural talent for, but you haven't (completely) developed it. You can develop this competency into a Natural Quality which would bring you closer to your strengths .

### Unconscious drives

Human behavior is largely determined by unconscious drives, only a small part of our behavior is driven by our consciousness. Me. provides an insight in these unconscious drives through the usage of the emotion driven choices from 8 archetypal images.

### Fragile Strength

A Fragile Strength is a competency you developed, but that actually does not suit your natural ability. This behaviour costs you a lot of energy and under pressure, this behavior may turn into a Pitfal foryou.

### Resistent Limitation

A Resistent Limitation is behavior that does not come naturally to you and which you do not show. If you need to learn this behavior, devolping it takes a lot of energy and, if developed, this behavior will easily turn into a pitfal when under pressure. For these reasons, It does not make much sense for you to to develop this behavior.

### Type

The psychology of type is based on four psychological functions: Thinking, Feeling, Sensing and iNtuition). These four functions are combined with the 2 fundamental attitudes: extraversion and introversion. Combining these 4 functions and and the 2 fundamental attitudes, leads to a total of 8 possible personality types.

## YOUR ME.-PERSONAL PROFILE

This page shows an overview of the choices made from the 8 images and 24 competencies.

**P1** Primary preference image

**S** Primary allergy image

**P2** Secondary preference image

**D** Secondary allergy image



● shows the competencies you have chosen that fit your nature.

● shows competencies you have not chosen, although they do fit your nature.

● shows the competencies that do not fit your preference style.

● shows competencies you have not chosen and do not fit you.