

match 6.5



Onboarding Report  
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## Overview

This report is based on your completion of the Match 6.5 questionnaire. It provides an insight into your behavioural effectiveness at work.

### Your Core Talents

These are your two core talent areas:

Showing Resilience

Evaluating Problems

The following information is provided for each area:

**Knowing your Talent** - Describes your talents and the benefits you bring.

**Making More of your Talent** - Provides tips on how to build and capitalise on your talents to match the requirements of your new role.

**Using your Talent Well** - Provides tips to optimise the special contribution your talents can bring to your new workplace.

**Working with your New Organisation/Manager** - Provides tips to help alert the organisation and/or your hiring manager to understand your talents and find ways to work with you to promote your development.

### Your Challenge Area

This may be an area of challenge for you:

Driving Success

The following information is provided for each area:

**Knowing your Challenge Area** - Describes your challenge area and how this can influence how you work.

**Developing your Challenge Area** - Provides tips on how to develop and manage your limitations.

**Working with your New Organisation/Manager** - Provides tips on how the organisation and/or your hiring manager can help find ways to support your development.

### Development Priorities

This section encourages you to reflect on the key activities you are planning for your future development across the coming months.

# Your Core Talents

## Showing Resilience

### Knowing your Talent

You are more likely than others to be resilient to the challenges and demands you encounter at work. This is likely to be valuable in more pressured environments.

### Making More of your Talent

- Look for opportunities which push you to do things that are outside of your comfort zone.
- When faced with a difficult challenge or situation, mentally prepare yourself by reflecting upon when you were effective previously.
- After dealing with a situation where others were angry or upset, review what you did to help and consider what you could do differently next time.

### Using your Talent Well

Your tolerance for pressure at work is likely to be higher than many others around you. Try to be sensitive to the concerns of others; if you do not show the same level of reaction to pressure as they do, you may be interpreted as being relatively unfeeling or even dispassionate. You have the potential to be a calming and balancing influence on others and it is important to realise that in times of pressure others may benefit from a few words of encouragement or support.

### Working with your New Organisation/Manager

- Let your colleagues know what you are confident doing and that you are willing to do things you have not done before.
- Be open with your colleagues about how you have handled pressure in the past and what you found easy or more difficult.
- Make others aware that you may be prepared to help out in resolving conflicts or challenges between people.

# Your Core Talents

## Evaluating Problems

### Knowing your Talent

You describe yourself as having an analytical focus, which provides you with the opportunity to evaluate problems in greater depth than the majority of other people. This is likely to give you a strong basis for arguing a point of view based on facts, conducting comprehensive analyses, and summarising and documenting key findings.

### Making More of your Talent

- Identify what is really important in any analysis you conduct. Put more emphasis on providing a clear understanding and rationale for your conclusions.
- Explore new ways to present written documentation and presentation materials which convey the critical facts accurately, simply and quickly.
- Look to use the latest methods to analyse and present data, and seek feedback on the usefulness of the data you present.

### Using your Talent Well

Your evaluative approach can provide you with an analytical focus in your work that others will often lack. However, it is important to appreciate other people's working styles. When you communicate with less analytical people, you should be aware that they may only want a summary and they are less likely to be interested in all of the issues. Consider when it is more important to act rather than spending time researching facts and data. Where the analysis is relatively unimportant to the outcome, think how to minimise the amount of time you spend evaluating to ensure you reach your objective in good time.

### Working with your New Organisation/Manager

- Ensure you have the chance to ask in-depth questions and that time is allocated to allow you to properly examine the facts.
- Research the facts thoroughly and document them properly in written form.
- Allow yourself to bring greater objectivity to decision making by taking more account of the key facts and figures.

# Your Challenge Area

## Driving Success

### Knowing your Challenge Area

You are unlikely to have strong desire to pursue business opportunities or focus on achieving particularly high targets. You may be more likely to switch to a more achievable work goal than persevere with one that is particularly difficult or challenging.

### Developing your Challenge Area

- Consider what important things you are avoiding doing and look to do these tasks straight away.
- Identifying a problem is the start of developing a solution and creating an opportunity for your organisation. Look for the problems that you are in a position to address and therefore create new opportunities.
- Break goals down into short steps that lead to longer-term objectives. All goals should be specific, manageable, attractive, realistic and time-bound.

### Working with your New Organisation/Manager

- Identify aspects of your role where a high level of energy is required and there is a strong need to take action and make things happen.
- Explore where there may be some opportunities to be competitive and entrepreneurial within your role.
- Ensure colleagues understand your results orientation and that you are likely to want to drive projects to a successful conclusion.

## Development Priorities

### Core Talent:

### Showing Resilience

What are your key development activities?

Who can help with your development and how?

How and when are you going to measure how successful you have been at developing this area?

## Development Priorities

### Core Talent:

### Evaluating Problems

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## Development Priorities

### Challenge Area:

Driving Success

What are your key development activities?

Who can help with your development and how?

How and when are you going to measure how successful you have been at developing this area?

# Notes

## About this Report

This report is based upon the Match 6.5 assessment, which explores an individual's talents within a work context.

The results are based on a comparison with an international group of 442 individual contributors.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perception. Our extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, due consideration must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months, depending upon circumstances.

The report was produced using Saville Assessment software systems. It has been derived from the results of an assessment completed by the respondent, and reflects the responses they made.

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