

Candidate Report
Chris Park



Professional

Styles

Introduction

Thank you for completing the Styles questionnaire. This report provides you with summary feedback about your motives, preferences, needs and talents in a number of work relevant areas.

When reading this report, please remember that it is based upon your responses to the Styles assessment. It describes how you perceive yourself, rather than how you might be seen by someone else. Nevertheless, research suggests that self-report can be a powerful predictor of how you will operate at work.

Information is provided on the 36 Styles dimensions, which are grouped under 12 sections and arranged under four main cluster headings – Thought, Influence, Adaptability and Delivery. Each dimension consists of three facets.

Your results combine your rating and ranking responses. The results are based on a comparison with an international group of over 24,000 professionals and managers. Your score for each dimension is graphically represented on a 1-10 scale. The dimension score indicates how extreme your results are; scores of 5 and 6 are typical of the comparison group while 1 and 10 are extreme scores achieved only by about 1% of the comparison group. Beneath each dimension name are verbal descriptions which represent the three facet scores that comprise the dimension score. Major variations in the verbal descriptions within a dimension are indicative of a broad range of facet scores, and as such merit reflection and discussion.

On some dimensions (e.g. 'Reliable') most people will rate themselves highly. As a consequence, and because the results are relative, you may find that you score lower than you might have expected in such areas. It is also important to bear in mind that scores should be interpreted in terms of what is desirable for a particular job role. For example, being 'Conforming' may be desirable for administrative jobs that require strict adherence to rules and procedures but may be undesirable for senior roles that require some degree of risk taking and ingenuity in overcoming bureaucratic rules and procedures.

About this Report

The information contained within this report is likely to provide a valid overview of your motives, preferences, needs and talents at work (relative to others) for 12 to 24 months, depending upon your circumstances.

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

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.

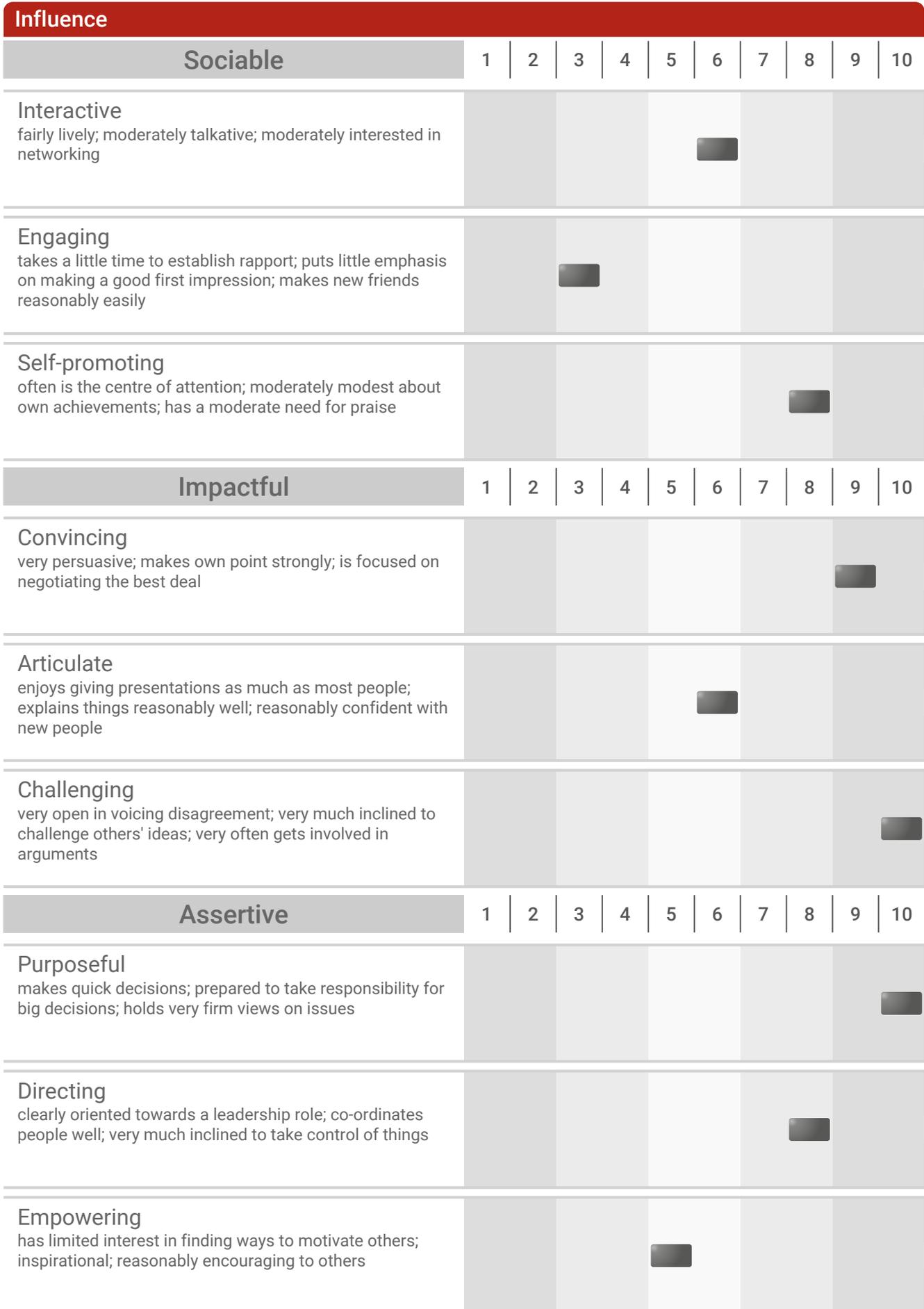
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The application of this questionnaire is limited to Saville Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.

Thought Cluster

Thought	1	2	3	4	5	6	7	8	9	10
Evaluative										
Analytical moderately interested in analysing information; asks probing questions fairly frequently; inclined to seek solutions to problems						■				
Factual likely to communicate well in writing; moderately interested in the logic behind an argument; explores the facts comprehensively							■			
Rational enjoys working with numerical data as much as most people; has little interest in information technology; moderately likely to base decisions on the facts alone					■					
Investigative										
Learning Oriented has relatively little interest in learning about new things; a quick learner; inclined to learn through reading							■			
Practically Minded less focused on doing practical work than others; very little interest in learning by doing; places relatively little emphasis on using common sense		■								
Insightful often identifies ways to improve things; very quick to get to the core of a problem; trusts intuition to guide judgement									■	
Imaginative										
Inventive generates lots of ideas; produces very original ideas; likely to adopt radical solutions										■
Abstract good at developing concepts; often applies theories; moderately interested in studying the underlying principles							■			
Strategic inclined to develop strategies; takes a very long-term view; creates a clear vision for the future									■	

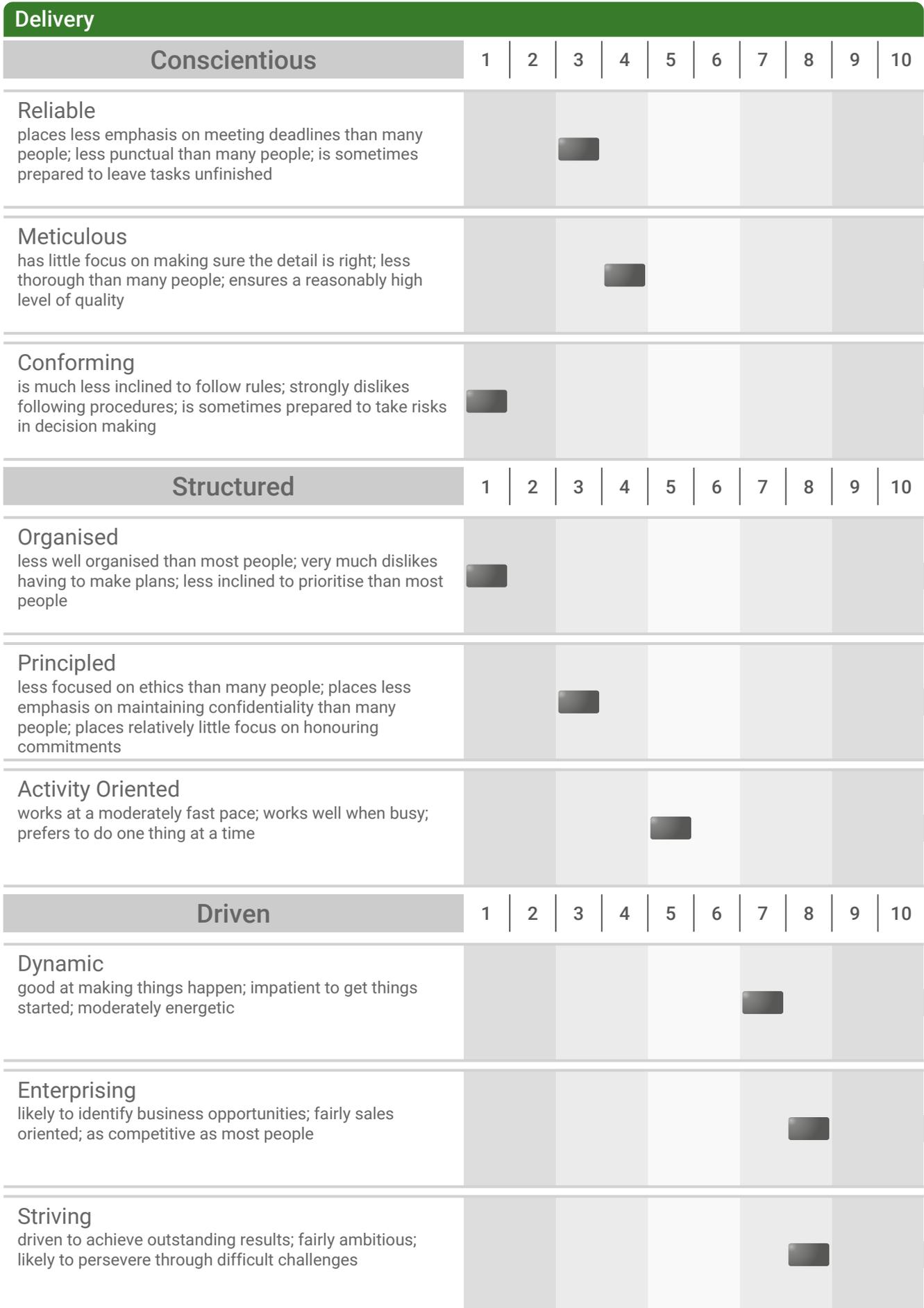
Influence Cluster



Adaptability Cluster

Adaptability										
Resilient	1	2	3	4	5	6	7	8	9	10
Self-assured moderately self-confident; feels in control of own future; has a strong sense of own worth							■			
Composed rarely gets nervous during important events; reasonably calm before important events; works well under pressure							■			
Resolving copes reasonably well with people who are upset; dislikes having to deal with angry people; feels less need than many people to resolve disagreements				■						
Flexible	1	2	3	4	5	6	7	8	9	10
Positive likely to take an optimistic view; recovers reasonably quickly from setbacks; extremely cheerful								■		
Change Oriented as ready to accept change as most people; copes moderately well with uncertainty; accepts new challenges as readily as most people						■				
Receptive less receptive to feedback than most people; moderately likely to encourage others to criticise approach; rarely asks for feedback on performance			■							
Supportive	1	2	3	4	5	6	7	8	9	10
Attentive less empathetic than many people; unlikely to listen attentively for long; interested in understanding why people do things				■						
Involving less team oriented than others; takes some account of others' views; unlikely to involve others in the final decision			■							
Accepting slightly less considerate than others; reasonably tolerant; moderately trusting of people			■							

Delivery Cluster



Predicted Culture/Environment Fit

Based on extensive Saville Assessment research linking the styles of individuals to culture at work, this highlights the aspects of the culture, job and environment that are likely to enhance or inhibit your success:

Performance Enhancers

- ⊕ where creativity and innovation are encouraged and radical ideas and solutions welcomed
- ⊕ where heated debate is valued and people are encouraged to challenge ideas, argue and voice disagreements openly
- ⊕ where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
- ⊕ where the ability to get rapidly to the core of issues and readily identify solutions to problems is highly valued
- ⊕ where the development of theoretical ideas and concepts is encouraged
- ⊕ where there is a strong results focus and determination to succeed, no matter what, and people are rewarded for achieving outstanding results
- ⊕ where there is a strong strategic focus, it is seen as desirable to have a clear vision for the future and strategic thinking capability is highly valued
- ⊕ where commercialism and entrepreneurialism are valued and the emphasis is on identifying business opportunities and outperforming the competition

Performance Inhibitors

- ⊖ where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
- ⊖ where dissent is frowned upon and people are discouraged from challenging ideas and voicing disagreements
- ⊖ where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
- ⊖ where little value is placed on providing new insights and identifying potential improvements
- ⊖ where there is little interest in the application of theoretical ideas and models and people are given little time to explore different options and possibilities
- ⊖ where the urge to achieve outstanding results is not great and people seldom persist in the face of difficulties
- ⊖ where the focus is short rather than longer term, tactical rather than strategic
- ⊖ where the culture is non-commercial, non-competitive and non-profit oriented