



My Self Report Alicia Sample

My Self

Questionnaire



Introduction

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

My Self Overview

This section of the report presents your relative strengths and limitations rank ordered into four groups. Your first three behavioural effectiveness areas are referred to as 'Signature Strengths' and indexed with four symbols. The next three are referred to as 'Supporting Strengths' and indexed with three symbols. The next three areas are referred to as 'Lesser Strengths' and indexed with two symbols. The final three areas are referred to as 'Challenge Areas' and indexed with one symbol.

Signature Strengths

This section of the report covers your top three strengths. 'Know your Strength' explains the special contribution that you bring to the work place. 'Your Culture/Environment Fit' outlines which organisational cultures are likely to align with your values and needs, which in turn should lead to job satisfaction. 'Maximise your Strength' gives you tips on how to deploy your strengths for maximum impact. 'Use your Strength Wisely' provides some caveats and warnings on how heavy reliance on your strengths might become disadvantageous. Finally, 'Competitive Advantage at Interview from your Strength' provides tips on how to prepare for interviews.

Challenge Areas

This section of the report covers your bottom three behavioural effectiveness areas. 'Know your Challenge Area' outlines which behaviours you are likely to find difficult to consistently demonstrate. 'Potentially Unsuitable Cultures/Environments' outlines the working environments you are likely to find stressful, which in turn may reduce your job satisfaction and performance at work. 'Working with your Challenge Area' gives you tips on how to develop this area. 'Turning your Challenge Area into an Asset' provides an alternative, positive angle on your area of challenge.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is based on your behavioural strengths. Different behavioural strengths underpin each of these career areas.

Career Area Fit

This section of the report presents your top three career areas. For each of the three career fields, your degree of strength is shown for the related behavioural areas.



My Self Overview

This page provides an overview of your relative strengths, which are grouped into four categories featuring three strengths each. The list of strengths is presented in order from your strongest 'Signature Strength' to the area of greatest challenge for you. The implications for 'Signature Strengths' and 'Challenge Areas' are described in more detail on the pages that follow.

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Signature Strength

Showing Resilience



Know your Strength

You are more likely than others to be resilient to those challenges and demands imposed on you as part of your work.

Your Culture/Environment Fit

You need to decide what type of workplace culture suits you, as some people who are more resilient at work favour environments which are more pressured and where there is a high degree of personal accountability. On the other hand, some people with high levels of resilience can cope with pressure but do not enjoy working in an environment where pressure is constant. You will need to spend some time working out which types of pressure you are comfortable with and which you are not.

Maximise your Strength

You are likely to work effectively in more demanding and pressured environments than many other people. Although you are less likely than other people to be adversely affected by pressure, stress does still have the potential to impact negatively on your body and mind. Ensure you build opportunities in your working week to do other activities which you find relaxing, such as exercising or socialising.

Use your Strength Wisely

You should be aware that your tolerance for pressure at work is likely to be higher than many others around you and you should be sensitive to their concerns. You could seem unfeeling or dispassionate to others if you do not have the same level of reaction to pressure as they do. You have the potential to be a calming and balancing influence on others and it is important to realise that in times of pressure that others may benefit from a few words of encouragement or support.

Competitive Advantage at Interview from your Strength

While this is an important area for managing your performance at work, it is one rarely questioned at interview. It is likely to be important that you actively demonstrate this strength by conveying examples of instances where your composure under times of pressure had a reassuring effect on others. It is, however, also important that you make clear how seriously you took an issue, despite remaining calm, as a lack of reaction can sometimes be seen as dismissive.

Signature Strength

Building Relationships



Know your Strength

You are likely to be more active in developing relationships, interacting with others and getting yourself noticed than other people. This is important for your career as it will provide you with more opportunities through a wider circle of contacts than others are likely to develop.

Your Culture/Environment Fit

You are likely to thrive where there are lots of opportunities to meet and spend time with other people and to build new relationships. In a quiet or more individualistic environment where people spend little time engaging with others you are likely to find your work less rewarding and enjoyable.

Maximise your Strength

Learn from others who build relationships and get results by seeing how they do this most effectively. Simple things can make a difference, such as asking well-established contacts/friends to make an introduction to someone else or strengthening an important work relationship by going out of your way to provide extra help or support for that person.

Use your Strength Wisely

Time spent engaging with others is important at work, however, it is important that you spend the time wisely and ensure that you are investing enough time with the people that matter. It is a natural tendency to spend time with the people at work whose company you enjoy most, but it is also important to consider how best to use some of your relationship building capability in order to get your job done more effectively and to further your career. However, you should be careful not to overdo this as overt displays of self-promotion can be received negatively.

Competitive Advantage at Interview from your Strength

Be clear about what it is that you do which makes the difference. It may be difficult to describe what makes you different from others in how you relate to people. Ask trusted confidants how they would describe you. Much of your capacity for building relationships may be judged in the interview, based not just on what you say but also how you act.

Signature Strength

Adjusting to Change



Know your Strength

You quickly see the benefits of change and generally welcome variety and novelty in your work. You are much more likely than others to go out of your way to find new activities to get involved in and to accept new ways of doing things. Your strength is important as many other people are likely to be far less capable than you at adjusting to changing circumstances.

Your Culture/Environment Fit

You are likely to benefit from working in environments where change is a frequent or constant aspect of work and where there are regular opportunities to face new challenges. A highly structured environment which provides little breadth or opportunity to adapt working methods is something that you may find limiting and dissatisfying.

Maximise your Strength

Look for opportunities to do new things at work and find out which activities you enjoy most. To keep your levels of interest high, try to seek out new types of work which you are keen to learn about and contribute to. However, do remember not to neglect your main tasks and responsibilities. In particular, think about where you could gain experience which is likely to benefit you and the organisation.

Use your Strength Wisely

You are different from many people who are likely to find change a difficult and unsettling aspect of their life that they would sooner avoid. As well as being a role model for others in positively embracing change, you can be instrumental in helping other people to understand the benefits of change and appreciate that the downsides may not be as negative as they might have anticipated.

Competitive Advantage at Interview from your Strength

Consider situations where you were an active part of a change process, rather than a passive recipient of change. Try to generate examples of where your actions have driven aspects of change. Explain why the change could have been threatening or problematic, how you dealt with these concerns and what you actively did to make the change process as effective as possible. Comparing your active approach to the reactions of other people can help show the difference between your change-oriented approach and that of other people.

You do not want to appear as though you like changing things simply for the sake of novelty. Sometimes stability is desirable and you will need to show that you recognise this. It is important that you give examples of when you have been appropriately sceptical about change and where you felt it would not be beneficial for change to take place. You might also want to show where you have challenged change or suggested better ways to make something happen effectively. In addition, it might also be beneficial to prepare answers to questions relating to how you deal with times



Signature Strength

Adjusting to Change



Competitive Advantage at Interview from your Strength

where there is a lack of variety in your work and perhaps provide examples of how you have remained motivated in such instances.

Challenge Area

Evaluating Problems



Know your Challenge Area

You are unlikely to focus closely on the facts and are less inclined than many people to spend time on the in-depth analysis of information before making a decision.

Potentially Unsuitable Cultures/Environments

You are unlikely to find highly analytical people or environments to be very stimulating. Most people will tend to be more focussed and interested in convergent problem-solving than you and you are more likely to accept that something will work rather than wanting to know why it works. Highly technical environments, which require large amounts of knowledge about products and environments, are likely not to be particularly suitable for you.

Working with your Challenge Area

You are more likely to want to know the end result of an evaluation process rather than to understand how or why it was conducted. In a situation where you need to take control of analysis or evaluation, it may be helpful to find more analytical colleagues whose judgement you trust to support you.

Turning your Challenge Area into an Asset

You are unlikely to engage in time-consuming analytical work and so will be able to turn your attentions elsewhere. As long as you value the analytical work carried out by others, it is more than reasonable to be more concerned about the results than the process itself. Another potential advantage that you can bring to evaluative contexts is a view on factors that may be more difficult to quantify, such as the impact of a process on morale, or the long-term effects a change may have. Evaluating problems is often a multifaceted process and it is useful to weigh up the relative importance of different considerations. This is especially important when more analytical people are tending to focus on the lower-level and short-term aspects of the evaluative process.

Challenge Area

Investigating Issues



Know your Challenge Area

You are likely to focus less on learning, researching and implementing your specialist knowledge than many people.

Potentially Unsuitable Cultures/Environments

You are likely to be less comfortable in environments in which there is a strong requirement for you to be the expert who learns and keeps up to date with the latest developments in their field. Being less interested in highly specialised environments may mean that your development is restricted in such environments, where others, who may be more interested in developing their specialism, thrive.

Working with your Challenge Area

You may not be particularly inclined to seek out new knowledge and opportunities for learning but you can ask for advice from others on what you need to learn about. It is also likely to be particularly important for you to identify trusted experts to help advise and, where necessary, investigate issues on your behalf. You may be able to identify potential learning opportunities which can help you to develop your investigative skills further and trying to focus on issues which you find inherently interesting can be an effective way to develop your capacity to investigate issues.

Turning your Challenge Area into an Asset

People who are more focused on specialist expertise than you may sometimes overlook the concerns of the typical user, so you may be well placed to offer the kind of perspective of a typical client or user rather than a technical expert. This may allow you to focus on clients' needs and solutions, which do not require a great deal of technical expertise in order to understand. You should, however, make sure to cross check your thinking with an expert to make sure that you are not involving yourself in any legal, procedural, ethical or other issues that may not have occurred to you. It may also be worth thinking through what you prefer to focus on instead of investigating issues. It may be, for example, that you are more likely to make things happen than spend time investigating many different options and issues.

Challenge Area

Creating Innovation



Know your Challenge Area

You are not likely to focus on the production of new ideas or original suggestions. While you may build on other people's ideas you are unlikely to generally prefer radical new ways of doing things.

Potentially Unsuitable Cultures/Environments

While you may find very creative cultures and people interesting, you may find it difficult to match the innovative input of other people in such an environment. You may also find it frustrating working in environments where generating ideas and innovation dominates over delivering results.

Working with your Challenge Area

The fact that you are less creative than many others may mean that you are more prepared to focus on tried and tested approaches and immediately workable solutions. It is still important, however, that you recognise good ideas and creativity, as well as encouraging and supporting innovation wherever possible. Creative people can be sensitive and it is important to be diplomatic at times when criticising their work.

Turning your Challenge Area into an Asset

Your focus on tried and tested methods can help to ensure that you take some time to consider new ideas and be sure that new suggestions and approaches are likely to be successful before they are implemented. You may also be effective at integrating new items with existing methods, as opposed to more creative people who may be tempted to completely change things and could inadvertently compromise existing and effective processes as a result.



Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements. For example, if you work in marketing and you have a career alignment to research, publishing and law, it is likely that these are the aspects of marketing to which you are particularly well-suited.





Career Area Fit

This section of the report presents your top three career areas. It further details the key strengths which underpin each of the three career areas. These strengths are based on typical requirements for jobs in each career area. Your level of strength is indicated against these typical job role requirements.

1 Career Area: Human Resources, Training & Coaching

As the jobs in this field relate to developing and interacting with a wide range of people, building relationships and providing direction, encouragement and guidance are important. A supportive and fair approach is usually required so that problems can be resolved in a participative and considerate manner. Roles in this career area tend to require receptiveness, a positive outlook and the flexibility to deal with many different types of people and situations.

Typical Job Role Requirements	Your Strengths
Building Relationships	Signature Strength
Giving Support	Supporting Strength
Adjusting to Change	Signature Strength

2 Career Area: Communication & Public Relations

Jobs in this field tend to require information to be communicated in a clear and articulate manner. Given the service nature of many such roles, an optimistic and flexible approach with receptiveness to feedback is usually critical to performance. Many roles in this career area involve interaction with a wide range of people, including the public. A capacity to engage positively with others and to make people feel comfortable is also important.

Typical Job Role Requirements	Your Strengths
Communicating Information	Lesser Strength
Adjusting to Change	Signature Strength
Building Relationships	Signature Strength

3 Career Area: Technology & Engineering

Jobs in this field require a resilient and rational approach to work. Critical thinking and analysis are important for practical problem solving. Attention to detail and adherence to regulations also tend to be important in many roles within this field.

Typical Job Role Requirements	Your Strengths
Showing Resilience	Signature Strength
Evaluating Problems	Challenge Area
Processing Details	Lesser Strength



About this Report

This report is based upon the My Self assessment, which explores an individual's strengths within a work context.

Your responses have been compared with a group of 558 students and then rank ordered.

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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