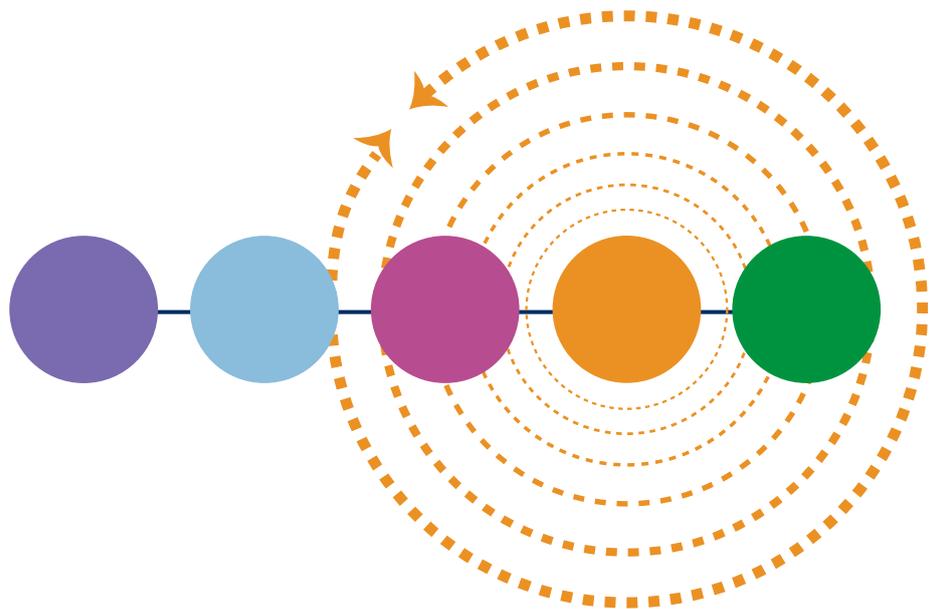


Environment Fit Report Fiona Sample



Customer
Strengths



Predicted Culture/Environment Fit

Based on extensive Saville Assessment research linking work place culture and the styles of individuals, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Fiona Sample's success:

Performance Enhancers

- ⊕ where organisational skills are highly valued and people appreciate being given clear priorities
- ⊕ where creativity and innovation are encouraged and radical ideas and solutions welcomed
- ⊕ where there is constantly a lot on the go, people are engaged in multiple tasks and efficient use of time is important
- ⊕ where importance is attached to punctuality and completing tasks to deadline and reliability is clearly valued
- ⊕ where energy levels are high, there is a strong action orientation and people are rewarded for taking the initiative and making things happen
- ⊕ where the ability to get rapidly to the core of issues and readily identify solutions to problems is highly valued
- ⊕ where there is an emphasis on analysing and solving problems and problem solving ability is really valued
- ⊕ where there are numerous opportunities for learning and extending one's range of knowledge and skills

Performance Inhibitors

- ⊖ where the approach is reactive and there is little planning or preparation
- ⊖ where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
- ⊖ where the pace of work is leisurely, there is little multi-tasking and time is not used efficiently
- ⊖ where there is a culture that allows deadlines to be passed and tasks are often left unfinished
- ⊖ where energy levels are low and people show little initiative
- ⊖ where little value is placed on providing new insights and identifying potential improvements
- ⊖ where there are few opportunities for analysing and solving problems
- ⊖ where opportunities for acquiring new skills and extending one's range of knowledge are severely restricted



About this Report

This report is based upon the Customer Strengths assessment, which explores an individual's strengths in critical work areas.

The results are based on a comparison with a group of 383 applicants for Customer Service roles and are presented on a 1 to 10 Sten scale.

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.

This report has been generated electronically. Saville Assessment do not guarantee that it has not been changed or edited. We can accept no liability for the consequences of the use of this report, howsoever arising.

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