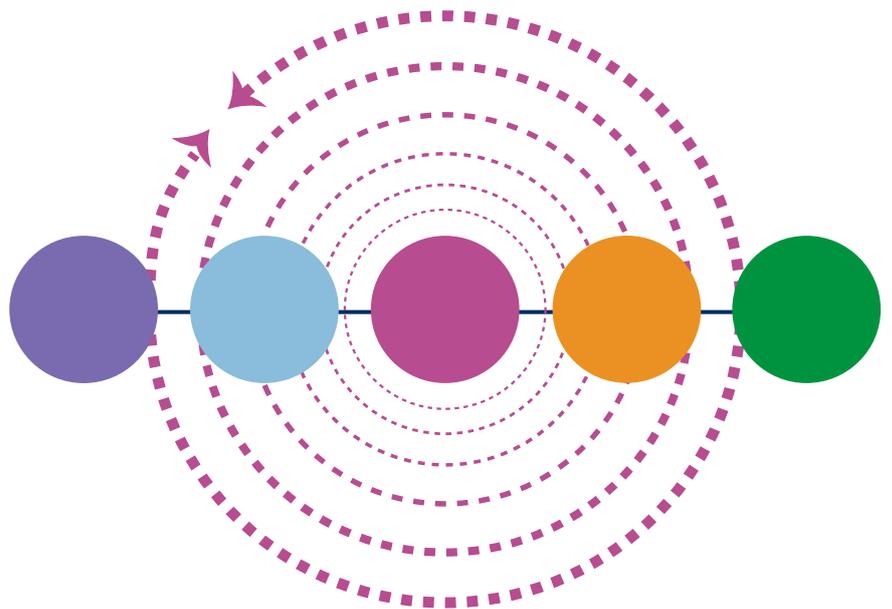


Environment Fit Report Josh Sample



Commercial

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 Josh Sample's success:

Performance Enhancers

- ⊕ where self confidence is regarded as an asset and people are encouraged to know their own worth and take responsibility for their own workload
- ⊕ where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
- ⊕ where real importance is attached to the maintenance of high quality standards and close attention to detail
- ⊕ where there is the opportunity to take on leadership responsibilities and have control over other people and resources
- ⊕ where energy levels are high, there is a strong action orientation and people are rewarded for taking the initiative and making things happen
- ⊕ where a positive, can-do attitude is valued and rewarded
- ⊕ where there is frequent change and the constant challenge of doing new things
- ⊕ where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised

Performance Inhibitors

- ⊖ where self confidence is equated with arrogance and denigrated, and people are discouraged from taking control of their own workload
- ⊖ where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
- ⊖ where the maintenance of quality standards and attention to detail are not considered a priority
- ⊖ where there is little opportunity for taking on leadership responsibilities or directing other people
- ⊖ where energy levels are low and people show little initiative
- ⊖ where the attitude is generally negative and people are slow to recover from setbacks
- ⊖ where there is a high degree of predictability and little variety or change
- ⊖ where people are not expected to comply with rules and regulations, there are no clearly established procedures and there is a high degree of risk



About this Report

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

The results are based on a comparison with a group of 406 applicants to sales 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.