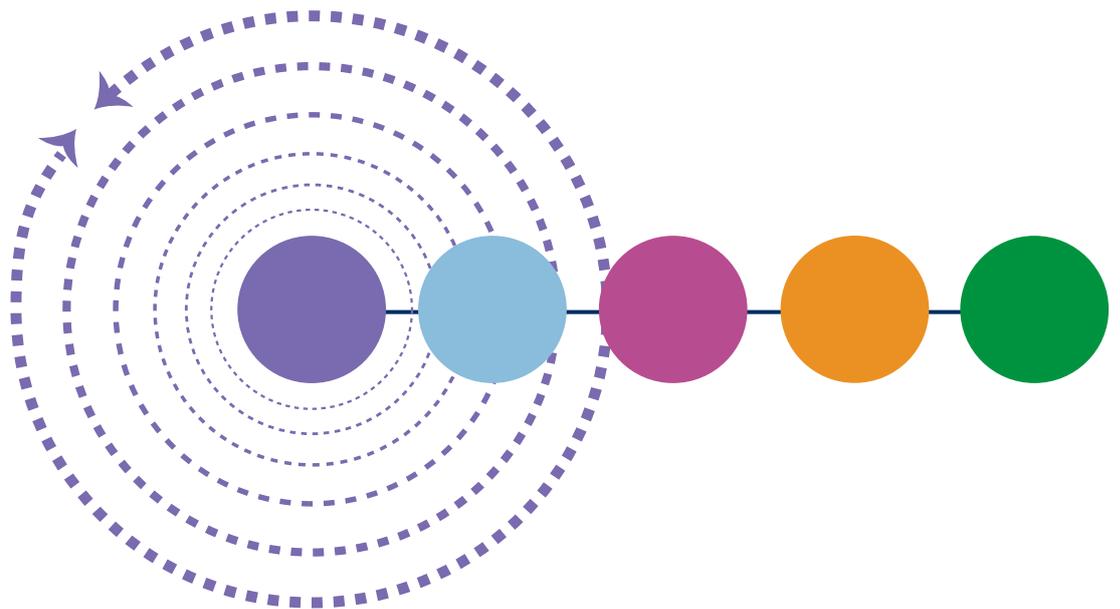


Environment Fit Report Ken Sample



Work

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 Ken Sample's success:

Performance Enhancers

- ⊕ where people listen to others and are sensitive to their differing needs and viewpoints
- ⊕ where there is an atmosphere of mutual trust, there is a high degree of tolerance and people are considerate in their behaviour towards others
- ⊕ where people are encouraged to resolve conflicts quickly and a value is placed on being able to handle angry and upset people well
- ⊕ where honest feedback is encouraged and freely given
- ⊕ where there are high ethical standards and people behave with integrity and discretion
- ⊕ where teamwork is encouraged and all relevant parties are involved in the decision making process
- ⊕ where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised
- ⊕ where there are numerous opportunities for making new contacts and developing relationships, and good networking is seen as a key to success

Performance Inhibitors

- ⊖ where little importance is attached to understanding people and the motives for their behaviour
- ⊖ where people are distrustful of each other, there is a lack of tolerance and a lack of consideration for others
- ⊖ where little importance is attached to the ability to manage angry or upset people
- ⊖ where feedback is discouraged and seldom given
- ⊖ where unethical practices are condoned and people are required to compromise on their principles
- ⊖ where there are few opportunities for teamwork, there is little consultation and decisions are taken unilaterally
- ⊖ 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
- ⊖ where there are few networking opportunities



About this Report

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

The results are based on a comparison with a group of 2,600 international professionals and managers.

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 a questionnaire 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.