

## Personal Report Sarah Sample



Professional  
Styles

## Introduction to the Personal Report

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 of your professional style, please remember that it is based on the information that you have provided. 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 section headings for each of the four major clusters - Thought, Influence, Adaptability and Delivery. Each dimension consists of 3 facets.

Your results combine your rating and ranking responses, and have been compared with those of a large group of professionals. For each of the dimensions your score 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 3 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 on the relevant questions. 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.

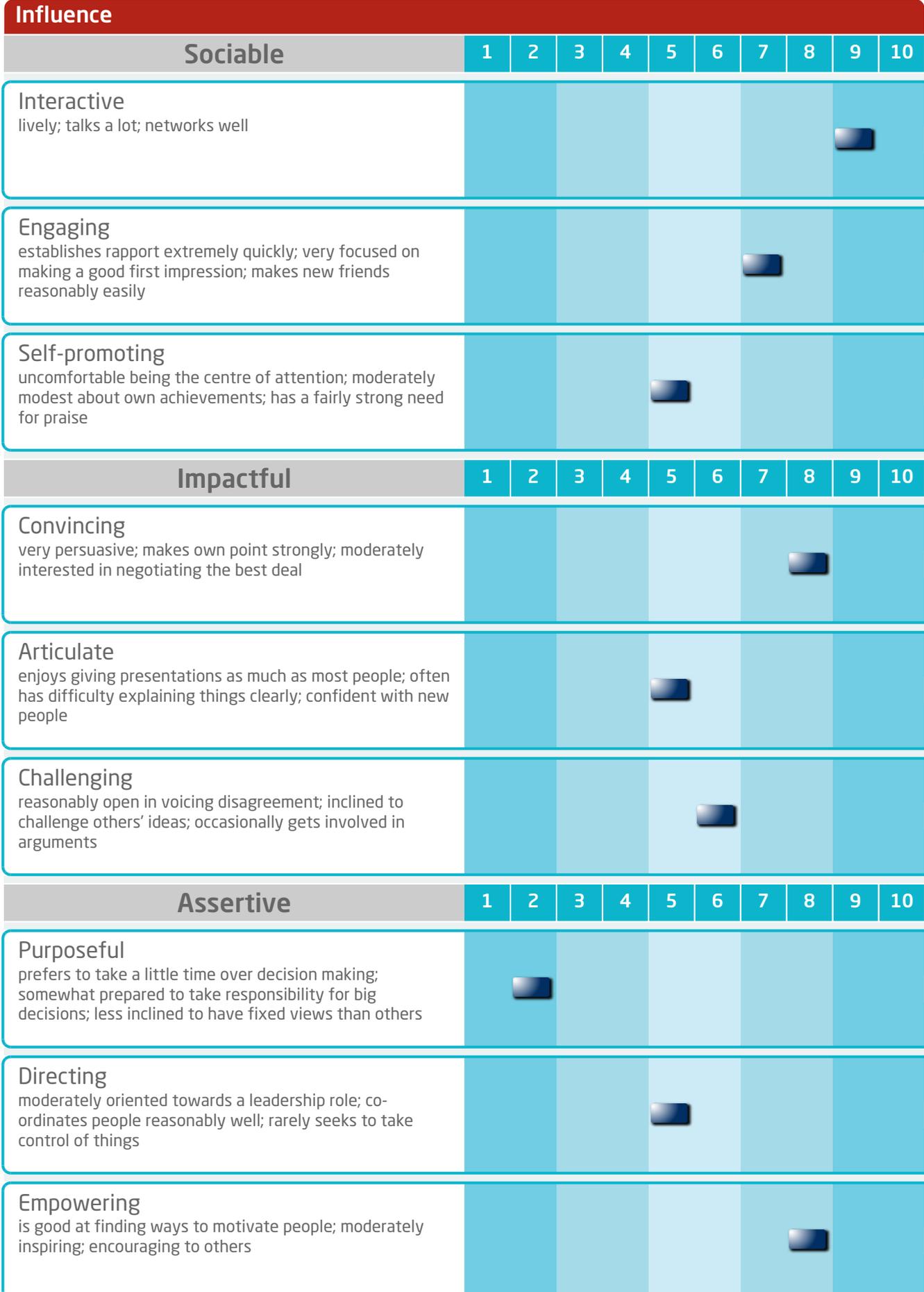
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The application of this questionnaire is limited to Saville Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.

## Personal Report - Thought Cluster

Thought	1	2	3	4	5	6	7	8	9	10
<b>Evaluative</b>										
<b>Analytical</b> has little interest in analysing information; frequently asks probing questions; moderately inclined to seek solutions to problems										
<b>Factual</b> very likely to communicate well in writing; readily understands the logic behind an argument; establishing all the relevant facts is not a high priority										
<b>Rational</b> very much dislikes working with numerical data; makes some use of information technology; very unlikely to base decisions on the facts alone										
<b>Investigative</b>										
<b>Learning Oriented</b> actively seeks opportunities to learn about new things; a very quick learner; gets little enjoyment from learning by reading										
<b>Practically Minded</b> much less focused on doing practical work than others; learns to some extent by doing; shows common sense										
<b>Insightful</b> moderately focused on constantly improving things; takes time to get to the main issues; trusts intuition to guide judgement										
<b>Imaginative</b>										
<b>Inventive</b> generates ideas; produces very original ideas; extremely likely to adopt radical solutions										
<b>Abstract</b> very good at developing concepts; as good as most people at applying theories; moderately interested in studying the underlying principles										
<b>Strategic</b> shows relatively limited interest in developing strategies; rarely focuses on long term issues; unlikely to create a clear vision for the future										

## Personal Report - Influence Cluster



## Personal Report - Adaptability Cluster

### Adaptability

Resilient	1	2	3	4	5	6	7	8	9	10
<b>Self-assured</b> self-confident; feels less in control of own future than many people; has a strong sense of own worth										
<b>Composed</b> often feels nervous during important events; often worries before important events; dislikes having to work under pressure										
<b>Resolving</b> feels very uncomfortable dealing with people who are upset; strongly dislikes having to deal with angry people; good at resolving disagreements										
Flexible	1	2	3	4	5	6	7	8	9	10
<b>Positive</b> very likely to take an optimistic view; recovers reasonably quickly from setbacks; cheerful										
<b>Change Oriented</b> as ready to accept change as most people; copes well with uncertainty; accepts new challenges as readily as most people										
<b>Receptive</b> moderately receptive to feedback from others; encourages others to criticise approach; asks for feedback on performance										
Supportive	1	2	3	4	5	6	7	8	9	10
<b>Attentive</b> as empathetic as most people; a reasonably good listener; moderately interested in understanding why people do things										
<b>Involving</b> a little less team oriented than others; takes some account of others' views; involves others in the final decision										
<b>Accepting</b> moderately considerate towards others; reasonably tolerant; moderately trusting of people										

## Personal Report - Delivery Cluster

Delivery										
Conscientious	1	2	3	4	5	6	7	8	9	10
<b>Reliable</b> places less emphasis on meeting deadlines than many people; less punctual than many people; is prepared to leave tasks unfinished										
<b>Meticulous</b> extremely attentive to detail; reasonably thorough; ensures a high level of quality										
<b>Conforming</b> is less inclined to follow rules; dislikes following procedures; occasionally takes risks in decision making										
Structured	1	2	3	4	5	6	7	8	9	10
<b>Organised</b> less well organised than most people; dislikes having to make plans; less inclined to prioritise than many people										
<b>Principled</b> behaves ethically; moderately likely to respect confidentiality; highly focused on honouring commitments										
<b>Activity Oriented</b> works at an extremely fast pace; dislikes being really busy; multi-tasks well										
Driven	1	2	3	4	5	6	7	8	9	10
<b>Dynamic</b> feels little need to make things happen; impatient to get things started; less energetic than many people										
<b>Enterprising</b> likely to identify business opportunities; fairly sales oriented; less competitive than many people										
<b>Striving</b> places relatively little emphasis on achieving outstanding results; moderately ambitious; moderately likely to persevere through difficult challenges										