



Work Roles Report Sarah Sample



Professional
Styles

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About this Report

This report is based upon the Styles assessment, which explores an individual's motives, preferences, needs and talents in critical work areas.

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

Saville Assessment Work Roles

The Saville Assessment Work Roles model presents eight work roles. This report outlines which work roles Sarah Sample is most and least likely to adopt based on responses to the Saville Assessment Wave Styles assessment.

Solving Problems



Analyst

Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.



Innovator

Innovators take a creative approach to problem solving, and often develop long-term strategies.

Influencing People



Relator

Relators actively communicate with others and can help improve social interaction.



Assertor

Assertors take control of situations and coordinate people. They prefer to be the leader.

Adapting Approaches



Optimist

Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.



Supporter

Supporters attend to the needs of others, and prefer a team-oriented approach.

Delivering Results



Finisher

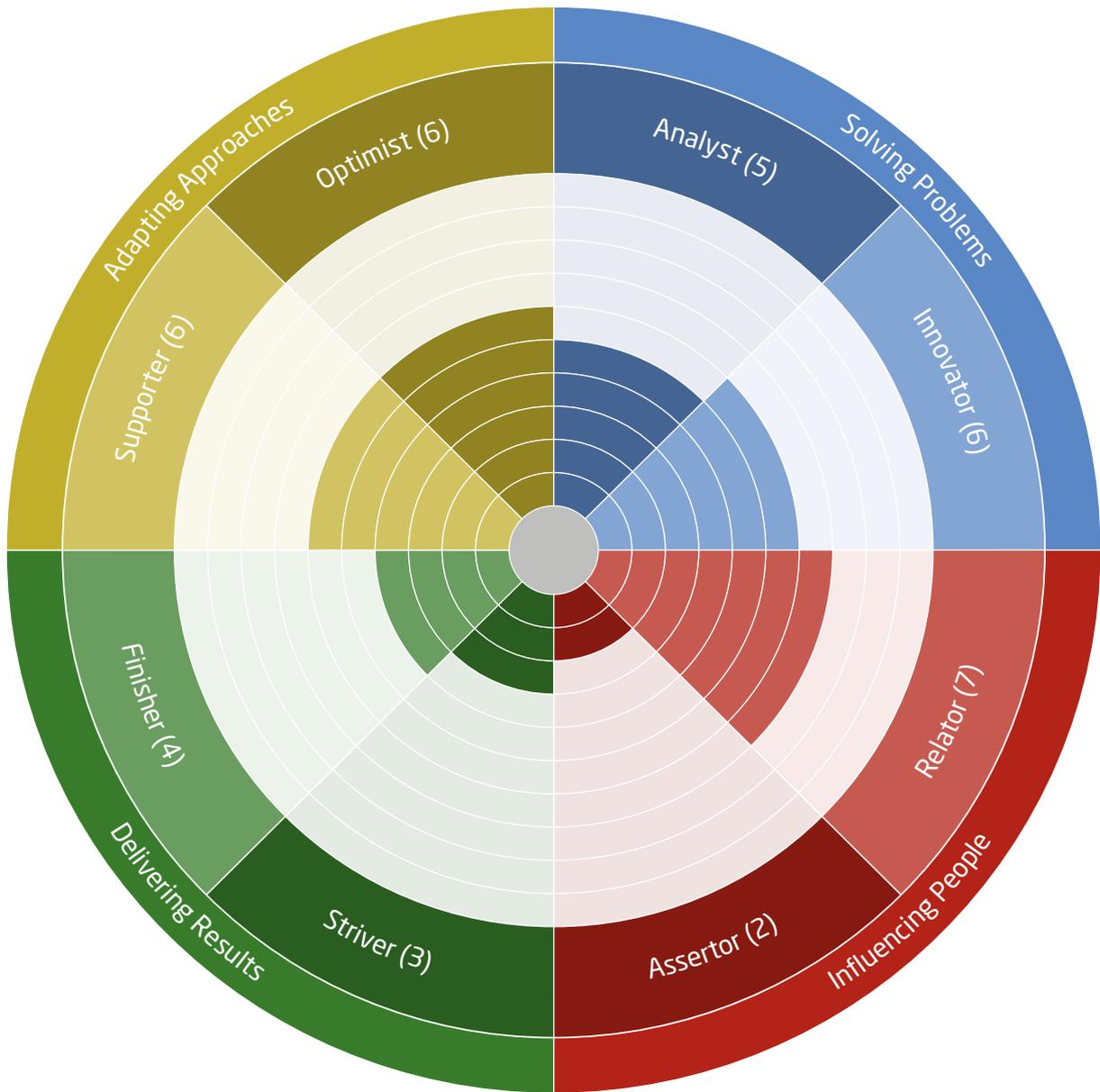
Finishers focus on getting things completed to a high standard, and pay attention to detail.



Striver

Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

Your Work Roles



Your Work Roles ranked in order of preference:

 Relator	Primary role
 Supporter	Secondary role

Optimist

Innovator

Analyst

Finisher

 Striver	Less preferred roles
 Asserter	

Your Preferred Work Roles

Your primary role is likely to be your strongest work role; this is the role which you are most likely to adopt. In certain situations, you may prefer adopting your secondary work role ahead of your primary work role. Each of your preferred roles has associated strengths that can positively contribute towards your effectiveness.

Primary	Secondary
 <h3>Relator</h3> <p>Relators actively communicate with others and can help improve social interaction.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Relators typically communicate information effectively to others • Relators tend to interact confidently with other people • Relators are likely to make a positive impression upon others 	 <h3>Supporter</h3> <p>Supporters attend to the needs of others, and prefer a team-oriented approach.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Supporters are likely to understand the needs and feelings of other people • Supporters are typically effective at team working • Supporters tend to establish rapport with others easily

Your primary and secondary work roles combine to create your dual role. This combination also has associated strengths that are likely to be valuable in the workplace.

Dual	
 <h3>Relator</h3>	 <h3>Supporter</h3>
<p>Strengths:</p> <ul style="list-style-type: none"> • People with this role combination are likely to make sure that the views of everyone are heard • People with this role combination will typically try to encourage group discussion and debate 	

Your Contrasting Work Roles

Your work roles can be better understood when the contrasts between your two preferred (primary and secondary) and two least preferred work roles are considered.

Primary role



Relator

Less preferred role



Assertor

People with this role contrast may be effective at discussing issues but may not always steer the conversation towards a decision. *Could your communication sometimes be more effective through helping others come to a decision?*

Primary role



Relator

Less preferred role



Striver

People with this role contrast tend to enjoy talking about projects but their primary focus is not always on the final outcome. *Could you do more to focus the discussion on providing greater clarity on exactly what needs to be achieved?*

Secondary role



Supporter

Less preferred role



Assertor

People with this role contrast are likely to focus on the needs of others while feeling some reluctance to directly ask colleagues for help. *Have you considered ways that you could get others to provide more assistance?*

Secondary role



Supporter

Less preferred role



Striver

People with this role contrast tend to be concerned with the well-being of colleagues when they are struggling to reach their objectives. *Could you support others in a way that helps them deliver?*

Making the Most of Your Work Roles

Your effectiveness in the workplace can be improved by making the most of your Primary, Secondary and least preferred roles.

Using your most preferred roles to best effect

	<p>Relator</p> <ul style="list-style-type: none"> • Look for opportunities to present new work to a wider range of important stakeholders • Establish new contacts with individuals that are adept at providing support, resources or have relevant expertise • Highlight both your own work and the achievements of others to your colleagues
	<p>Supporter</p> <ul style="list-style-type: none"> • Help your colleagues to better understand why others may be acting in a particular way • Question who is best suited to be involved in a team for it to successfully meet its objectives • Spend time with new colleagues or individuals who may be less engaged with others

Using your least preferred roles to best effect

	<p>Striver</p> <ul style="list-style-type: none"> • Identify a target that is readily achievable and then consider how to make it a little more ambitious • Set yourself the challenge of delivering a little bit more than you have done before • Consider things that you would typically say 'no' to as potential opportunities and be more open to taking them on
	<p>Assertor</p> <ul style="list-style-type: none"> • Be aware when there is a lack of clear direction and work with others to come to a decision • Prompt those who need to make a decision to ensure progress is maintained • Give immediate praise when someone does something well

Working with Different Roles

It is useful to consider how you can work more effectively with people who have other work roles.

	<p>Assertor</p> <ul style="list-style-type: none"> • Find ways to help Assertors develop relationships with key stakeholders and increase their influence over others • Work with Assertors to help them lead with greater tact and sensitivity
	<p>Striver</p> <ul style="list-style-type: none"> • Help Strivers communicate new opportunities with greater clarity • Work with Strivers to ensure individual goals are shared and don't place unreasonable demands on others
	<p>Finisher</p> <ul style="list-style-type: none"> • Assist Finishers by communicating key project milestones • Support Finishers by encouraging others to work more actively together when deadlines are approaching
	<p>Analyst</p> <ul style="list-style-type: none"> • Work with Analysts to summarise their findings into the points that need communicating • Give Analysts a people perspective on issues which can be added to their analysis
	<p>Innovator</p> <ul style="list-style-type: none"> • Assist Innovators to communicate and present their ideas more clearly • Offer Innovators an insight into how their ideas can be used to help others
	<p>Optimist</p> <ul style="list-style-type: none"> • Provide Optimists with more opportunities to communicate their confidence and enthusiasm to different stakeholders • Provide Optimists with your support to help them encourage positivity and resilience in others

Working with the Same Roles

It is useful to consider how you can work more effectively with people who have the same work roles as you.

	<p>Other Supporters</p> <ul style="list-style-type: none"> • Work with other Supporters to widen their network of influence • Work with other Supporters to maximise participation and increase involvement from others • Look out for other Supporters' tendency to help others at their own expense
	<p>Other Relators</p> <ul style="list-style-type: none"> • Work with other Relators to ensure that their communication takes account of colleagues' concerns • Work with other Relators to communicate important messages to the widest possible audience • Look out for other Relators spending too much time on communication that doesn't deliver any clear benefit