Types Report for
Jo Wilson

Focus

Styles

Contents

About this Report

This report is based upon the Styles assessment which explores an individual's behavioural tendencies in a number of work relevant areas.

The results are presented on a 1 to 10 'Sten' scale based on a comparison with a group of professionals and managers.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perceptions. Nevertheless, our extensive research has shown it to be a valid measure of how people will operate in the workplace.

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 provide a valid overview of the respondent's behavioural tendencies at work for 12 to 24 months, depending upon circumstances.

The report was produced using Saville Consulting 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 Consulting 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 questionnaire is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to the Types Report

This report outlines the typical approach of Jo Wilson at work based on responses to the Saville Consulting Wave Styles questionnaire.

Saville Consulting Wave™ Types

Research has shown that the Saville Consulting Wave™ Types are powerful predictors of performance in a range of key areas.

Note: Typologies are useful generalisations about people. However, generalisations by their nature make it inevitable that respondents will identify more closely with some aspects of the description of their type than others.

Styles Assessment

The report draws on the four Clusters in the Styles assessment that cover three Sections each:

Thought
Evaluative, Investigative, Imaginative

Influence
Sociable, Impactful, Assertive

Adaptability
Flexible, Supportive, Resilient

Delivery
Driven, Conscientious, Structured

People & Task Types

This report integrates results in the 'People' Clusters (Influencing People and Adapting Approaches) into four People Types, and results on the 'Task' Clusters (Solving Problems and Delivering Results) into four Task Types.
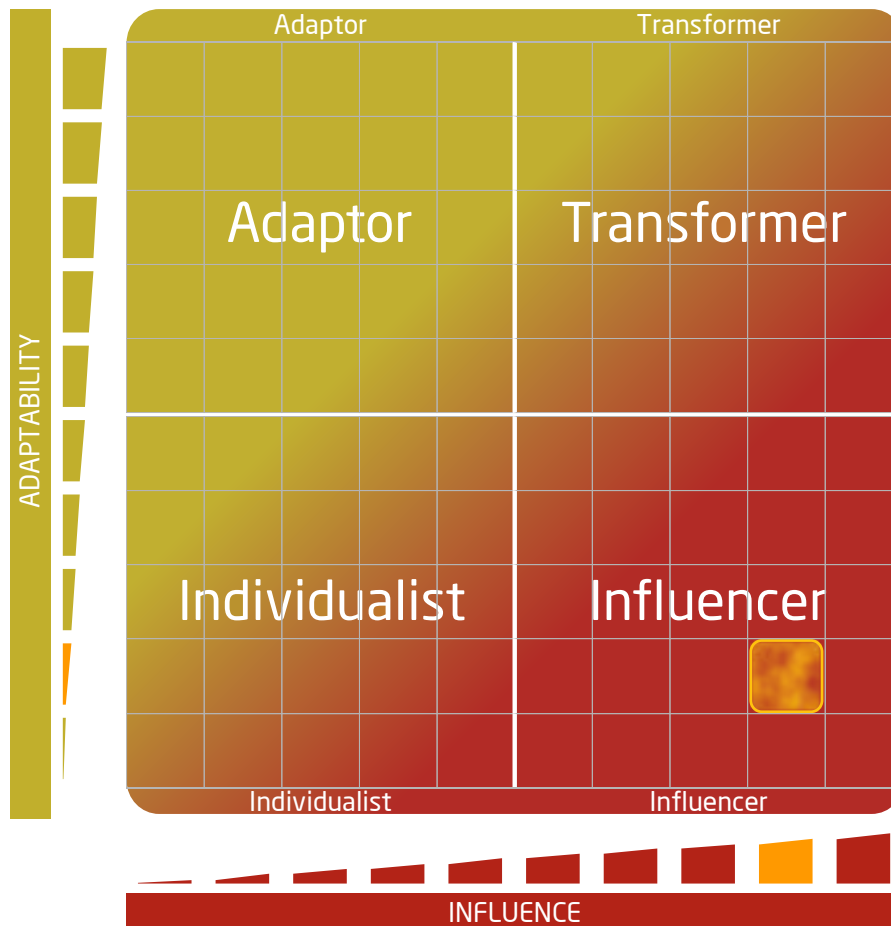
The People Type for Jo Wilson is shown on the following page, followed by the Task Type.

On the Type chart the distance from each axis indicates how clear or differentiated the type is. Scores close to the corners of the chart indicate that the type is very clear and that the type description will apply very consistently. Scores next to an axis suggest that the individual may adopt the behaviours associated with either side of the axis.

Saville Consulting Wave™ Types Implications

Saville Consulting Wave™ Types have implications for behaviour in leadership roles, team/peer interaction, change management and synergies with various organisational cultures.
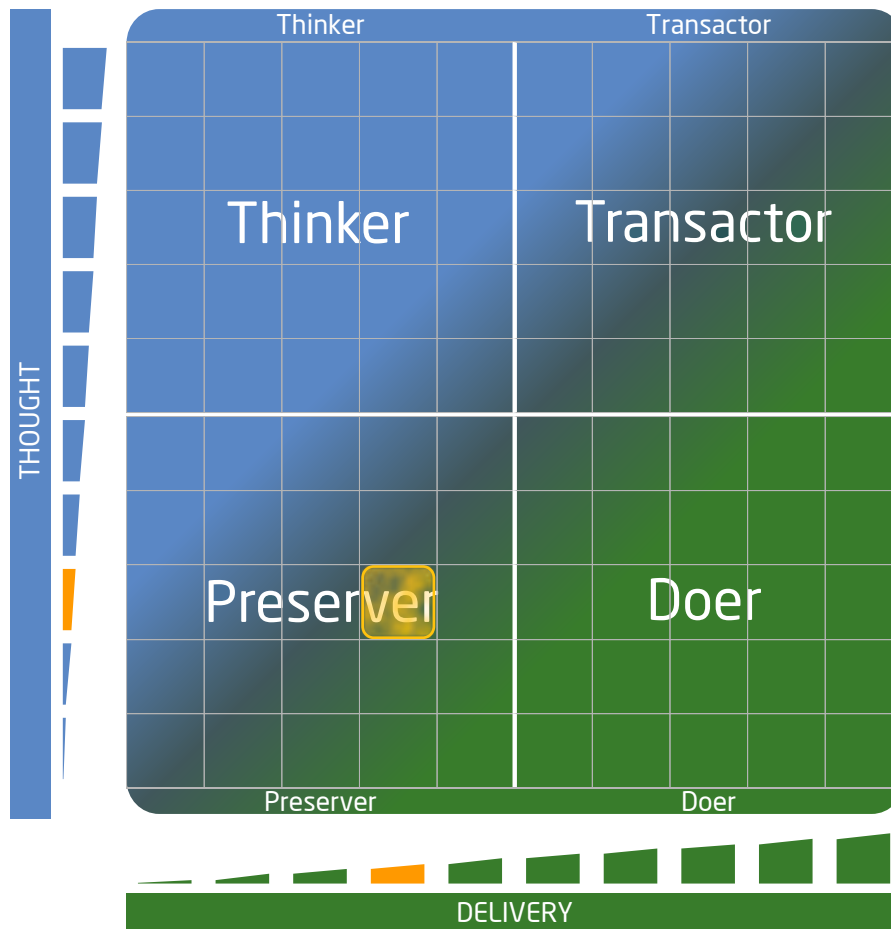
People Type

Influencer

Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals. As the results are extremely differentiated from other types, Jo Wilson is very unlikely to adopt other types.

Task Type

Preserver

Preservers adopt conventional approaches to their work and prefer a steady work pace. As the results are reasonably well differentiated, Jo Wilson is likely to typically adopt this type, but may sometimes adopt other types.

Influencer-Preserver

Influencer-Preservers invest energy in developing social networks to further their aims. They are realists who can cope better than most with tough work environments.

Leadership Style

- Influencer-Preservers create a powerful interpersonal impact, with an assertive and challenging style.
- They are likely to be strong networkers and opinion leaders interested in preserving existing structures and processes.
- Their approach is one based on convention rather than theory and they usually benefit from working within an existing system.

Team & Peer Interaction

- People with this style are persuasive, challenging and articulate in teams.
- They like to have their opinions heard and acted upon.
- Their interpersonal skills and networking may be concerned more with impressions than actions.
- When facing challenging negotiations they require advance preparation with robust arguments.

Managing Change

- Influencer-Preservers prefer stability in life over change and turbulence.
- If they are supportive of a change proposal, they can act as change agents thanks to their challenging and direct style.
- They are most comfortable as part of a change programme where the energy and impetus for delivering successful implementation are provided by others.

Cultural Synergies & Maximising Potential

- Influencer-Preservers are best teamed up with people who will motivate them to deliver their very best.
- They are best suited to working cultures where there is an emphasis on strong, decisive leadership and a high value is placed on networks and relationships.
- They like cultures where vision and strategy are not routinely debated.
- Influencer-Preservers cope better than most with lack of support from their colleagues.

Saville Consulting Wave™ Types Model

People Types

Adaptor
Adaptors are supportive, resilient and flexible in response to change. They are quiet and accommodating.

Transformer
Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact.

Individualist
Individualists are task rather than people-focused. They prefer environments where their specialist expertise is valued.

Influencer
Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals.

Task Types

Thinker
Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results.

Transactor
Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results.

Preserver
Preservers adopt conventional approaches to their work and prefer a steady work pace.

Doer
Doers approach their work with dynamism and conscientiousness. They prefer action over intellectualised debate.