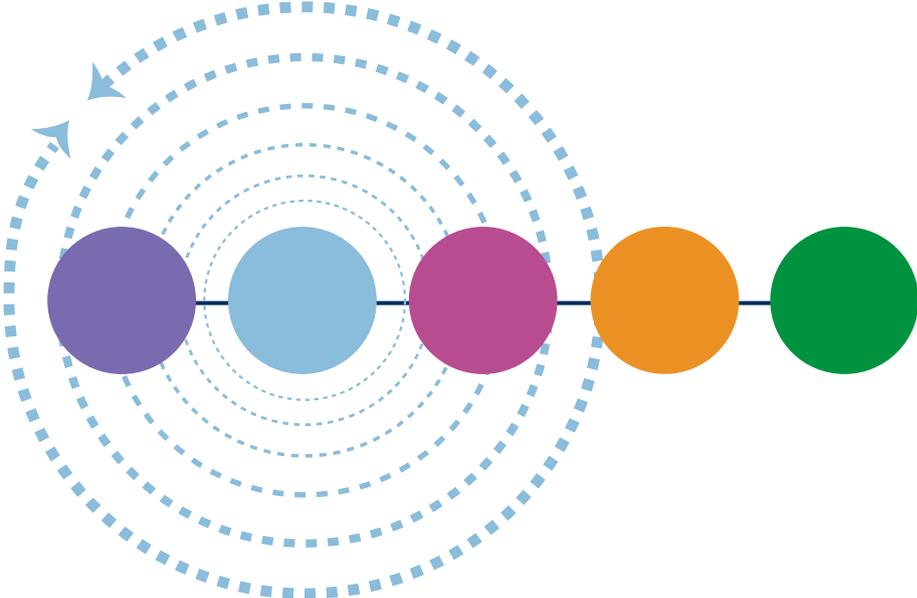


Environment Fit Report Sample Candidate



Operational
Strengths



Predicted Culture/Environment Fit

Based on extensive Saville Consulting 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 Sample Candidate's success:

Performance Enhancers

- ⊕ where there is an emphasis on analysing and solving problems and problem solving ability is really valued
- ⊕ where there is an emphasis on quantification and the use of information technology and decisions are based on hard objective data
- ⊕ where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised
- ⊕ where real importance is attached to the maintenance of high quality standards and close attention to detail
- ⊕ where importance is attached to punctuality and completing tasks to deadline and reliability is clearly valued
- ⊕ where the development of theoretical ideas and concepts is encouraged
- ⊕ where there are numerous opportunities for learning and extending one's range of knowledge and skills
- ⊕ where there is constantly a lot on the go, people are engaged in multiple tasks and efficient use of time is important

Performance Inhibitors

- ⊖ where there are few opportunities for analysing and solving problems
- ⊖ where decisions are largely subjective, and people make little reference to hard facts and figures
- ⊖ 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 the maintenance of quality standards and attention to detail are not considered a priority
- ⊖ where there is a culture that allows deadlines to be passed and tasks are often left unfinished
- ⊖ where there is little interest in the application of theoretical ideas and models and people are given little time to explore different options and possibilities
- ⊖ where opportunities for acquiring new skills and extending one's range of knowledge are severely restricted
- ⊖ where the pace of work is leisurely, there is little multi-tasking and time is not used efficiently



About this Report

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

The results are based on a comparison with a group of 100 individuals holding technical 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-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 remain valid 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 an assessment 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.

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