

Saville Consulting Assessment Suite



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Swift Aptitude Assessments (IA & SA)

The swift suite of assessments are particularly useful for quickly gauging candidates ability when time is at a premium e.g. in assessment centres, in advance of interviews, screening out candidates online, and can be used as a standalone tool or to cross-check results.



Swift Executive Aptitude: Swift Executive Aptitude is designed for use with high level roles, directors, managers, professionals. The assessment measures critical reasoning through short verbal (6 min), numerical (6 min) and abstract (6 min) sub-tests and is suitable for high-level senior roles.



Swift Analysis Aptitude: Swift Analysis Aptitude is designed for use with managers, professionals, technicians and graduates. The assessment measures critical reasoning through short verbal (6 min), numerical (6 min) and diagrammatic (6 min) sub-tests and is suitable for all high-level roles.



Swift Analysis Verbal and Numerical: Swift Analysis Verbal and Numerical is designed for use with managers, professionals, technicians and graduates. The assessment measures critical reasoning through short verbal (12 min) and numerical (12 min) sub-tests and is suitable for all high-level roles.



Swift Comprehension Aptitude: Swift Comprehension Aptitude is designed for use with operational, commercial, customer and administrative staff. The assessment measures general reasoning through short verbal (4 min), numerical (4 min) and checking (2 min) sub-tests and is suitable for all entry-level roles.



Swift Technical Aptitude: Swift Technical Aptitude is designed for use with production workers, apprentices, engineers, designers and scientists working in technical roles. The assessment measures practical reasoning through short spatial (3 min), mechanical (3 min) and diagrammatic (4 min) sub-tests and is suitable for all practical roles.

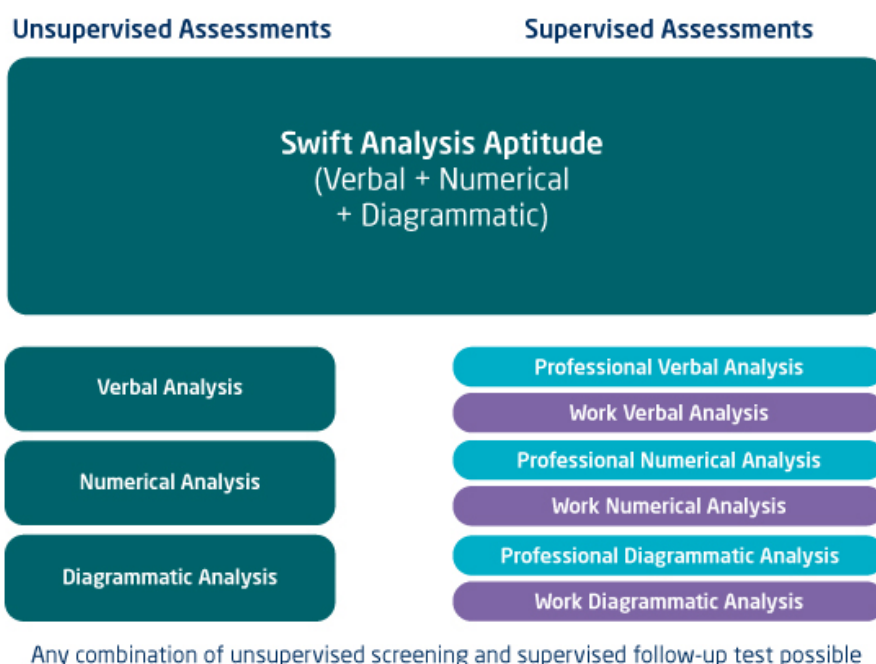
Methods of Access

- **Online supervised access (SA):** Available online via the Oasys platform, this supervised assessment presents the same content as the hard copy version. Its self-administering, interactive format is ideal for use when regularly testing individuals in a specific location. The assessment can be used standalone or to cross-check unsupervised assessment results.
- **Online invited access (IA):** Online invited access is available to Oasys and Bureau users and presents one of many parallel versions assembled from content that is completely separate from the supervised versions. The self-administering, interactive format, with economical time limit (10-24 minutes) makes this method ideal for unsupervised assessments. Ideal as a screening tool in a multi-stage recruitment process, for a talent audit, or self-development. For 'High-stakes' appointments we recommend re-testing under supervised conditions.
- **Pencil and paper:** Pencil and paper assessments are ideal for use with groups of candidates, in assessment centres, and when testing in locations where internet connectivity is problematic.

Analysis Aptitudes (IA)



Analysis Aptitudes has been designed for use in an online unsupervised format with managers, directors, professionals, graduates, trainees, technicians, team leaders and supervisors. This online assessment provides in-depth information on an individual's verbal, numerical and diagrammatic aptitudes with a time limit of 24 minutes each. These unsupervised assessments can be completed individually or together as a battery and are often used for online screening purposes. **Only available unsupervised online via invited access.**



Verbal Analysis Aptitude (24 min, 32 questions): Assesses the ability to evaluate complex written information. The assessment contains a series of single and dual passages followed by questions which need to be answered based on the information presented.

Numerical Analysis Aptitude (24 min, 32 questions): Assesses the ability to evaluate numerical data. The assessment contains a series of single or dual data sets, followed by questions which need to be answered using the data presented.

Diagrammatic Analysis Aptitude (24 min, 32 questions): Assesses the ability to evaluate processes represented through diagrams. The assessment contains panels and illustrations that define logical processes followed by questions which need to be answered using the diagrams presented.

Professional Aptitudes (SA)



Professional Aptitudes has been designed for use with managers, directors and professionals. Each test is shorter than the industry standard whilst maintaining robust reliability and validity. The assessments can be completed individually or together as a battery. **Only available under supervised conditions.**

Professional Verbal Analysis (20 min, 28 questions): Assesses the ability to evaluate complex written information. The assessment contains a series of single and dual passages followed by questions which need to be answered based on the information presented. Sub-scores include:

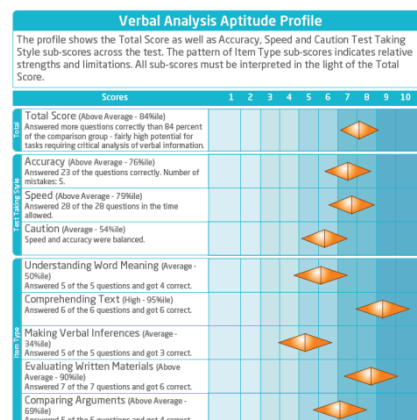
- Understanding Word Meaning
- Comprehending Text
- Making Verbal Inferences
- Evaluating Written Materials
- Comparing Arguments

Professional Numerical Analysis (20 min, 28 questions): Assesses the ability to evaluate numerical data. The assessment contains a series of single or dual data sets, followed by questions which need to be answered using the data presented. Sub-scores include:

- Understanding Tables
- Comprehending Graphs
- Making Numerical Inferences
- Evaluating Quantities
- Comparing Data

Professional Diagrammatic Analysis (20 min, 28 questions): Assesses the ability to evaluate processes represented through diagrams. The assessment contains panels and illustrations that define logical processes followed by questions which need to be answered using the diagrams presented. Sub-scores include:

- Understanding Logic Rules
- Comprehending Process Diagrams
- Identifying Causes
- Finding Faults
- Comparing Flowchart Sequences



Work Aptitudes (SA)



Work Aptitudes has been designed specifically for use with new graduates, trainees, technicians, team leaders and supervisors. Each test is shorter than the industry standard whilst offering robust reliability and validity data. The tests are parallel to professional aptitudes but feature a wider range of content for the broader target group. Each assessment can be completed individually or together as a battery. **Only available under supervised conditions.**

Work Verbal Analysis (20 min, 28 questions): Assesses the ability to evaluate complex written information. The assessment contains a series of single and dual passages followed by questions which need to be answered based on the information presented. Sub-scores include:

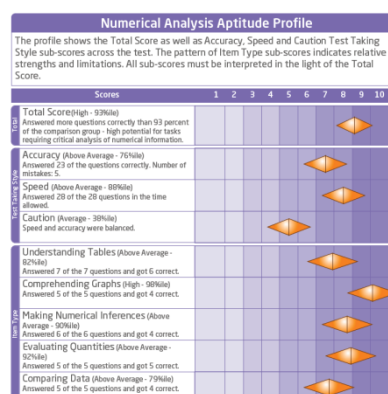
- Understanding Word Meaning
- Comprehending Text
- Making Verbal Inferences
- Evaluating Written Materials
- Comparing Arguments

Work Numerical Analysis (20 min, 28 questions): Assesses the ability to evaluate numerical data. The assessment contains a series of single or dual data sets, followed by questions which need to be answered using the data presented. Sub-scores include:

- Understanding Tables
- Comprehending Graphs
- Making Numerical Inferences
- Evaluating Quantities
- Comparing Data

Work Diagrammatic Analysis (20 min, 28 questions): Assesses the ability to evaluate processes represented through diagrams. The assessment contains illustrations that define logical processes followed by questions which need to be answered using the diagrams presented. Sub-scores include:

- Understanding Logic Rules
- Comprehending Process Diagrams
- Identifying Causes
- Finding Faults
- Comparing Flowchart Sequences



Comprehension Aptitudes (IA)



Comprehension Aptitudes has been designed for use in an online unsupervised format with operational, administrative, commercial and customer service employees. This online assessment provides in-depth information on an individual's verbal (16 min), numerical (16 min) and error checking (6 min) aptitudes. These unsupervised assessments can be completed individually or together as a battery and are often used for online screening purposes. **Only available unsupervised online via invited access.**

Verbal Comprehension Aptitude (16 min, 32 questions): Assesses the ability to comprehend written information. The assessment contains a series of passages followed by questions which need to be answered based on the information presented. Sub scores:

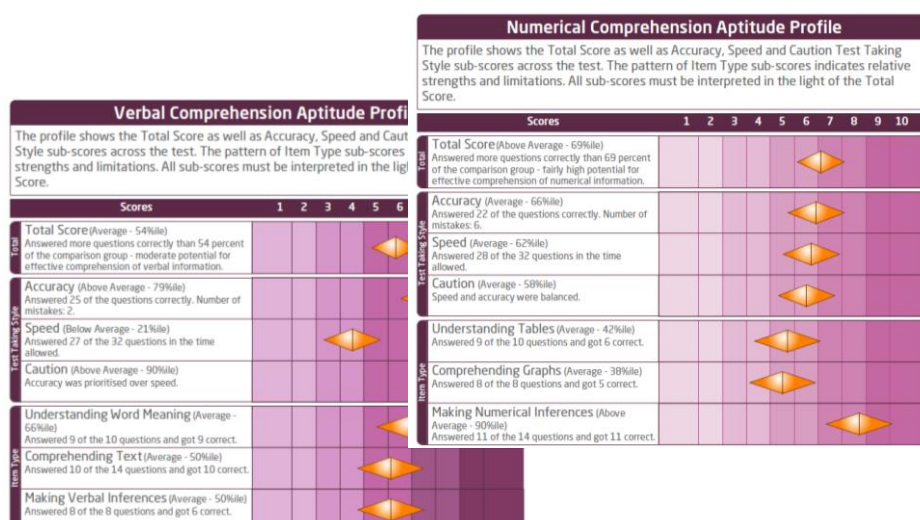
- Understanding word meaning
- Comprehending text
- Making verbal inferences

Numerical Comprehension Aptitude (16 min, 32 questions): Assesses the ability to comprehend numerical data. The assessment contains a series of data sets, followed by questions which need to be answered using the data presented. Sub scores:

- Understanding tables
- Comprehending graphs
- Making numerical inferences

Error Checking Aptitude (6 min, 32 questions): Assesses the ability to check the correctness of transposed information. The assessment contains four sets of original and transposed information where transposed errors have to be identified. Sub scores:

- Checking letters
- Checking numbers
- Checking codes
- Spotting mistakes



Comprehension Aptitudes (SA)

There are four parallel versions of the comprehension level aptitude assessments, each target a specific industry type and provide an in-depth measure of verbal reasoning, numerical reasoning, and error checking aptitude. Each assessment can be completed individually or together as a battery. **Only under supervised conditions.**

The four versions of this assessment include:



Operational: employees in Manufacturing, Engineering, Construction, Transport.



Commercial: sales and counter staff in Retail, Banking and Financial Services.



Customer: call centres, hospitality, leisure, health and education.



Administrative: administrative staff in private and public sector offices.

Verbal Comprehension (14 min, 28 questions): Assesses the ability to comprehend written information. The assessment contains a series of passages followed by questions which need to be answered based on the information presented. Sub-scores include:

- Understanding Word Meaning
- Comprehending Text
- Making Verbal Inferences

Numerical Comprehension (14 min, 28 questions): Assesses the ability to comprehend numerical data. The assessment contains a series of data sets, followed by questions which need to be answered using the data presented. Sub-scores include:

- Understanding Tables
- Comprehending Graphs
- Making Numerical Inferences

Error Checking (8 min, 28 questions): Assesses the ability to check the correctness of transposed information. The assessment contains four sets of original and transposed information where transposition errors have to be identified. Sub-scores include:

- Checking Letters
- Checking Numbers
- Checking Codes
- Spotting Mistakes

Technical Aptitudes (IA)



Technical Aptitudes is designed for use with production workers, apprentices, engineers, designers and scientists working in technical roles. Each test is shorter than the industry standard whilst maintaining robust reliability and validity. Each assessment can be completed individually or together as a battery. **Only under unsupervised conditions.**

Spatial Reasoning (8 min, 32 questions): Assesses the ability to recognise shapes. Each item in the test contains four objects where three of the objects are identical while one object is different in shape. The task is to identify the object that is different. Sub-scores include:

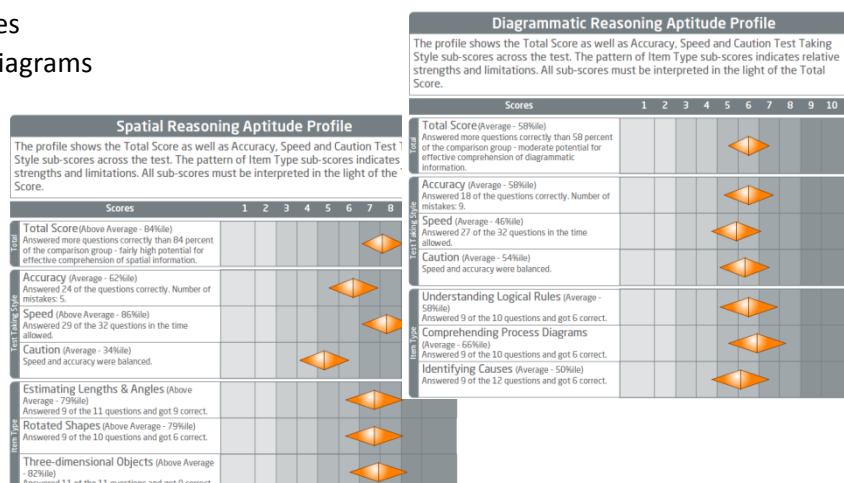
- Estimating Lengths and Angles
- Rotated Shapes
- Three-dimensional Objects

Mechanical Reasoning (12 min, 32 questions): This test assesses mechanical understanding through items that present a problem with a number of possible answers. The task is to identify the correct answer to each problem. Sub-scores include:

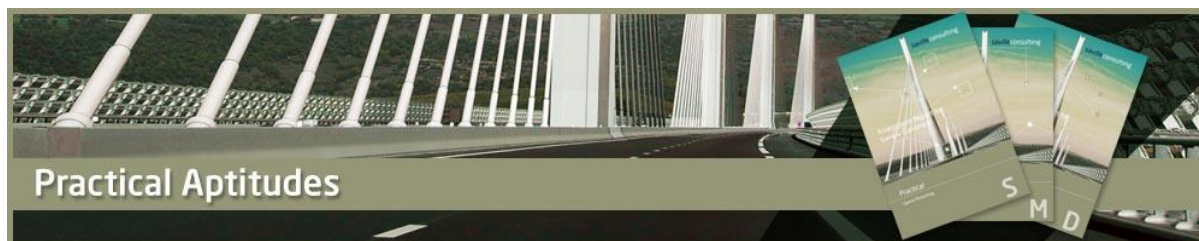
- Understanding Mechanical Problems
- Comprehending Physical Principles
- Estimating Movement of Objects

Diagrammatic Reasoning (16 min, 32 questions): This test assesses the ability to evaluate processes represented through diagrams. The assessment contains panels and illustrations that define logical processes followed by questions which need to be answered using the diagrams presented. Please note that Diagrammatic Reasoning is a less difficult alternative to the assessments involving Diagrammatic Analysis, which additionally feature the 'Finding Faults' and Comparing Flowchart Sequences' item types. Sub scores include:

- Understanding Logical Rules
- Comprehending Process Diagrams
- Identifying Causes



Practical Aptitudes (SA)



Practical Aptitudes is designed for use with production workers, apprentices, engineers, designers and scientists working in technical roles. Each test is shorter than the industry standard whilst maintaining robust reliability and validity. Each assessment can be completed individually or together as a battery. **Only under supervised conditions.**

Practical Spatial Reasoning (7 min, 28 questions): Assesses the ability to recognise shapes. Each item in the test contains four objects where three of the objects are identical while one object is different in shape. The task is to identify the object that is different. Sub-scores include:

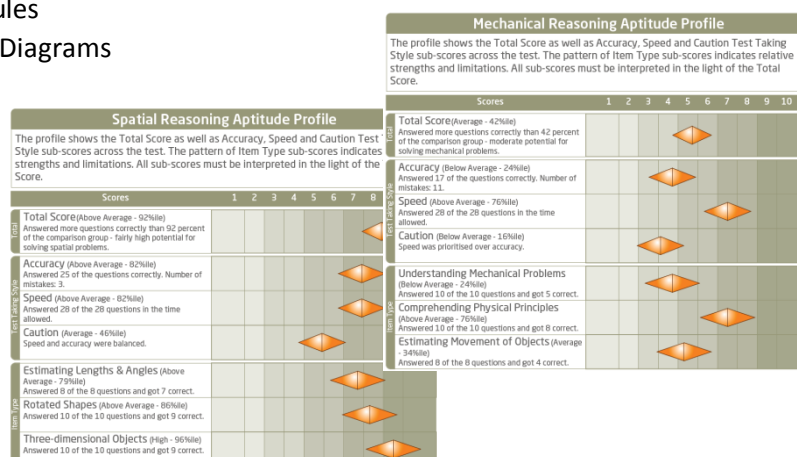
- Estimating Lengths and Angles
- Rotated Shapes
- Three-dimensional Objects

Practical Mechanical Reasoning (10 min, 28 questions): This test assesses mechanical understanding through items that present a problem with a number of possible answers. The task is to identify the correct answer to each problem. Sub-scores include:

- Understanding Mechanical Problems
- Comprehending Physical Principles
- Estimating Movement of Objects

Practical Diagrammatic Reasoning (14 min, 28 questions): This test assesses the ability to evaluate processes represented through diagrams. The assessment contains panels and illustrations that define logical processes followed by questions which need to be answered using the diagrams presented. Please note that Diagrammatic Analysis in Professional and Work Aptitudes is a more difficult alternative which also features 'Finding Faults' and 'Comparing Flowchart Sequences' item types. Sub-scores include:

- Understanding Logical Rules
- Comprehending Process Diagrams
- Identifying Causes









More than simply a personality assessment, Wave® Professional Styles provides a detailed insight into an individual's personality, motives, talents, preferred culture and competency potential in one dynamic online questionnaire. Designed for both selection and development, Wave Professional Styles is able to predict overall job performance, potential for promotion and work competencies with significantly greater accuracy than alternative instruments.

Competencies assessed include:

-
- A 3D pyramid diagram divided into four horizontal layers. From top to bottom, the layers are labeled: "4 Clusters", "12 Sections", "36 Dimensions", and "108 Facets".

- Online supervised access
- Online unsupervised (invited) access

Wave® Professional Styles can be used to power other reports, including:

- ### Competency Potential Profile
- This report gives Jack Taylor's areas of greater and lesser predicted potential based on our extensive international database linking Saville Consulting Wave to work performance.
- | | Competency Description | Potential |
|--------------------|--|--|
| SOLVING PROBLEMS | Evaluating Problems
Examining Information (7); Documenting Facts (9); Interpreting Data (4) |  Average
higher potential than about 60% of professionals |
| | Investigating Issues
Developing Expertise (7); Adopting Practical Approaches (6); Providing Insights (6) |  Average
higher potential than about 60% of professionals |
| | Creating Innovation
Generating Ideas (8); Exploring Possibilities (7); Developing Strategies (3) |  Fairly High
higher potential than about 75% of professionals |
| | Building Relationships
Interacting with People (3); Establishing Rapport (4); Impressing People (5) |  Low
higher potential than about 10% of professionals |
| INTERACTING PEOPLE | Communicating Information
Convincing People (3); Articulating Information (5); Challenging Ideas (7) |  Average
higher potential than about 40% of professionals |
| | Providing Leadership |  Low |

Wave Focus Styles

Saville Consulting Wave® Focus Styles

Wave® Focus Styles also measures personality, motives, talents, preferred culture and competency potential in one dynamic online questionnaire. This short, 13 minute questionnaire very powerfully provides 80% of the validity of Wave Professional Styles.

Wave® Focus Styles was developed by selecting the most important facets from the Wave Professional Styles assessment, based on their measurement of work competencies and overall measures of performance and potential. This assessment measures 4 clusters, 12 sections, and 36 dimensions. The competencies assessed are the same as the Wave Professional Styles assessment.

Like Wave Professional Style, this assessment is ideal for use in selection, development, for team building workshops and leadership development.

Assessment methods:

- Online supervised access
- Online unsupervised (invited) access

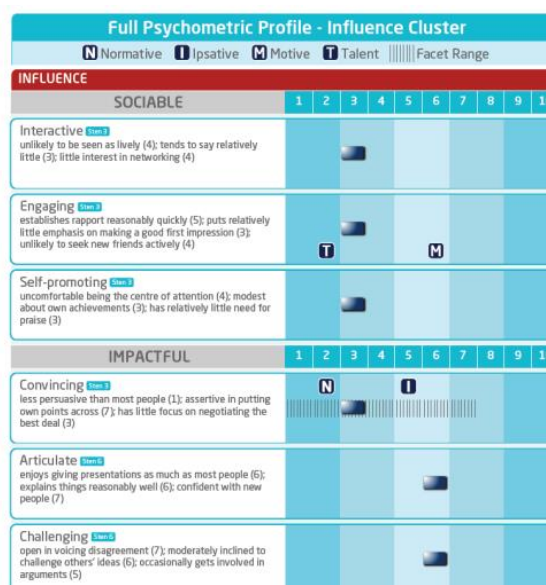
Talent-Motive Split: Wave® Professional Styles is capable of assessing Talent and Motive (potential) at the same time. Understand what an individual is good at and what they are motivated to do.

Normative-Ipsative Split: The dynamic normative and ipsative format provides transparency and the ability to hone in on specific scales where candidates may have exaggerated or been self-critical.

Additional Reports:

Wave® Focus Styles can be used to power other reports, including:

- Wave Team Roles Report
- Wave Types Report
- Wave Development Report
- Wave Interview Guide
- Wave Entrepreneurial Report



Wave Leadership

Saville Consulting Wave® Leadership Report



Identify and Develop your Leaders

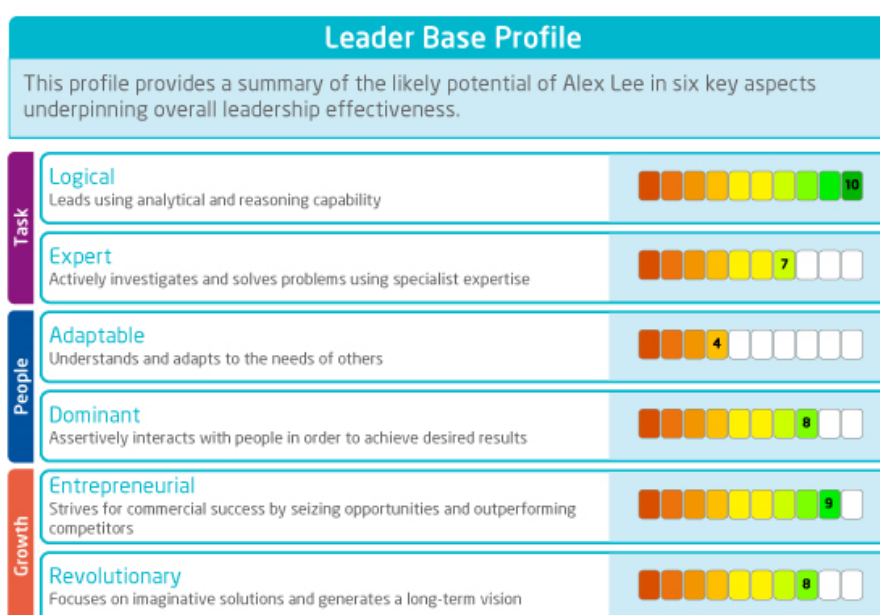
The Leadership Report is powered by Wave Professional Styles and based on Saville Consulting's brand new Leadership Model. The assessment has been validated both against theoretical leadership constructs and empirically using international workplace performance and effectiveness criterion data.

This model of leadership combines styles, situations and underlying leadership potential to assess the impact of leadership on people, tasks and the growth of the organisation as a whole. The Leadership Profile focuses on 24 leadership styles, which have been derived from the 108 facets of the Wave Professional Styles model. The Leadership Report provides an indication of likely motives, preferences, needs and talents in terms of adopting different leadership styles.

Purpose:

The Leadership Report has a wide range of applications including:

- Selection
- Succession planning
- Coaching
- Development
- To assess a leader's fit to the environment



Wave Sales Report

Saville Consulting Wave® Sales Report



Applications

The Wave Sales Report is designed for use in:

- **Selection** - Recruiting top sales people who will impact on business performance
- **Coaching** - Highlighting areas of strength and limitation across the sales cycle and exploring the alignment of motives and talents
- **Training Needs Analysis** - Providing data on individual and sales team potential benchmarked against external data
- **Sales Training** - Profiling areas where sales skills and behaviors can be enhanced
- **Identifying Sales Leadership Potential** - Facilitating succession planning and identifying future leaders

Benefits

- **Strong Prediction of Sales Performance** - provided by high validity measurement
- **Selection of Better Sales People** – based on motives and talents
- **Improved Retention** – based on focused hiring and better fit against job requirements
- **Focused Sales Development** – capitalising on strengths and enhancing motive–talent combinations
- **Targeted Sales Training** – on areas of lower skill and/or confidence
- **Early Identification of Potential Sales Leaders** – who can drive performance and build the talent pipeline

Report

The Wave Sales Report measures a person's potential to perform in a sales role.

Three elements of sales potential are profiled:

- Potential against the key characteristics for successful selling
- Effectiveness in different sales situations
- The potential for sales leadership

Administration

Secure online administration via Saville Consulting's assessment platform Oasys or via Bureau Service.

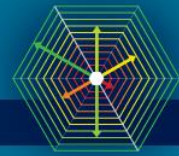
Completion time

34-45 minutes (powered by Wave Professional Styles)

Sales Profile		
The following report summarises Sample Candidate's areas of greater and lesser potential based on our extensive international database linking Saville Consulting Wave to work performance. Sample Candidate's Ratings Acquiescence is Sten 5 and their Consistency of Rankings is Sten 6.		
Area	Potential	
Solving Problems	Identifying Needs Understanding Customer Needs (7); Analysing Information (7)	Fairly Low higher potential than about 25% of the comparison group
	Developing Solutions Applying Expertise (6); Being Creative (10)	High higher potential than about 90% of the comparison group
Influencing People	Developing Leads Developing Rapport (6); Building Relationships (10)	Extremely High higher potential than about 99% of the comparison group
	Closing Deals Presenting Information (10); Changing Views (5); Challenging Objections (7)	Extremely High higher potential than about 99% of the comparison group
Adapting Approaches	Staying Positive Handling Pressure (5); Being Resilient (3); Maintaining Self Belief (7)	Fairly Low higher potential than about 25% of the comparison group
	Working Collaboratively Supporting People (5); Working Co-operatively (7)	Fairly Low higher potential than about 25% of the comparison group
Delivering Results	Being Disciplined Being Organised (11); Maintaining Standards (2)	Extremely Low higher potential than about 1% of the comparison group
	Results Focused Taking Action (2); Pursuing Targets (8)	Average higher potential than about 60% of the comparison group

Wave Entrepreneurial

Saville Consulting Wave© Entrepreneurial Report



What Makes for a Successful Entrepreneur?

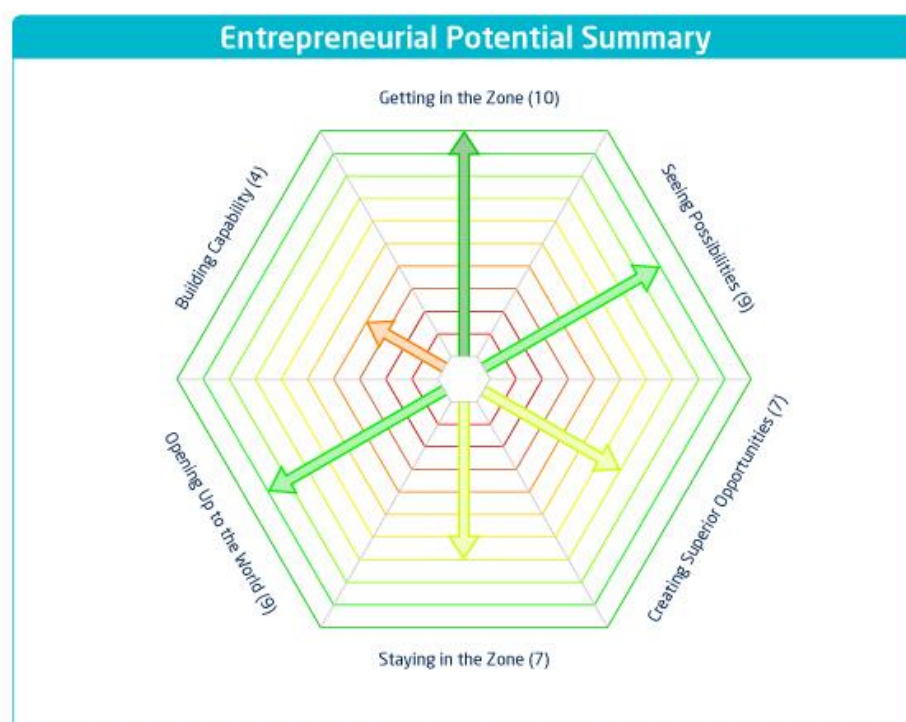
The Wave Entrepreneurial Report is used to identify Entrepreneurial Potential, based on the Entrecode® model. This model is based on fifteen years of research undertaken by Professor David Hall and his associates.

The report is particularly relevant where there is a need to identify people who will thrive in start-up businesses and new markets. The data adds great insights when looking for entrepreneurial leaders who will create and add value to a business. Venture capitalists, people looking to invest equity and those looking to start businesses or identify suitable partners have been major users of this report.

The Entrepreneurial Report can be powered by Saville Consulting Wave® Professional Styles (35-40 minutes completion time) or Wave Focus Styles (13 minutes completion time).

Assessment Report

This report predicts potential in each of the six core areas outlined in the Entrecode® model, from 'Getting in the Zone' through to 'Building Capability'.



Wave Team Roles

Saville Consulting Wave® Team Roles Report



Applications

The Wave Team Roles Report is designed for use in:

- **Team Building** - Maximizing the dynamics within existing teams
- **Team Feedback** - Providing clear feedback on the role preferences in the team and ensuring that gaps, overlaps and interactions are dealt with
- **Enhancing Team Performance** - Building a performance driven culture and playing to the strengths of the group
- **Problem Solving** - Within and Across Teams - Identifying blockages and barriers to success and providing a platform for action planning
- **Recruitment** - Creating powerful new teams
- **Managing Change** - Working with teams, preparing them to initiate, embrace and drive change from within

Benefits

- **Improved Team Performance** - based on valid prediction of team roles using the Wave behavioral characteristics shown to predict the most effective performance
- **Balanced Teams** - able to deliver all the key components of effective team work
- **Performance Culture** - teams developed to be supportive of colleagues and drive high achievement
- **Platform for Change** - teams built and/or developed to make change happen within an organisation
- **Resolution of Conflict** - conversations and actions are concentrated on the behaviors contributing to ineffectiveness or conflict
- **Behavioral Change** - insightful feedback and awareness of the impact of contrasting team roles, provides a basis for clear action planning
- **Quick and Easy Online Access** - 13 minute completion time via Wave Focus Styles

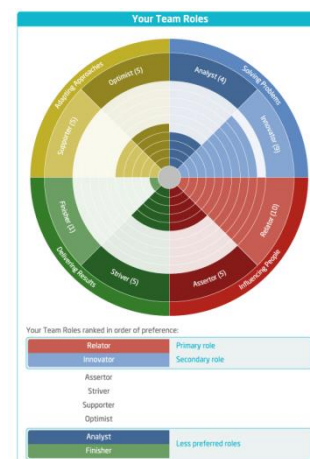
Report

The graphic report identifies an individual's preferences based on the way they interact with others and their approach to work. The graphics display an individual's scores across eight role types. The individual's two most and least preferred roles are highlighted with detailed descriptive summaries. The report also looks at the contrasts between the most and least preferred roles and the associated behaviours. Report templates are available to overview the whole team's role preferences.

Completion time

35-45 minutes (when powered by Wave Professional Styles)

13-15 minutes (when powered by Wave Focus Styles)



Wave Types

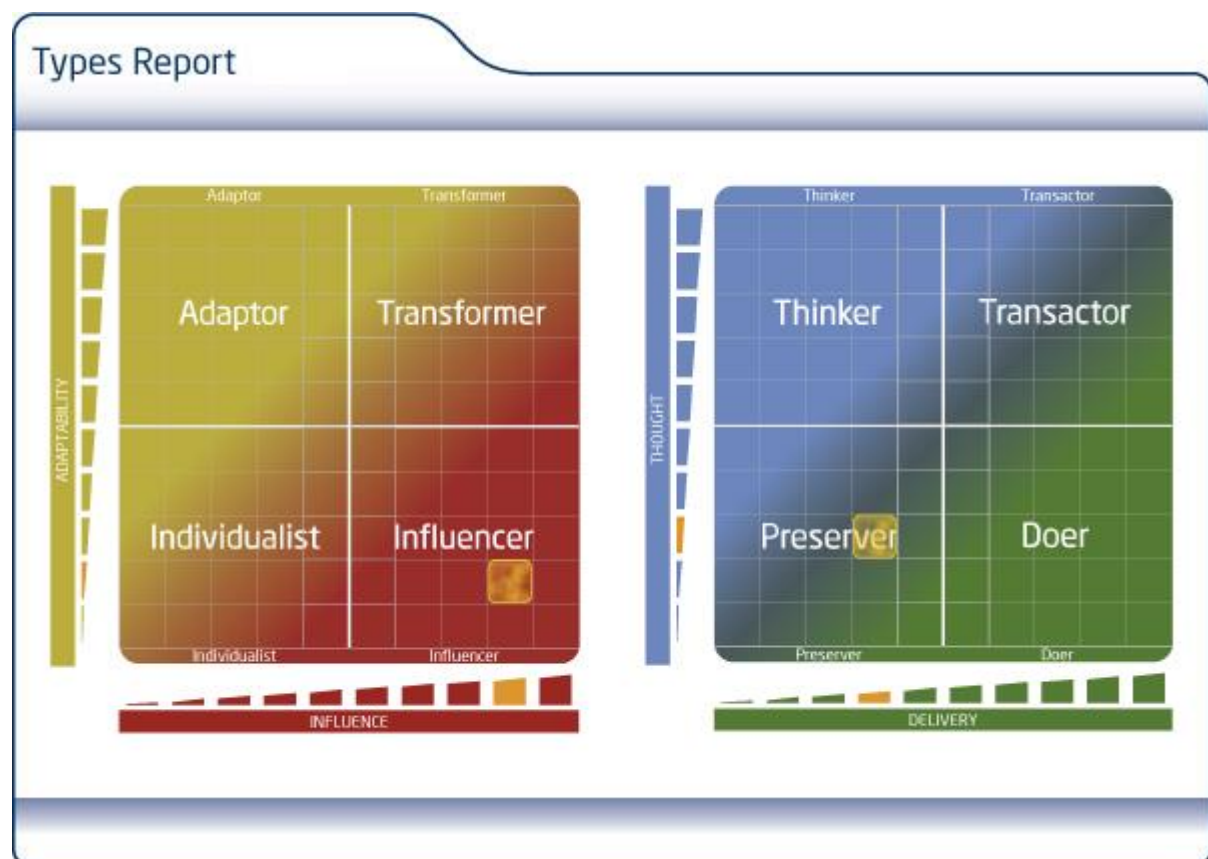
Saville Consulting Wave® Types Report

Develop High Performing People in Teams

The Wave Types Report has been designed for use in team building, team workshops and management development. It is particularly appropriate for exploring the dynamics and balance within groups and reviewing the combinations of behaviour which drive performance.

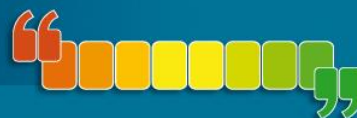
There are four People Types and four Task Types which are based on scores from the four Wave Clusters, Adaptability, Influence, Thought and Delivery. The People and Task Types combine to produce a model of 16 types overall. This data is used to profile teams, groups and organizations.

The Types report can be powered by Saville Consulting Wave ® Professional Styles (40 minutes completion time) or Wave Focus Styles (13 minutes completion time).



Wave Interview Guide

Saville Consulting Wave® Interview Guide



Structured, Focused and Powerful Interviewing

The Wave Interview Guide is designed for use by recruiters, assessors and line managers. It provides a clear structure for interviewers and ensures that valuable interview time is focused on core areas, which the Wave research has demonstrated to be predictive of performance and potential in the workplace.

Interviewers are presented with structured questions and probes to measure both talent and motive. Questions are designed to verify strengths and specifically target areas of possible concern identified from Wave Styles.

Powered by either Wave Professional Styles or Wave Focus the guide generates questions across the 12 Wave Sections. Between 2 and 4 questions per section are generated dynamically, dependent on the candidate's responses to the Wave questionnaire.

The screenshot displays the 'Wave Interview Guide for Jo Wilson' with a 'Focus Styles' section. The 'Interview Questions' section is titled 'Showing Resilience' and includes a scale from 1 to 5, with the average score being 'higher potential than about 60% of the comparison group'. The questions are as follows:

☐ Where have you had to be resilient at work?

- What was the situation?
- Why was it challenging?
- How did you react to pressure?
- What impact did it have on you?
- How did your behaviour impact on others?
- * How do you motivate yourself under pressure?

☐ Give me an example of when you have resolved a conflict at work.

- Why was there a conflict?
- What did you do?
- What emotions did you have to deal with?
- How did people respond?
- What would you do differently next time?
- * How comfortable are you dealing with people when they are emotional?

Wave Reflections

Saville Consulting Wave® Reflections Report



Applications

The Wave Reflections Report is designed for use in:

- **Coaching** - Reviews key strengths and limitations as a basis for action planning
- **Personal Development** - Helps an individual easily identify and reflect on any strong behavioral tendencies they may possess
- **Leadership Development** - Builds enhanced leadership capability through enhanced self-awareness
- **Delivering Challenging Feedback** - Highlights strengths, limitations and details of the potential compensatory benefits and counterproductive behaviors

Benefits

- **Transparency** - the user can gain insight into how the main score is achieved and appreciate what might underpin their tendency towards a particular work style
- **High Validity** - the Reflections Report development was performance driven, with every scale validated against independently rated competencies and overplayed strengths
- **Powerful Data** - the linked combinations highlight the most positive and/or the most counterproductive behaviors for the individual
- **Insightful Reflections Feedback** - is accurate, challenging and thought-provoking
- **Cross Referencing** - with the Wave Expert and Leadership Report or 360, provides a comprehensive base for personal development

Report

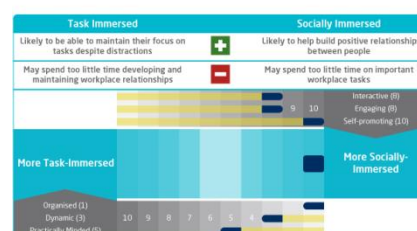
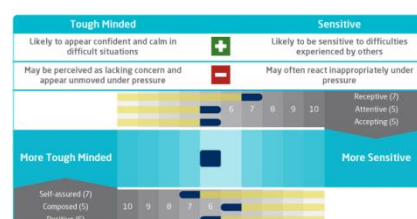
The report summarises nine specific combinations of work styles across the people, task and growth sections, with 18 defined extremes. Each of the nine areas details the six contributing Wave dimensions. Positive and negative descriptors of behavioural tendencies associated with each style are listed for the nine combinations.

Administration

Secure online administration via Saville Consulting's assessment platform Oasys or via Bureau Service.

Completion time

35-45 minutes (powered by Wave Professional Styles)



Wave Development

Saville Consulting Wave® Development Report



Build Strengths and Grow Capability

The Wave Development Reports are designed to address the “so what” factor and provide practical advice to help bridge the gap between assessment and personal development planning.

The Wave Development Report can be powered by Wave Professional Styles, Wave Focus Styles or Wave Performance 360.

Report Contents

- Possible overplayed strengths: highlights areas where strengths may be over-extended and result in unwarranted consequences
- Building strengths: growing and extending in areas which are already good
- Development tips: building capability
- Managing limitations: being aware of risks and avoiding problems

Summary Wave Development Report

This report is built around the individuals highest and lowest Wave scores and presents:

- The Top 4 Possible Overplayed Strengths and
- The Top 8 Managing Strengths
- The Lowest 8 Development Tips
- The Lowest 4 Managing Limitations

Premium Wave Development Report

This is a longer report and covers all 36 Competency areas from the Wave Framework. The differentiation between Possible Overplayed Strengths, Building Strengths, Development Tips and Managing Limitations is driven by the individual scores on each of the 36 competency areas.

Development Tips		
Team Working Working Participatively; Encouraging Team Contributions; Involving Others in Decisions		Extremely Low performed better than only 1% of comparison group
<ul style="list-style-type: none"> • Spend time getting to know team members, their roles and responsibilities. • Discuss how to work together to ensure mutual benefit. • Check that all the relevant people who may interface are included. • See the benefit in more than one view and think about how to provide a meaningful contribution. • It may be better to talk to some people one-to-one before group views. • Make sure that all relevant parties have been given their views known. • Set clear timescales for consultation and decision making. • Ensure that everyone knows who is responsible for the outcome. 		
Building Strengths		
Convincing People Persuading Others; Shaping Opinions; Negotiating		Extremely High performed better than 99% of comparison group
<ul style="list-style-type: none"> • Vary approach particularly when dealing with regular contacts so as not to become predictable and therefore easier to argue against. • Consult others when putting arguments together. They may well have a unique perspective. • Ask for feedback on persuasive skills. Look to achieve good high quality solutions that build relationships. • Prepare arguments well. Consider both sides of the case in order to handle objections and counter argue. • Be clear on "walk away" point and rehearse giving this message. • Look to get involved with higher level and more difficult negotiations. • Attend a formal negotiation skills programme. 		

Wave Performance 360

Saville Consulting Wave® Performance 360



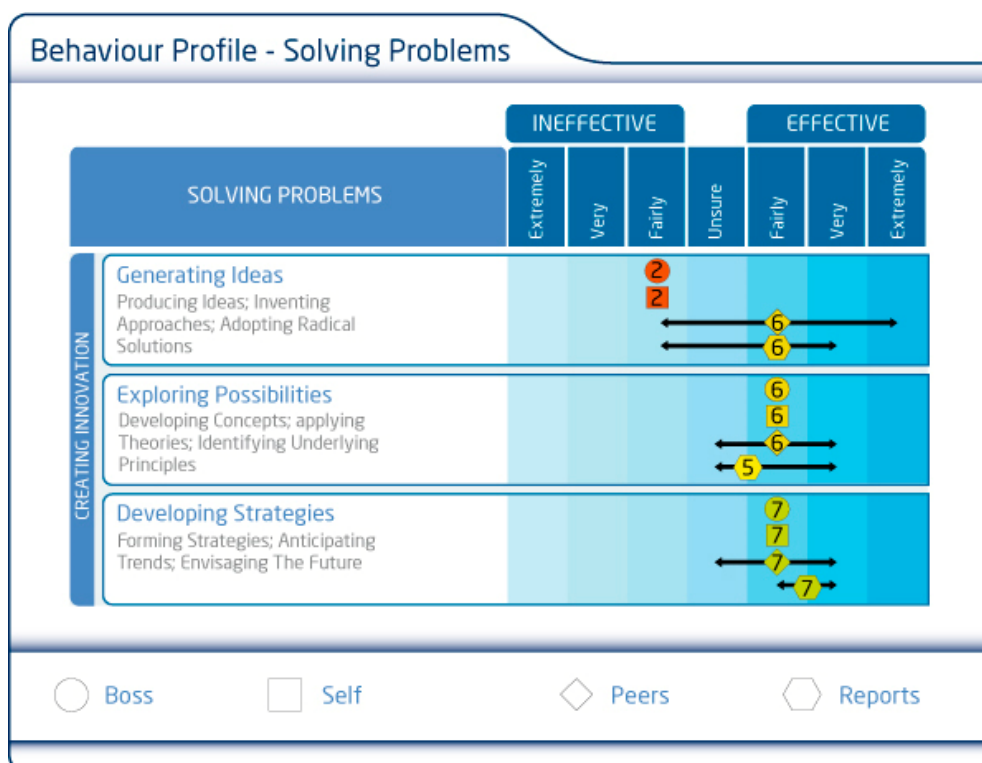
Individual Feedback Delivered in the Most Powerful Way

Wave Performance 360 online assessment enables a range of relevant individuals to rate a colleague's performance at work. How an individual perceives themselves and how this compares to other people's perceptions of them is a powerful feedback tool.

Wave Performance 360 provides a unique report where the dual reporting lets the individual being assessed understand on one profile exactly how they were rated, how they perceive their own performance, and how their performance benchmarks externally.

The report combines quantitative rating scales with qualitative comment. All raters have the option of contributing narrative text on areas they think the individual does well, could do less of, and could improve on.

This powerful 360 can be used on its own or in conjunction with Saville Consulting Wave Styles. When used in combination it can help individuals understand the gaps between their performance and potential as a platform for utilising unused potential and realising critical areas of potential.



Wave Job Profiler

Saville Consulting Wave® Job Profiler

Identifies the Key Drivers of Job Success

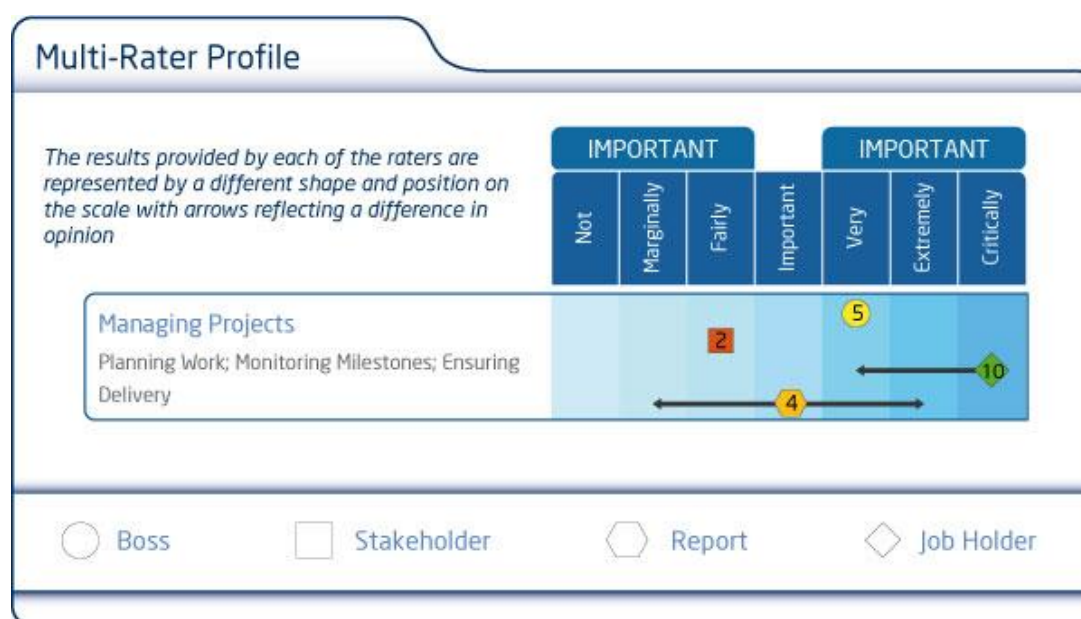
This 15 minute multi-rater online questionnaire quickly and efficiently gathers a number of individual perspectives on new or existing job roles. It is particularly effective at gathering data when stakeholders are based in different sites, locations and/or countries.

The Job Profiler is a quick and efficient job analysis tool providing the basis for fine tuning interview guides and selecting the appropriate assessment methods. Applicable across sectors and roles, it is also used to develop and/or verify competency frameworks.

The Output

The job profiler report is a clearly and visually presented report collating views across the Wave Performance Framework i.e. behaviours, abilities and global measures with open text boxes recording views on job purpose and any additional requirements.

The Wave Job Profiler is part of our integrated assessment portfolio and aligns with the Saville Consulting Aptitude Tests, Wave Focus, Wave Professional Styles, Wave Performance 360 and the Wave Performance and Culture Framework.



MY Self Career Guidance



Driving career guidance and self-development

The MY Self Questionnaire (8 minutes) offers an effective and easy assessment for career planning discussions. It measures how the individual prefers to behave and how capable they believe themselves in a range of areas in the workplace. A personalised report discloses the user's strengths career types they are suited to and practical development tips.


MY Self Premium Report

The report is easy to understand and includes information on the following areas:

- **Signature Strengths:** behaviours the user prefers to exhibit and the type of organisational culture they are suited to.
- **Challenge Areas:** areas that the individual finds more difficult to demonstrate.
- **Career Area Chart:** shows the career options which are most likely to suit the person and maximise their strengths.
- **Career Area Fit:** provides more detail about the top three careers to which the person is most suited.

Benefits

- Gives beneficial career planning information.
- Gives an accurate insight into how the user behaves.
- Provides constructive development tips.
- Highlights the role and culture the individual is best suited to.
- Draws upon extensive research into what constitutes successful performance.
- Fast completion.

MY Self Overview		
Signature Strengths		
Structuring Tasks	🟢🟢🟢🟢	Page 4
Evaluating Problems	🟢🟢🟢🟢	Page 5
Showing Resilience	🟢🟢🟢🟢	Page 6
Supporting Strengths		
Giving Support	🟡🟡🟡🟡	
Adjusting to Change	🟡🟡🟡🟡	
Investigating Issues	🟡🟡🟡🟡	
Signature Strength		
Structuring Tasks 🟢🟢🟢🟢		
 Know your Strength Your preference is to have things properly organised and co-ordinated. Your focus on structure in your work means that you will often have an important contribution to make during projects, although you may sometimes be uncomfortable taking control of a project from another colleague if it has not been structured or organised as well as you might like.		



Saville Consulting Strengths



Saville Consulting Strengths is a powerful suite of behavioural screening questionnaires offering a cost-effective approach to volume recruitment. These 10 minute personality questionnaires focus on the behaviours required for specialised roles.

Role Type	Questionnaire
 Technical Apprentices, Operational Staff in Manufacturing, Engineering, Construction and Transport	Operational Strengths
 Sales, Marketing, Business Development & Financial Services	Commercial Strengths
 Contact Center, Customer Service, Hospitality & Leisure	Customer Strengths
 Clerical & Office	Administrative Strengths

Benefits

- Effective prediction of performance - identifies strengths
- Fast screening - for large volumes
- Easy integration with applicant tracking systems
- Improves calibre of later stage candidates
- Positive candidate experience
- Benchmarking - against relevant comparison groups
- Supports hiring manager recruiters - easy to interpret reports, guides interviews

Solving Problems	Identifying Needs Understanding Customer Needs (2); Analysing Information (1)		Extremely Low higher potential than about 1% of the comparison group
	Developing Solutions Applying Expertise (1); Being Creative (6)		Low higher potential than about 10% of the comparison group
Influencing People	Developing Leads Developing Rapport (9); Building Relationships (10)		Extremely High higher potential than about 99% of the comparison group
	Closing Deals Presenting Information (9); Changing Views (9); Challenging Objections (8)		Extremely High higher potential than about 99% of the comparison group
Adapting Approaches	Staying Positive Being Resilient (7); Maintaining Self-Belief (6)		Fairly High higher potential than about 75% of the comparison group
	Working Collaboratively Supporting People (4); Working Co-operatively (1)		Very Low higher potential than about 5% of the comparison group
Delivering Results	Being Disciplined Being Organised (3); Maintaining Standards (3)		Low higher potential than about 10% of the comparison group
	Results Focused Taking Action (9); Pursuing Targets (8)		Very High higher potential than about 95% of the comparison group