

Personal Report
Chris Park



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.

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 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
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Analytical moderately interested in analysing information; asks probing questions fairly frequently; inclined to seek solutions to problems						6				
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Factual likely to communicate well in writing; moderately interested in the logic behind an argument; explores the facts comprehensively						6				
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Rational enjoys working with numerical data as much as most people; makes some use of information technology; moderately likely to base decisions on the facts alone						6				
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	1	2	3	4	5	6	7	8	9	10
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Learning Oriented moderately focused on learning about new things; a quick learner; inclined to learn through reading							7			
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Practically Minded less focused on doing practical work than others; very little interest in learning by doing; places little emphasis on using common sense		2								
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Insightful often identifies ways to improve things; very quick to get to the core of a problem; trusts intuition to guide judgement									9	
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	1	2	3	4	5	6	7	8	9	10
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Inventive generates lots of ideas; produces very original ideas; extremely likely to adopt radical solutions										10
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Abstract good at developing concepts; often applies theories; interested in studying the underlying principles							7			
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Strategic inclined to develop strategies; takes a very long term view; creates a clear vision for the future									9	
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Personal Report - Influence Cluster

Influence										
Sociable	1	2	3	4	5	6	7	8	9	10
Interactive lively; moderately talkative; moderately interested in networking										
Engaging takes a little time to establish rapport; puts little emphasis on making a good first impression; unlikely to seek new friends actively										
Self-promoting often is the centre of attention; moderately modest about own achievements; has a moderate need for praise										
Impactful	1	2	3	4	5	6	7	8	9	10
Convincing persuasive; makes own point strongly; is focused on negotiating the best deal										
Articulate enjoys giving presentations as much as most people; explains things reasonably well; reasonably confident with new people										
Challenging very open in voicing disagreement; very much inclined to challenge others' ideas; very often gets involved in arguments										
Assertive	1	2	3	4	5	6	7	8	9	10
Purposeful makes quick decisions; prepared to take responsibility for big decisions; holds very firm views on issues										
Directing clearly oriented towards a leadership role; co-ordinates people well; very much inclined to take control of things										
Empowering has limited interest in finding ways to motivate others; inspirational; reasonably encouraging to others										

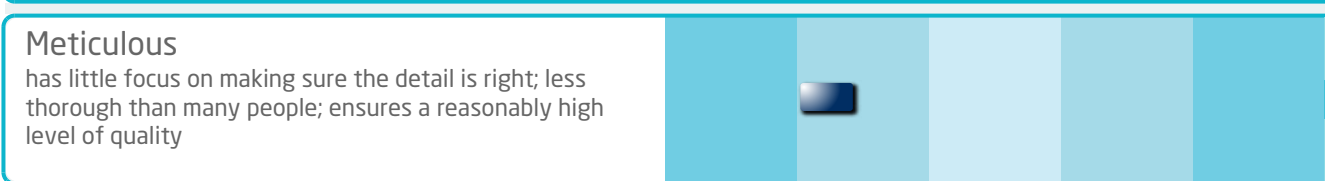
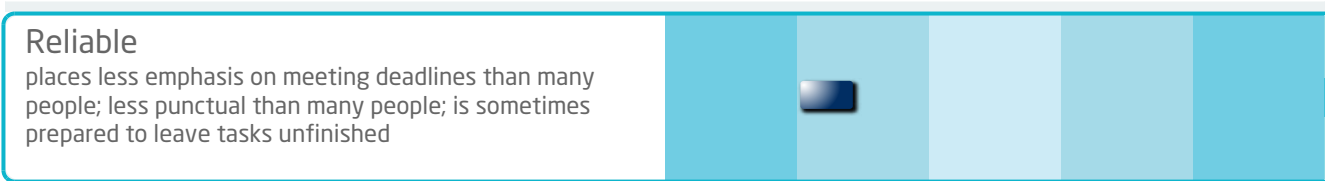
Personal Report - Adaptability Cluster



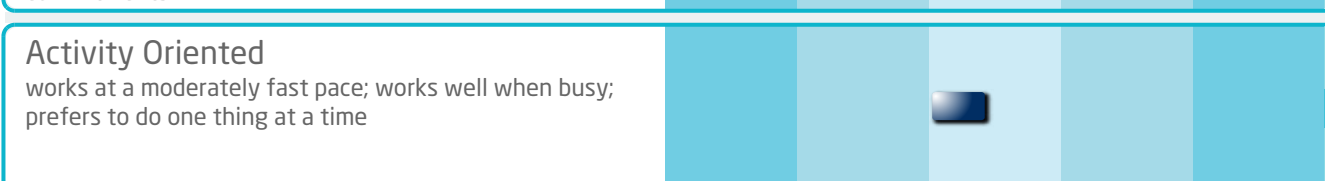
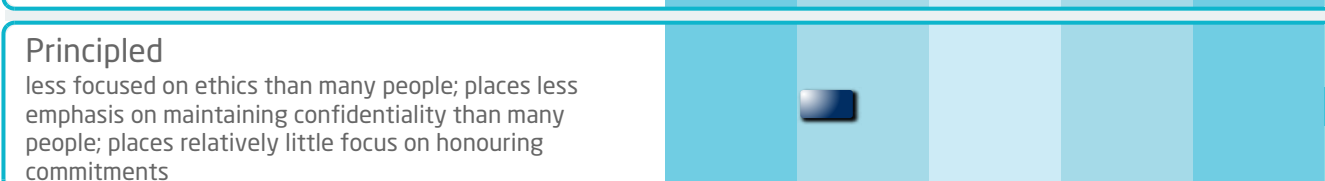
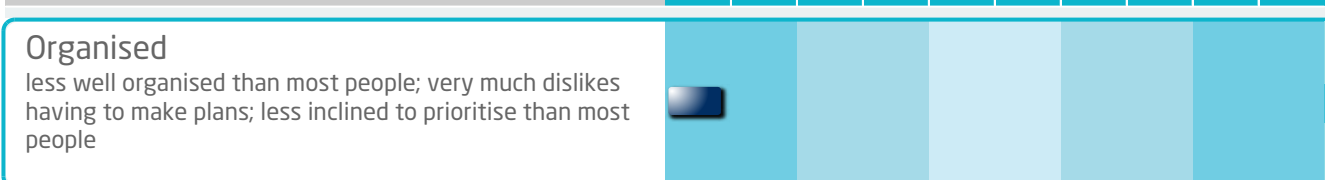
Personal Report - Delivery Cluster

Delivery

Conscientious



Structured



Driven

