



Personal Report for Jack Taylor



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 'Compliant' 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 Consulting 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 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.

Personal Report - Thought Cluster

THOUGHT										
EVALUATIVE	1	2	3	4	5	6	7	8	9	10
Analytical moderately interested in analysing information; frequently asks probing questions; not particularly focused on finding solutions to problems						6				
Factual very likely to communicate well in writing; readily understands the logic behind an argument; explores the facts comprehensively										10
Rational dislikes working with numerical data; has little interest in information technology; moderately likely to base decisions on the facts alone			3							
INVESTIGATIVE	1	2	3	4	5	6	7	8	9	10
Learning Oriented actively seeks opportunities to learn about new things; a reasonably quick learner; inclined to learn through reading								8		
Practically Minded moderately focused on practical work; prefers to learn by doing; shows a reasonable amount of common sense						6				
Insightful moderately focused on constantly improving things; quick at getting to the core of a problem; somewhat inclined to trust intuition to guide judgement						6				
IMAGINATIVE	1	2	3	4	5	6	7	8	9	10
Inventive generates ideas; produces original ideas; extremely likely to adopt radical solutions								8		
Abstract good at developing concepts; has relatively little interest in applying theories; interested in studying the underlying principles							7			
Strategic shows relatively limited interest in developing strategies; very rarely focuses on long term issues; very unlikely to create a clear vision for the future		2								

Personal Report - Influence Cluster

INFLUENCE										
SOCIABLE	1	2	3	4	5	6	7	8	9	10
Interactive unlikely to be seen as lively; tends to say relatively little; little interest in networking		■								
Engaging establishes rapport reasonably quickly; puts relatively little emphasis on making a good first impression; unlikely to seek new friends actively				■						
Self-promoting uncomfortable being the centre of attention; modest about own achievements; has relatively little need for praise			■							
IMPACTFUL	1	2	3	4	5	6	7	8	9	10
Convincing less persuasive than most people; reasonably assertive in putting own points across; has very little focus on negotiating the best deal		■								
Articulate enjoys giving presentations as much as most people; explains things reasonably well; confident with new people					■					
Challenging open in voicing disagreement; moderately inclined to challenge others' ideas; occasionally gets involved in arguments						■				
ASSERTIVE	1	2	3	4	5	6	7	8	9	10
Purposeful makes reasonably quick decisions; somewhat prepared to take responsibility for big decisions; has definite views on issues						■				
Directing disinclined to take the role of leader; dislikes having to co-ordinate people; very rarely seeks to take control of things	■									
Empowering reasonably able to find ways to motivate people; very unlikely to attempt to inspire others; very rarely seeks to encourage others		■								

Personal Report - Adaptability Cluster

ADAPTABILITY										
RESILIENT	1	2	3	4	5	6	7	8	9	10
Self-assured less self-confident than most people; feels less in control of own future than many people; has a limited sense of own worth	<input type="checkbox"/>									
Composed sometimes gets nervous during important events; calm before important events; works well under pressure							<input type="checkbox"/>			
Resolving copes well with people who are upset; handles angry people reasonably well; feels less need than most people to resolve disagreements			<input type="checkbox"/>							
FLEXIBLE	1	2	3	4	5	6	7	8	9	10
Positive moderately likely to take an optimistic view; recovers reasonably quickly from setbacks; less cheerful than many people			<input type="checkbox"/>							
Change Oriented as ready to accept change as most people; copes very well with uncertainty; accepts new challenges as readily as most people							<input type="checkbox"/>			
Receptive less receptive to feedback than most people; unlikely to encourage others to criticise approach; very rarely asks for feedback on performance	<input type="checkbox"/>									
SUPPORTIVE	1	2	3	4	5	6	7	8	9	10
Attentive less empathetic than many people; a good listener; interested in understanding why people do things							<input type="checkbox"/>			
Involving a little less team oriented than others; takes little account of other people's views; very unlikely to involve others in the final decision	<input type="checkbox"/>									
Accepting shows less consideration than others; less tolerant than most people; tends to be wary of trusting people	<input type="checkbox"/>									

Personal Report - Delivery Cluster

DELIVERY										
CONSCIENTIOUS	1	2	3	4	5	6	7	8	9	10
Reliable conscientious about meeting deadlines; tends to be punctual; is sometimes prepared to leave tasks unfinished						■				
Meticulous pays close attention to detail; reasonably thorough; ensures a reasonably high level of quality						■				
Conforming is much less inclined to follow rules; strongly dislikes following procedures; is sometimes prepared to take risks in decision making		■								
STRUCTURED	1	2	3	4	5	6	7	8	9	10
Organised well organised; dislikes having to make plans; prioritises as well as most people						■				
Principled behaves more ethically than most people; places less emphasis on maintaining confidentiality than most people; focused on honouring commitments			■							
Activity Oriented works at a fast pace; works well when busy; multi-tasks extremely well									■	
DRIVEN	1	2	3	4	5	6	7	8	9	10
Dynamic feels very little need to make things happen; impatient to get things started; energetic			■							
Enterprising likely to identify business opportunities; dislikes selling; competitive						■				
Striving is reasonably driven to achieve outstanding results; moderately ambitious; less persevering than most people		■								