

Personal Report for Jack Taylor

A dynamic splash of clear water moving from left to right across the middle of the page. The water is captured in motion, with droplets and ripples visible. The background behind the water is a solid light blue, which transitions into a darker blue at the bottom of the page.

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										
VISION	1	2	3	4	5	6	7	8	9	10
Inventive generates ideas; produces original ideas; extremely likely to adopt radical solutions										
Abstract good at developing concepts; has relatively little interest in applying theories; interested in studying the underlying principles										
Strategic moderately inclined to develop strategies; unlikely to create a clear vision for the future; rarely focuses on long term issues										
JUDGEMENT	1	2	3	4	5	6	7	8	9	10
Insightful quick at getting to the core of a problem; often identifies ways to improve things; somewhat inclined to trust intuition to guide judgement										
Practically Minded moderately focused on practical work; prefers to learn by doing; shows a reasonable amount of common sense										
Learning Oriented seeks opportunities to learn about new things; inclined to learn through reading; a quick learner										
EVALUATION	1	2	3	4	5	6	7	8	9	10
Analytical moderately inclined to seek solutions to problems; interested in analysing information; frequently asks probing questions										
Factual very likely to communicate well in writing; readily understands the logic behind an argument; explores the facts comprehensively										
Rational dislikes working with numerical data; has little interest in information technology; moderately likely to base decisions on the facts alone										

Personal Report - Influence Cluster

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

Personal Report - Adaptability Cluster

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

Personal Report - Delivery Cluster

DELIVERY										
STRUCTURE	1	2	3	4	5	6	7	8	9	10
Organised well organised; moderately inclined 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									■	
DRIVE	1	2	3	4	5	6	7	8	9	10
Dynamic energetic; impatient to get things started; feels very little need to make things happen						■				
Striving fairly ambitious; is reasonably driven to achieve outstanding results; less persevering than most people					■					
Enterprising competitive; likely to identify business opportunities; dislikes selling						■				
IMPLEMENTATION	1	2	3	4	5	6	7	8	9	10
Meticulous ensures a reasonably high level of quality; reasonably thorough; pays close attention to detail						■				
Reliable conscientious about meeting deadlines; is sometimes prepared to leave tasks unfinished; as punctual as most people						■				
Compliant is much less inclined to follow rules; strongly dislikes following procedures; is sometimes prepared to take risks in decision making	■									