



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
--	---	---	---	---	---	---	---	---	---	----

<p><b>Analytical</b> moderately interested in analysing information; asks probing questions fairly frequently; inclined to seek solutions to problems</p>						6				
---	--	--	--	--	--	---	--	--	--	--

<p><b>Factual</b> likely to communicate well in writing; moderately interested in the logic behind an argument; explores the facts comprehensively</p>							7			
--	--	--	--	--	--	--	---	--	--	--

<p><b>Rational</b> enjoys working with numerical data as much as most people; has little interest in information technology; moderately likely to base decisions on the facts alone</p>					5					
---	--	--	--	--	---	--	--	--	--	--

	1	2	3	4	5	6	7	8	9	10
--	---	---	---	---	---	---	---	---	---	----

<p><b>Learning Oriented</b> has relatively little interest in learning about new things; a quick learner; inclined to learn through reading</p>							7			
---	--	--	--	--	--	--	---	--	--	--

<p><b>Practically Minded</b> less focused on doing practical work than others; very little interest in learning by doing; places relatively little emphasis on using common sense</p>		2								
---	--	---	--	--	--	--	--	--	--	--

<p><b>Insightful</b> often identifies ways to improve things; very quick to get to the core of a problem; trusts intuition to guide judgement</p>									9	
---	--	--	--	--	--	--	--	--	---	--

	1	2	3	4	5	6	7	8	9	10
--	---	---	---	---	---	---	---	---	---	----

<p><b>Inventive</b> generates lots of ideas; produces very original ideas; likely to adopt radical solutions</p>										10
--	--	--	--	--	--	--	--	--	--	----

<p><b>Abstract</b> good at developing concepts; often applies theories; moderately interested in studying the underlying principles</p>							7			
---	--	--	--	--	--	--	---	--	--	--

<p><b>Strategic</b> inclined to develop strategies; takes a very long-term view; creates a clear vision for the future</p>									9	
--	--	--	--	--	--	--	--	--	---	--

## Personal Report - Influence Cluster

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

## Personal Report - Adaptability Cluster

Adaptability										
Resilient	1	2	3	4	5	6	7	8	9	10
<b>Self-assured</b> less self-confident than many people; feels in control of own future; has a strong sense of own worth						■				
<b>Composed</b> rarely gets nervous during important events; reasonably calm before important events; works well under pressure							■			
<b>Resolving</b> copes reasonably well with people who are upset; dislikes having to deal with angry people; feels less need than many people to resolve disagreements				■						
Flexible	1	2	3	4	5	6	7	8	9	10
<b>Positive</b> likely to take an optimistic view; recovers reasonably quickly from setbacks; extremely cheerful								■		
<b>Change Oriented</b> as ready to accept change as most people; copes moderately well with uncertainty; accepts new challenges as readily as most people						■				
<b>Receptive</b> less receptive to feedback than most people; moderately likely to encourage others to criticise approach; rarely asks for feedback on performance			■							
Supportive	1	2	3	4	5	6	7	8	9	10
<b>Attentive</b> less empathetic than many people; unlikely to listen attentively for long; interested in understanding why people do things				■						
<b>Involving</b> less team oriented than others; takes some account of others' views; unlikely to involve others in the final decision			■							
<b>Accepting</b> slightly less considerate than others; reasonably tolerant; moderately trusting of people			■							

## Personal Report - Delivery Cluster

Delivery										
Conscientious	1	2	3	4	5	6	7	8	9	10
<b>Reliable</b> places less emphasis on meeting deadlines than many people; less punctual than many people; is sometimes prepared to leave tasks unfinished			■							
<b>Meticulous</b> has little focus on making sure the detail is right; less thorough than many people; ensures a reasonably high level of quality				■						
<b>Conforming</b> 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
<b>Organised</b> less well organised than most people; very much dislikes having to make plans; less inclined to prioritise than most people	■									
<b>Principled</b> less focused on ethics than many people; places less emphasis on maintaining confidentiality than many people; places relatively little focus on honouring commitments			■							
<b>Activity Oriented</b> works at a moderately fast pace; works well when busy; prefers to do one thing at a time					■					
Driven	1	2	3	4	5	6	7	8	9	10
<b>Dynamic</b> good at making things happen; impatient to get things started; moderately energetic								■		
<b>Enterprising</b> likely to identify business opportunities; fairly sales oriented; as competitive as most people								■		
<b>Striving</b> driven to achieve outstanding results; fairly ambitious; likely to persevere through difficult challenges									■	