



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

## Personal Report - Influence Cluster

INFLUENCE										
SOCIABLE	1	2	3	4	5	6	7	8	9	10
<b>Interactive</b> unlikely to be seen as lively; tends to say relatively little; little interest in networking										
<b>Engaging</b> establishes rapport reasonably quickly; puts relatively little emphasis on making a good first impression; unlikely to seek new friends actively										
<b>Self-promoting</b> 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
<b>Convincing</b> less persuasive than most people; assertive in putting own points across; has little focus on negotiating the best deal										
<b>Articulate</b> enjoys giving presentations as much as most people; explains things reasonably well; confident with new people										
<b>Challenging</b> 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
<b>Purposeful</b> makes quick decisions; prepared to take responsibility for big decisions; has definite views on issues										
<b>Directing</b> disinclined to take the role of leader; dislikes having to co-ordinate people; rarely seeks to take control of things										
<b>Empowering</b> is good at finding ways to motivate people; 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
<b>Self-assured</b> less self-confident than most people; feels less in control of own future than many people; has a relatively limited sense of own worth										
<b>Composed</b> sometimes gets nervous during important events; calm before important events; works well under pressure										
<b>Resolving</b> copes well with people who are upset; handles angry people reasonably well; feels less need than most people to resolve disagreements										
FLEXIBLE	1	2	3	4	5	6	7	8	9	10
<b>Positive</b> moderately likely to take an optimistic view; recovers reasonably quickly from setbacks; less cheerful than most people										
<b>Change Oriented</b> readily accepts change; copes very well with uncertainty; readily accepts new challenges										
<b>Receptive</b> less receptive to feedback than most people; moderately likely to encourage others to criticise approach; very 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; a good listener; interested in understanding why people do things										
<b>Involving</b> a little less team oriented than others; takes little account of other people's views; unlikely to involve others in the final decision										
<b>Accepting</b> shows less consideration than others; less tolerant than most people; tends to be wary of trusting people										

## Personal Report - Delivery Cluster

DELIVERY										
CONSCIENTIOUS	1	2	3	4	5	6	7	8	9	10
<b>Reliable</b> conscientious about meeting deadlines; as punctual as most people; is sometimes prepared to leave tasks unfinished						■				
<b>Meticulous</b> pays close attention to detail; reasonably thorough; 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> well organised; moderately inclined to make plans; prioritises as well as most people						■				
<b>Principled</b> behaves more ethically than most people; places less emphasis on maintaining confidentiality than most people; focused on honouring commitments					■					
<b>Activity Oriented</b> works at a fast pace; works well when busy; multi-tasks extremely well									■	
DRIVEN	1	2	3	4	5	6	7	8	9	10
<b>Dynamic</b> feels very little need to make things happen; impatient to get things started; energetic						■				
<b>Enterprising</b> likely to identify business opportunities; dislikes selling; competitive						■				
<b>Striving</b> is reasonably driven to achieve outstanding results; fairly ambitious; less persevering than most people					■					