



Reflections Report for Alex Lee



Professional
Styles

Contents

Introduction to Assessment Report.....	3
Reflections Overview.....	4
Detailed Reflections Profile.....	5

About this Report

This report is based upon the Styles assessment, which explores an individual's motives, preferences, needs and talents in critical work areas.

The results are based on a comparison with a group of over 9,000 professionals and managers.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perceptions. Nevertheless, our extensive research has shown it to be a valid measure of how people will operate in the workplace.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain valid for 12 to 24 months, depending upon circumstances.

The report was produced using Saville Consulting software systems. It has been derived from the results of an assessment completed by the respondent, and reflects the responses they made.

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 assessment is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to Assessment Report

The Reflections Model

Saville Consulting's Reflections model identifies nine specific combinations of work styles which our research has demonstrated can have both positive and negative implications in the workplace. Certain combinations of working styles can align to demonstrate clear patterns of behaviour which are likely to have a profound impact on how an individual works. Some combinations of work styles may be particularly effective for an individual in a given context, but there are also combinations of work styles which can adversely impact an individual's performance. This report is designed to allow individuals to reflect on the potential implications of the work styles that they demonstrate.

Reflections Overview

The Reflections Overview page shows the total scores for all nine Reflections scales, each of which are built from a combination of two work styles. A total score falling in the middle of the scale indicates that the respondent is likely to balance the two work styles, whereas a total score close to one end of the Reflections scale indicates the respondent has a tendency to adopt one work style in preference to the other.

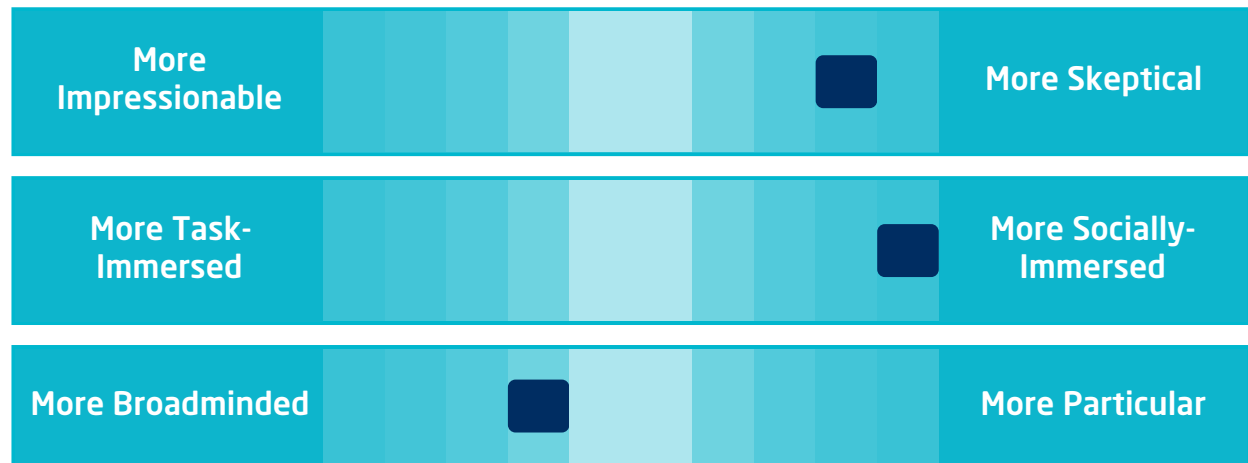
Detailed Reflections Profile

The Detailed Reflections Profile shows the nine Reflections scales in more detail. As well as the total score shown in the centre, the six sub-scores which combine to form each Reflections scale are positioned above and below the total score. These sub-scores are Wave Professional Styles dimensions, and are presented on a 1 to 10 'Sten' scale. Each work style in the Reflections Profile is built from three Wave dimensions and the individual contribution of each dimension to the total score can be seen. This allows for an in-depth understanding of how the total score is achieved and helps the reader appreciate what might underpin their tendency towards particular work styles.

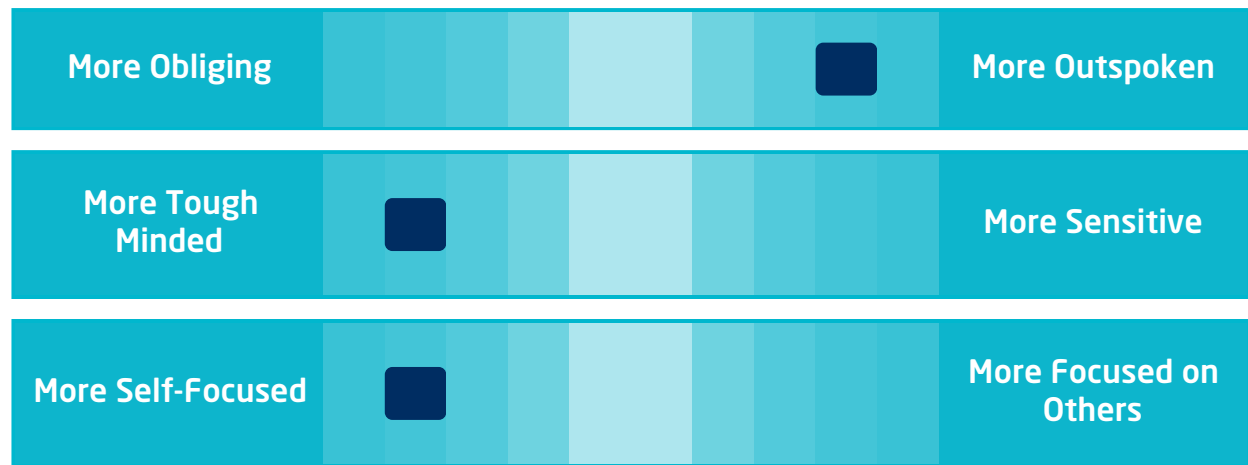
Each Reflections scale is also accompanied by text which considers both the potential positive and negative implications of adopting either of the two different work styles. The respondent can use this to reflect on specific critical areas to examine when trying to improve their workplace performance.

Reflections Overview

Task



People



Growth

