

## Team Roles Report for Alex Lee

Professional

Styles

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## 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 and are presented on a 1 to 10 Sten scale.

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.

## Saville Consulting Team Roles

Saville Consulting's Team Roles model presents 8 different team roles, each representing a different approach to working in a team. This report outlines which team roles Alex Lee is most and least likely to adopt based on responses to the Saville Consulting Wave Styles assessment. Individuals who prefer different roles in a team can complement each other to improve performance. Outlined below are typical behaviours associated with each role, and the four Wave competency clusters to which they are related.

### Solving Problems

#### Analyst

Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.

#### Innovator

Innovators take a creative approach to problem solving, and often develop long-term strategies.

### Influencing People

#### Relator

Relators actively communicate between team members and can help improve social interaction.

#### Assertor

Assertors take control of situations and coordinate people. They prefer to be the leader.

### Adapting Approaches

#### Optimist

Optimists tend to be resilient and stay calm under pressure. They help to keep team morale high.

#### Supporter

Supporters attend to the needs of others, and prefer a team-oriented approach.

### Delivering Results

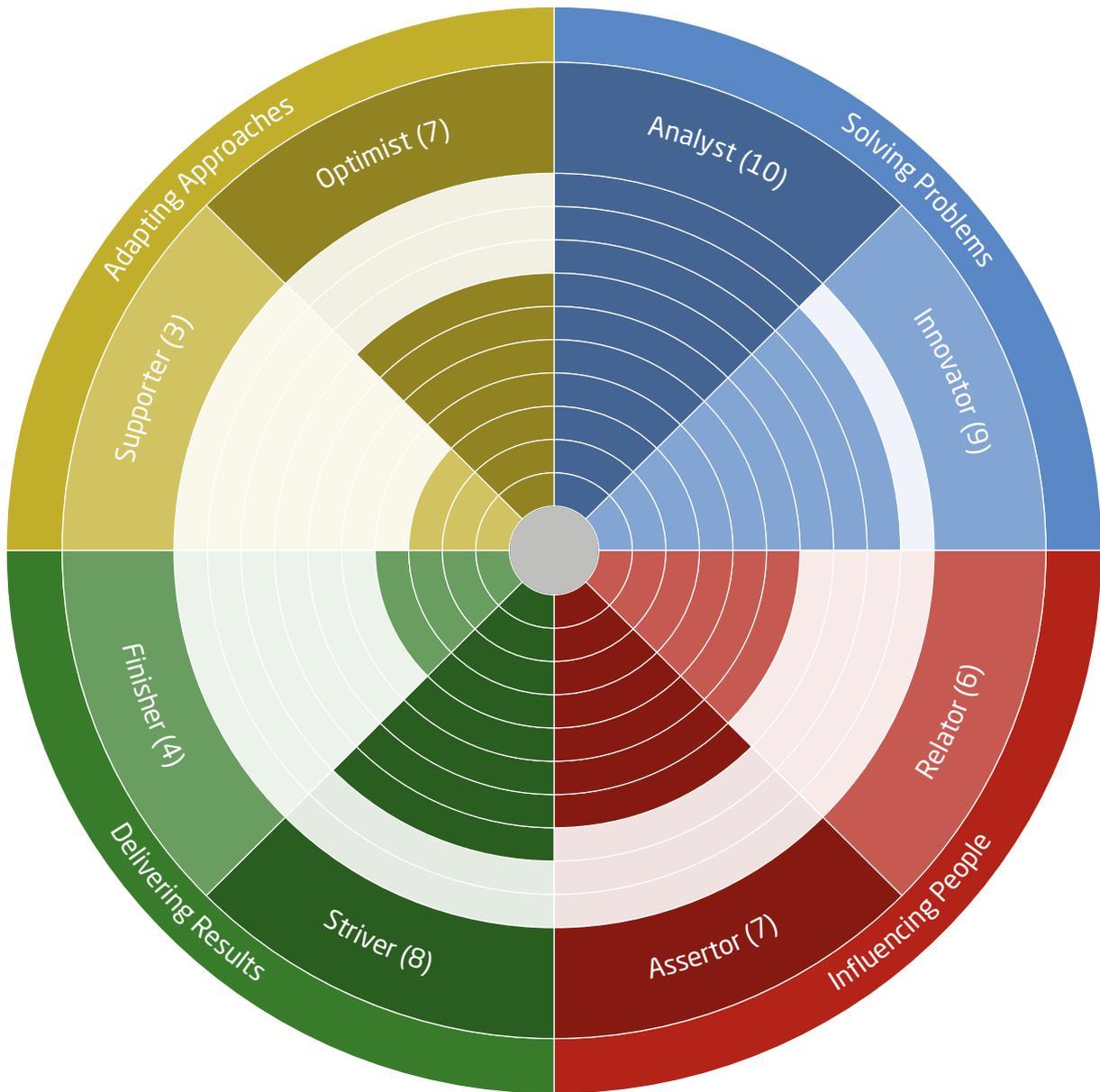
#### Finisher

Finishers focus on getting things completed to a high standard, and pay attention to detail.

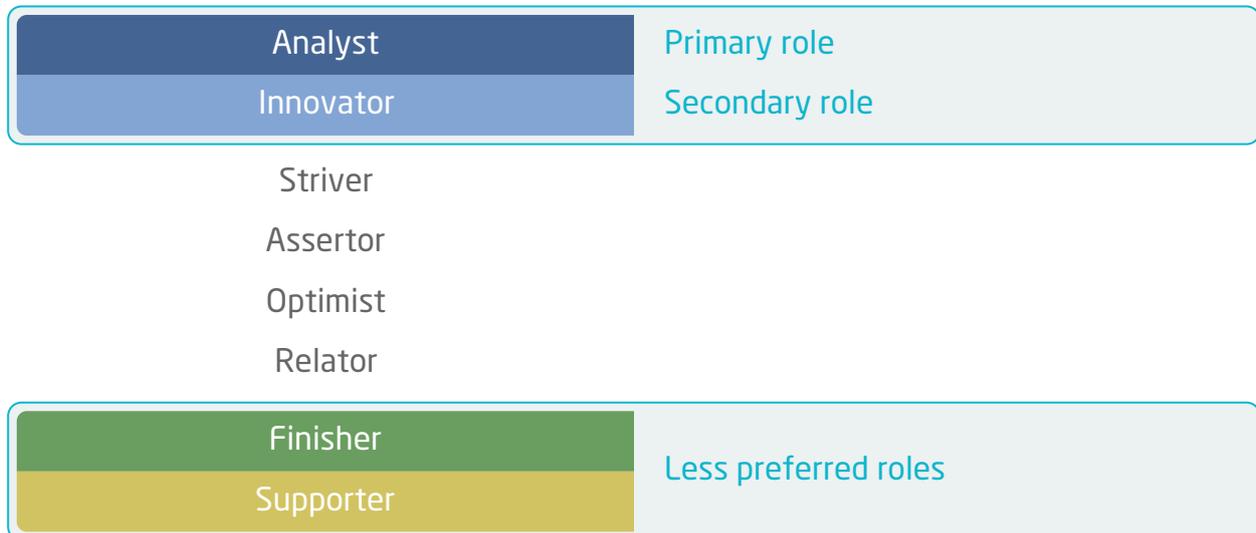
#### Striver

Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

## Your Team Roles



Your Team Roles ranked in order of preference:



## Your Preferred Team Roles

Your primary role is likely to be your strongest team role; this is the role which you are most likely to adopt. In certain situations, you may prefer adopting your secondary team role ahead of your primary team role. Each of your preferred roles has associated strengths that can positively contribute towards the team's success.

### Primary

#### Analyst

Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.

#### Strengths:

- Analysts tend to be skilled at evaluating various sources of information
- Analysts are likely to take a logical approach to problem solving
- Analysts are typically inclined to explore all the available possibilities

### Secondary

#### Innovator

Innovators take a creative approach to problem solving, and often develop long-term strategies.

#### Strengths:

- Innovators typically provide original solutions
- Innovators tend to offer unconventional and valuable insights
- Innovators are likely to have a vision for the future of the team

Your primary and secondary team roles combine to create your dual role. This combination also has associated strengths that are likely to be valuable when working in a team.

### Dual

#### Analyst

#### Innovator

#### Strengths:

- People with this role combination typically generate good ideas that are reinforced by facts
- People with this role combination tend to evaluate issues with a view to improving things

## Your Contrasting Team Roles

Your team roles can be better understood when the contrasts between your two preferred (primary and secondary) and two least preferred team roles are considered. These contrasts and their associated behaviours are presented below, along with advice that could help enhance the team's performance.

Primary role	Less preferred role
Analyst	Supporter
<p>People with this role contrast tend to employ a critical approach based upon facts, and may consequently be perceived as lacking sensitivity towards others. Make sure criticism is expressed constructively and is not likely to be taken personally. This should help to maintain good relationships with others, while still finding solutions to problems.</p>	

Primary role	Less preferred role
Analyst	Finisher
<p>People with this role contrast tend to examine information effectively, but a lack of structure in their approach can mean that they do not use their time as wisely as they should. Work with others to develop clear plans and realistic timelines, as this should help ensure efficient and timely delivery.</p>	

Secondary role	Less preferred role
Innovator	Supporter
<p>People with this role contrast tend to generate new ideas but may have little consideration for their impact on others. Take on board others' concerns about the ideas. This can make them less challenging and could help the ideas gain more support from the team.</p>	

Secondary role	Less preferred role
Innovator	Finisher
<p>People with this role contrast often produce ideas that are highly original, but they may find it more difficult to simplify the ideas and make them workable. Discuss the practicalities of implementing the ideas with others, such as the time, effort and cost required.</p>	