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wave

# Report for Jo Wilson

# Performance

## 360

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## About this Report

This report is based on the completion of Saville Consulting Wave® Performance 360 which explores performance in a number of work areas.

The results are based on the responses of Jo Wilson (the assessee) and the raters' evaluation of the assessee's performance at work. The responses have been compared to a group of around 400 professionals, who have previously been rated on Performance 360, in order to compare the assessee's performance in these areas to that of others.

Since the results are based on an evaluation of performance made by Jo Wilson and the other raters, they reflect the assessee's own perception and the perception of the raters. The results should only be regarded as an indication of the assessee's past performance. Our research has demonstrated that these ratings can provide a valid indication of an individual's performance at work from the perspective of different stakeholders.

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.

This report was produced using Saville Consulting software systems. It has been derived from the results of an assessment completed by the assessee and the raters and reflects the responses they have 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.


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# Introduction to Report

This report is based on the completion of Saville Consulting Wave® Performance 360 by Jo Wilson and the other raters who completed the assessment.

## Assessee and Raters

The results provided by the assessee and each group of raters in this report are each represented by a different shape. The number of individuals in each rater group is shown below in brackets.

- **Boss (1)**
- **Self (1)**
- **Peer (2)**
- **Report (2)**

## Behaviour Profile

The overarching Saville Consulting Wave® model has different levels of detail with one page in this report devoted to each behavioural cluster at the highest level(Solving Problems, Influencing People, Adapting Approaches, Delivering Results). Each page is split into three sections which in turn cover three dimensions each. This profile displays the results based on the 36 behaviour dimensions.

## Ability Profile

The Saville Consulting Ability Model has one ability cluster (Reasoning at Work) which is comprised of two sections that in turn each cover three dimensions.

## Summary Profile

The first part of the Work Performance Profile Summary covers global ratings on: Applying Specialist Expertise, Accomplishing Objectives and Demonstrating Potential. The second part indicates the degree to which the assessee received positive or negative ratings on the behaviour clusters, ability cluster and the global performance ratings.

## Behaviour Overview Profile

The Behaviour Overview Profile shows the effectiveness of the behavioural aspects based on averaging the results of the rater groups. The combined score is presented for the 12 behaviour sections. Arrows indicate where there are differences between the average ratings of the rater groups. Three dimensions define each section. The average across the rater groups is shown next to each dimension in brackets.

## Rater Comments

The final section presents any comments made by the different raters about Jo Wilson's performance at work.


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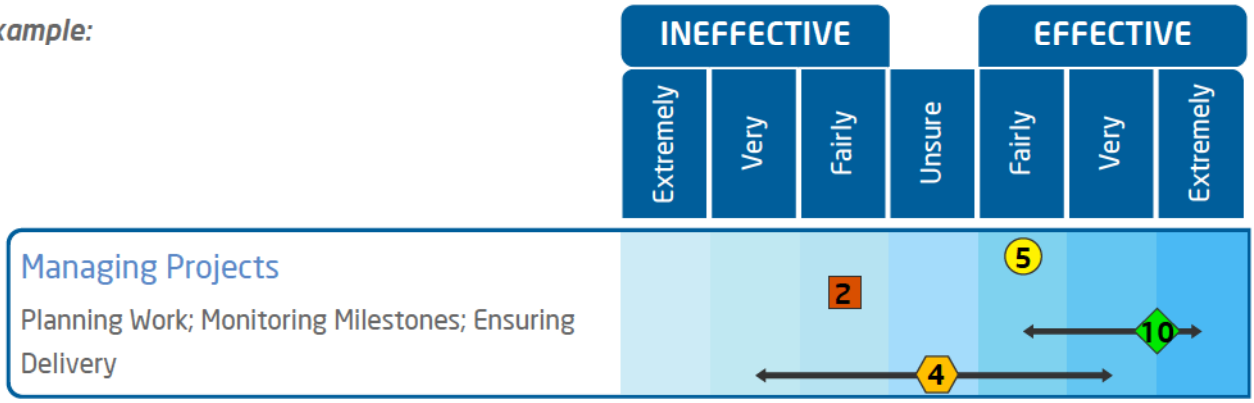
# Profile Breakdown

The results show the ratings on the 'Extremely Ineffective' to 'Extremely Effective' inventory scale. Each rater group is indicated by a different shaped marker as shown on the previous page.

The position of each shape on the scale indicates how the person being assessed was rated in each area. Where there is a difference between raters in a group, this is indicated by arrows either side of the marker.

***Example:***




In the example above, the assessee's Boss rating on 'Managing Projects' was fairly effective, the assessee Self rating was fairly ineffective, the Peer ratings ranged from fairly effective to extremely effective as indicated by the arrows. Finally, the Report ratings ranged from very ineffective to very effective.

**Comparison to Others:**

The results of the assessee and raters have been compared with other individuals who have previously completed the assessment and are based on a 1 to 10 sten scale as shown below.

| | |
|---|---|
| **1 - Extremely Low** | - performed better than only 1% of comparison group |
| **2 - Very Low** | - performed better than only 5% of comparison group |
| **3 - Low** | - performed better than only 10% of comparison group |
| **4 - Fairly Low** | - performed better than only 25% of comparison group |
| **5 - Average** | - performed better than only 40% of comparison group |
| **6 - Average** | - performed better than 60% of comparison group |
| **7 - Fairly High** | - performed better than 75% of comparison group |
| **8 - High** | - performed better than 90% of comparison group |
| **9 - Very High** | - performed better than 95% of comparison group |
| **10 - Extremely High** | - performed better than 99% of comparison group |

In the example above, the assessee's Boss rating on 'Managing Projects' was average compared to the comparison group. The assessee's Self ratings were very low compared to the comparison group. The Peer ratings were extremely high and the ratings given by Report fairly low in comparison to other individuals.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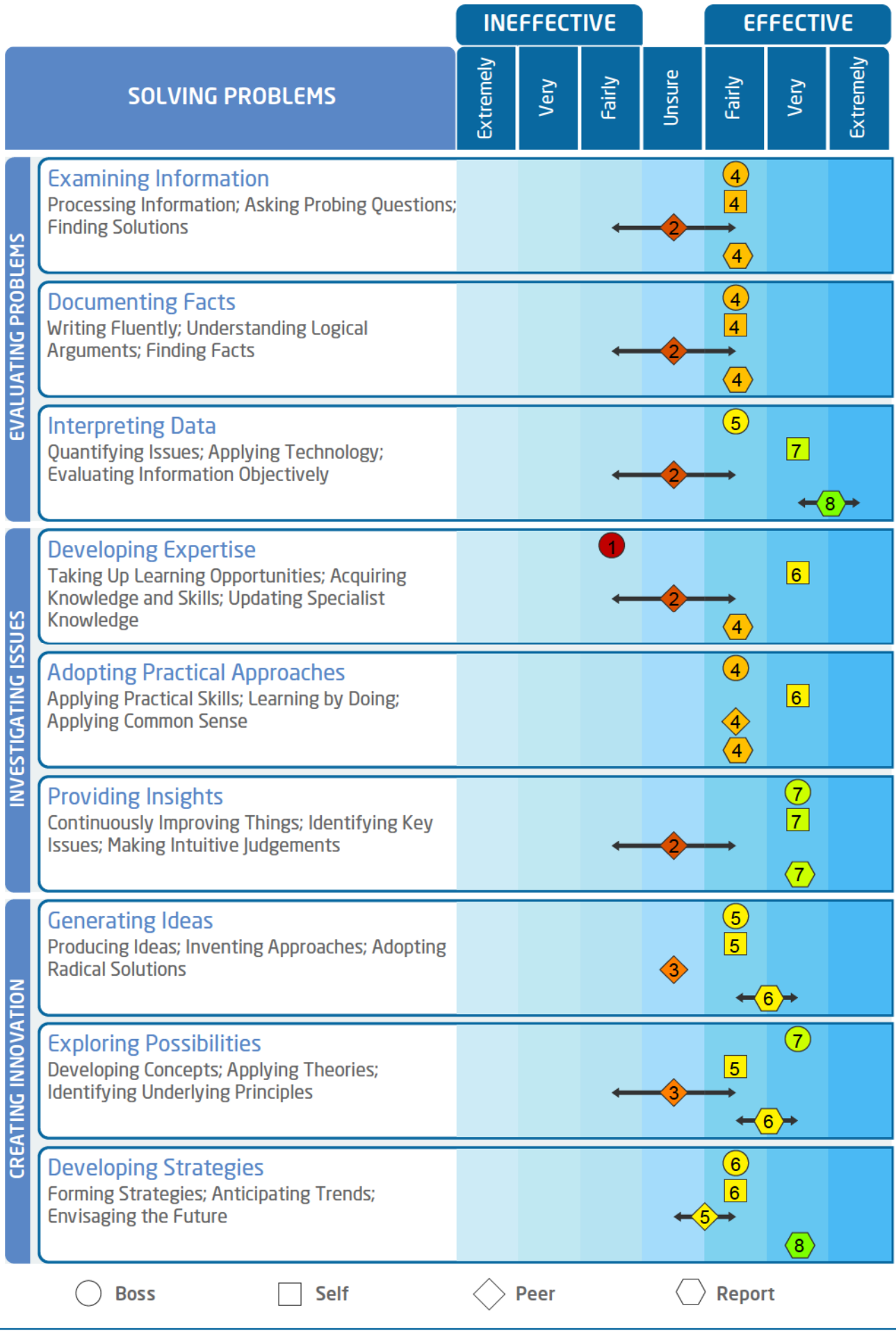
# Behaviour Profile - Solving Problems





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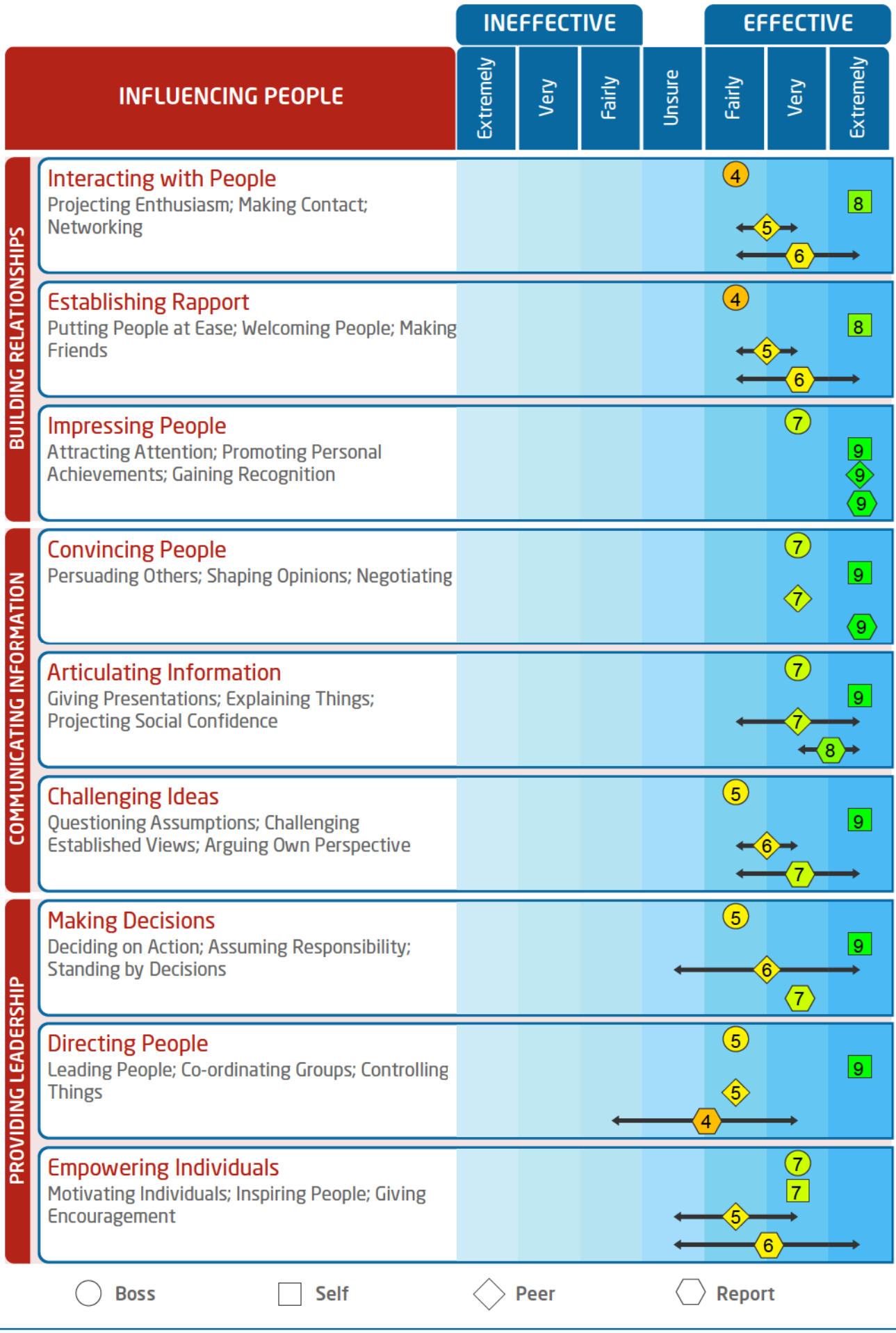
# Behaviour Profile - Influencing People





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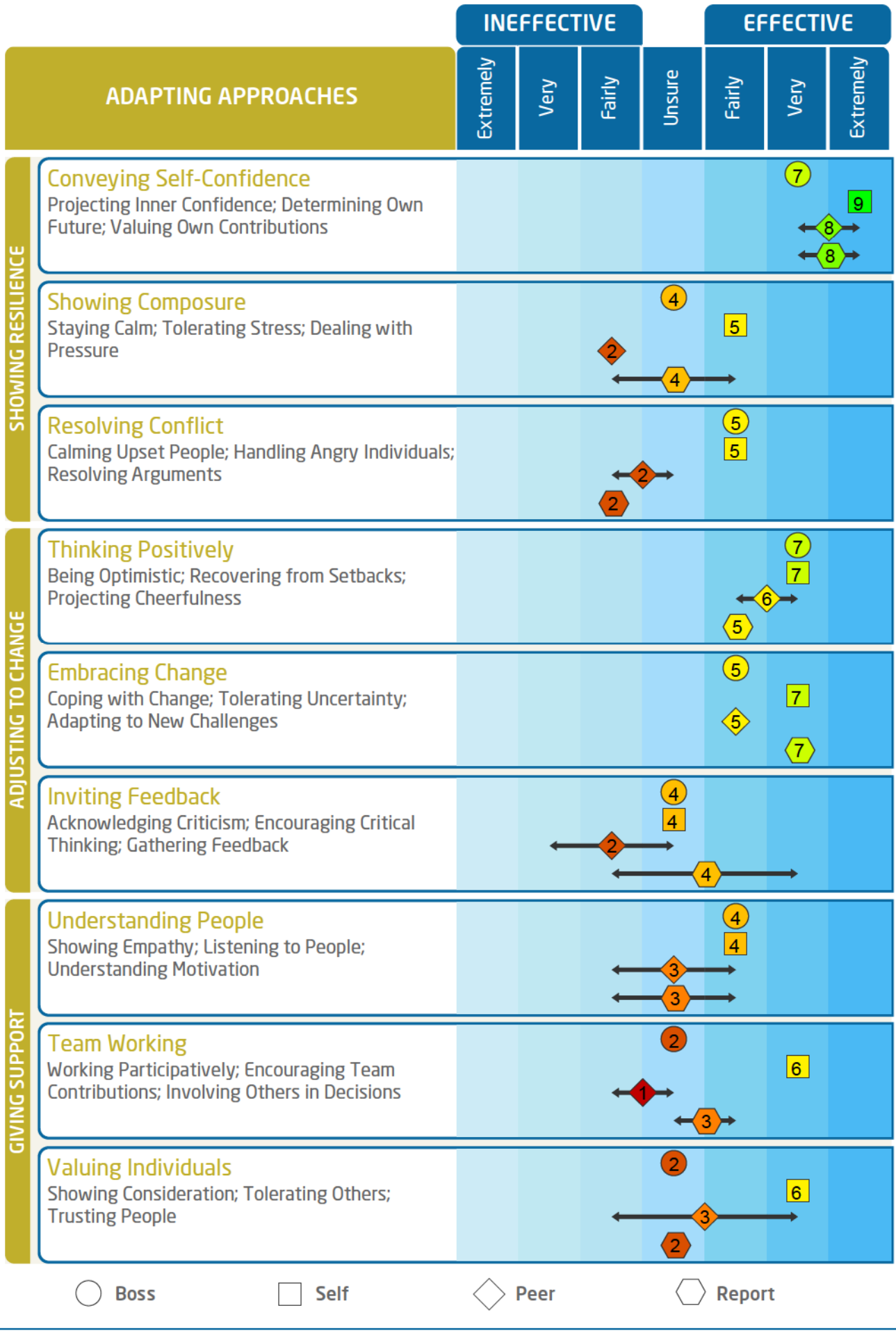
# Behaviour Profile - Adapting Approaches





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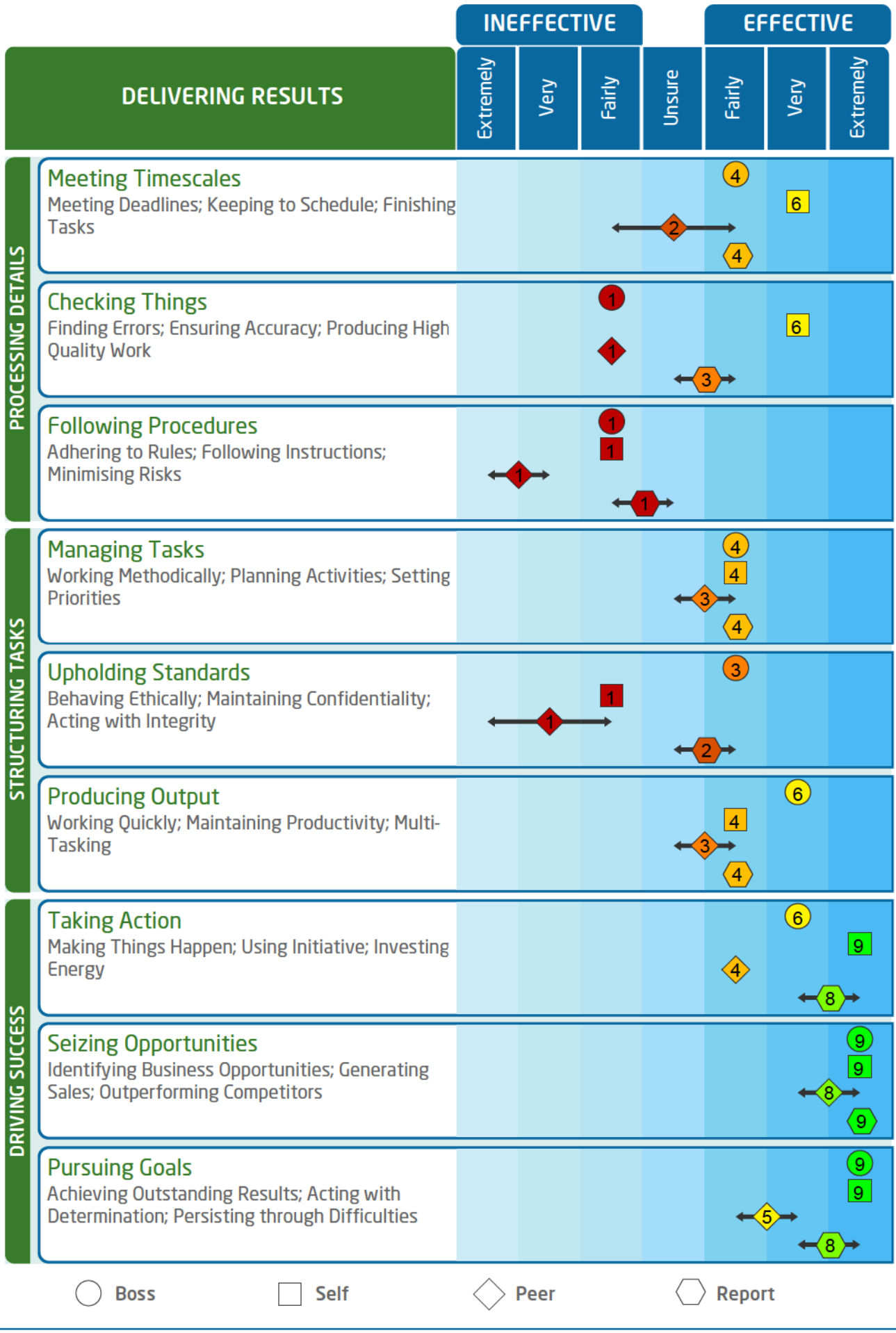
# Behaviour Profile - Delivering Results





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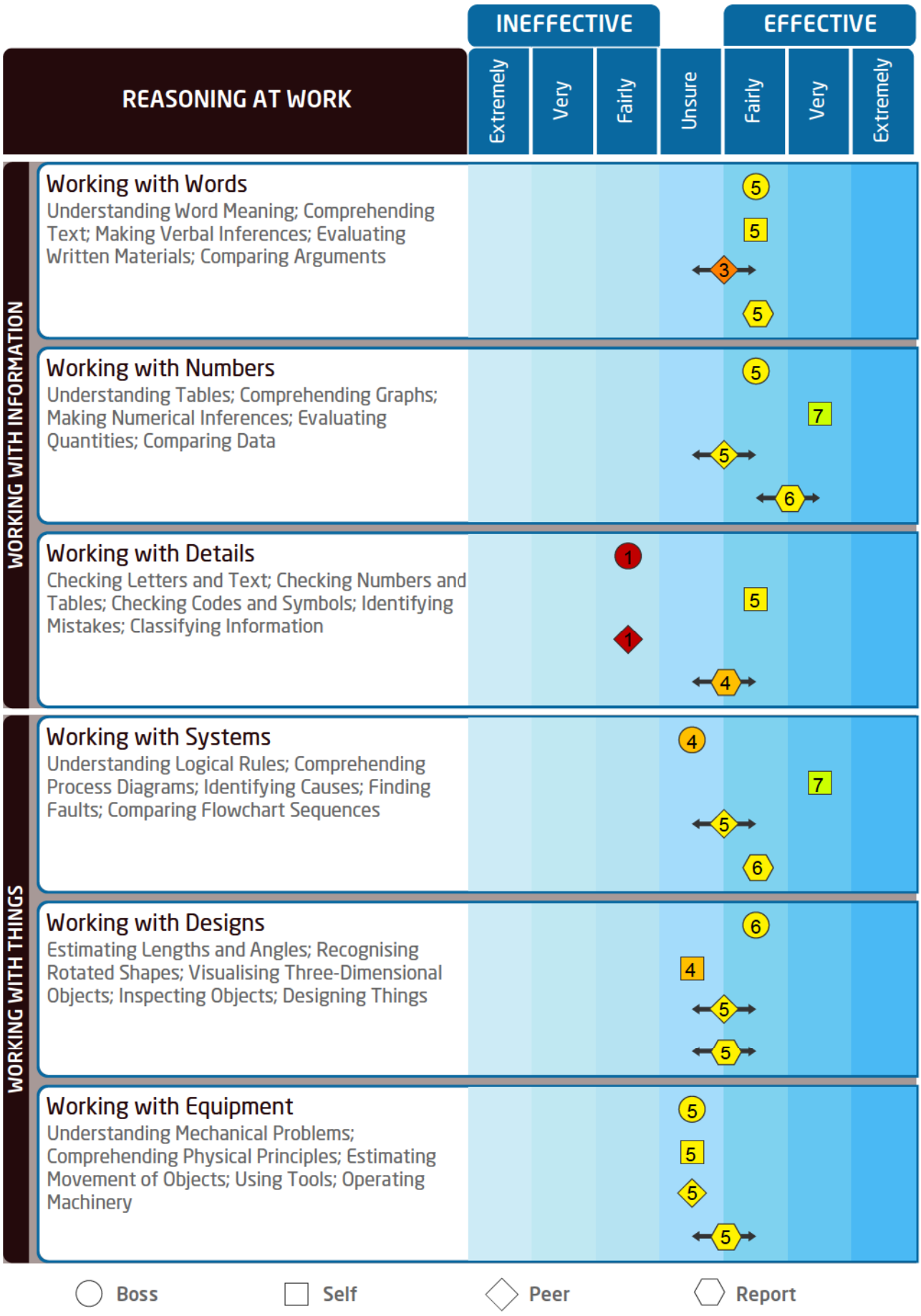
# Ability Profile - Reasoning at Work





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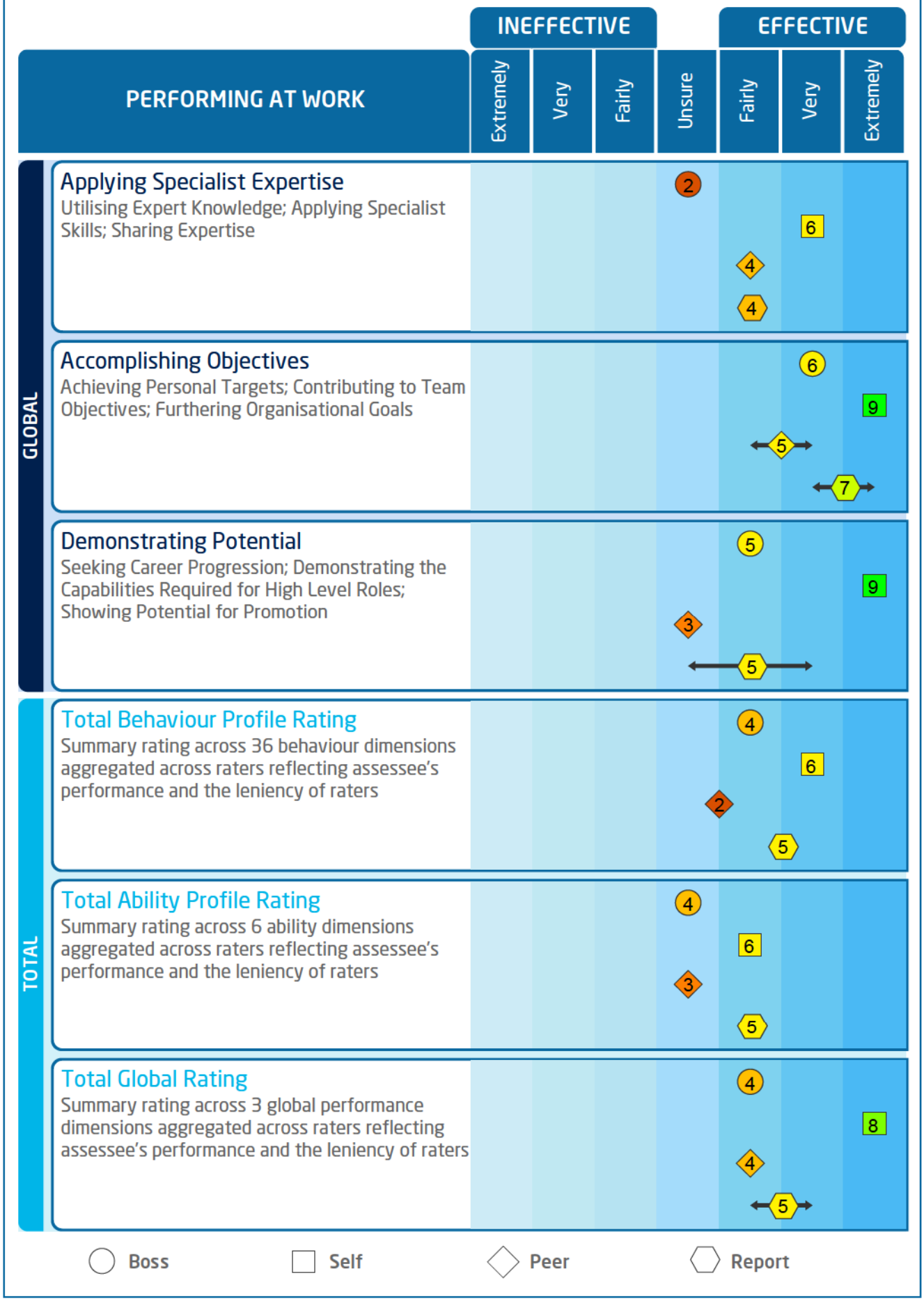
# Summary Profile





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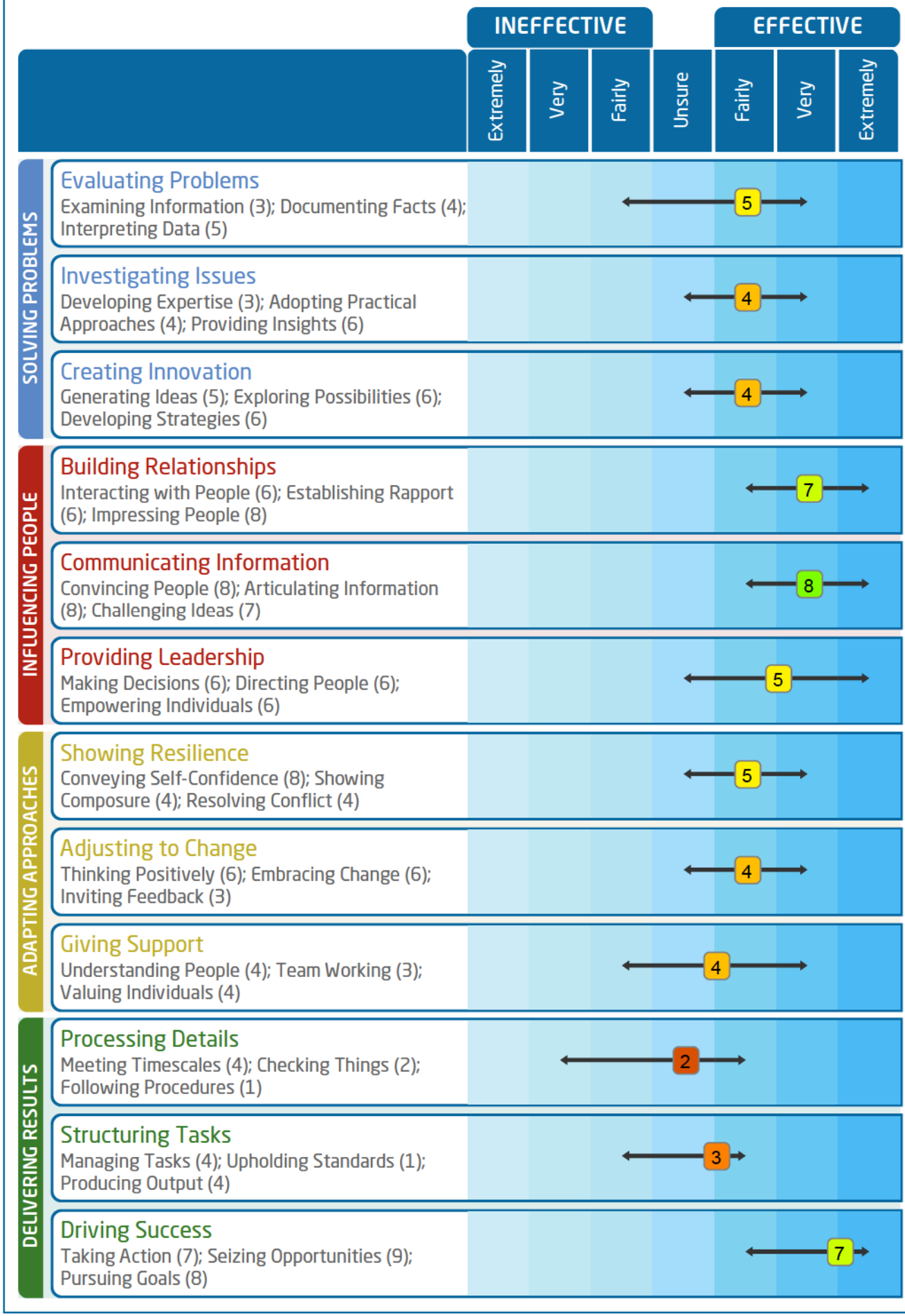
# Behaviour Overview Profile





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## Rater Comments

### Jo Wilson needs to keep doing well at...

| | |
|---|---|
| Boss 1: | driving his team to be positive and achieve results, creating a sense of purpose and motivation - bringing in five big projects |
| Self 1: | Delivering results and growing the revenues |
| Peer 1: | Seeking out sales opportunities. Building and developing the team. Focusing on revenues |
| Peer 2: | delivering his results - spotting and chasing down big leads - being positive and encouraging people |
| Report 1: | motivating his team - getting results - winning big projects - being good fun |
| Report 2: | Introducing me to good clients and good leads. Helping me to improve my product knowledge and also my negotiating skills |


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## Rater Comments

### Jo Wilson needs to do less of...

| | |
|---|---|
| Boss 1: | Missing key facts or details - keeping client info up to date and keeping consultants in the business up to date with what he and his team are doing in their accounts |
| Self 1: | Getting distracted by irrelevant detail |
| Peer 1: | Being political and manipulating colleagues. Self interest often outweighs the team/group goal, this is not constructive in a team environment. Can be over competitive. |
| Peer 2: | involving experts too late in the process to allow them to input into the design, making unrealistic demands on internal resources without checking their availability, losing his cool when challenged or criticised |
| Report 1: | being negative about certain people in the business he doesn't like openly - falling out with senior consultants in the business for no good reason |
| Report 2: | Taking over , when I am in the middle of a deal. |


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## Rater Comments

### Jo Wilson needs to improve at...

| | |
|---|---|
| Boss 1: | Bit more checking of facts and communication across the business would help and learning to bring in expertise a little earlier on some big projects rather than scope them himself |
| Self 1: | Winning bigger customers and cross selling within these |
| Peer 1: | Understanding other people's position and being prepared to be flexible with people and resources. Developing longer term strategies in addition to focusing on the quarterly revenues |
| Peer 2: | checking things, making sure adminstration is done accurately on client meeting/orders and client enquiries. letting other people know what is going on |
| Report 1: | checking information and prices on proposals he is signing off- not giving one off deals to clients that are difficult to track |
| Report 2: | Thinking about how to motivate me and the team. No news is good news! Could be better at anticipating when I actualkly do need help/guidance and when I don't |


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