

# Personal Report for Dr Sam Sample



# Professional

# Styles

## Introduction to the Personal Report

Thank you for completing the Professional 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 Professional 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. 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 authorized by Saville Consulting.

## Personal Report - Thought Cluster

THOUGHT										
VISION	1	2	3	4	5	6	7	8	9	10
<b>Inventive</b> fluent in generating ideas; produces very original ideas; prefers radical solutions to problems										
<b>Abstract</b> good at developing concepts; applies theories more than most people; interested in studying the underlying principles										
<b>Strategic</b> very inclined to develop strategies; creates a clear vision for the future; takes a long term view										
JUDGMENT	1	2	3	4	5	6	7	8	9	10
<b>Insightful</b> very quick at getting to the core of a problem; identifies ways to improve things as often as most people; strongly relies on intuition to guide judgments										
<b>Practically Minded</b> moderately oriented towards practical work; less inclined to learn by doing than many people; shows a great deal of common sense										
<b>Learning Oriented</b> as eager as most people to learn about new things; more inclined to learn through reading than many people; a quick learner										
EVALUATION	1	2	3	4	5	6	7	8	9	10
<b>Analytical</b> more driven to find solutions to problems than many people; interested in analyzing information; frequently asks probing questions										
<b>Factual</b> very likely to communicate well in writing; readily understands the logic behind an argument; places less emphasis on having all the relevant facts than many people										
<b>Rational</b> enjoys working with numerical data as much as most people; makes full use of information technology; objective in approach to decision making										

## Personal Report - Influence Cluster

INFLUENCE										
LEADERSHIP	1	2	3	4	5	6	7	8	9	10
<b>Purposeful</b> makes very quick decisions; fully prepared to take responsibility for big decisions; has definite views on issues										■
<b>Directing</b> strongly oriented towards a leadership role; moderately inclined to take control of things; coordinates people reasonably well							■			
<b>Empowering</b> reasonably adept at finding ways to motivate people; very inspirational; reasonably encouraging to others							■			
IMPACT	1	2	3	4	5	6	7	8	9	10
<b>Convincing</b> very persuasive; moderately interested in negotiating the best deal; reasonably assertive in putting own points across							■			
<b>Challenging</b> inclined to challenge others' ideas; reasonably open in voicing disagreement; often gets involved in arguments					■					
<b>Articulate</b> very comfortable giving presentations; explains things well; less confident with new people than many								■		
COMMUNICATION	1	2	3	4	5	6	7	8	9	10
<b>Self-promoting</b> modest about own achievements; likes to be the center of attention as much as most people; has less need for praise than many people			■							
<b>Interactive</b> moderately interested in networking; tends to say relatively little; less lively than many people			■							
<b>Engaging</b> takes more time to establish rapport than many people; less interested in making new friends than many people; as concerned about making a good first impression as most people			■							

## Personal Report - Adaptability Cluster

ADAPTABILITY										
SUPPORT	1	2	3	4	5	6	7	8	9	10
<b>Involving</b> less team oriented than many people; takes reasonable account of other people's views; involves others in decision making to a reasonable extent										
<b>Attentive</b> less empathetic than many people; dislikes having to listen to people attentively; interested in understanding why people do things										
<b>Accepting</b> a little cautious about trusting people; reasonably tolerant ; moderately considerate towards others										
RESILIENCE	1	2	3	4	5	6	7	8	9	10
<b>Resolving</b> feels less need than many people to resolve disagreements ; handles angry people reasonably well; copes reasonably well with people who are upset										
<b>Self-assured</b> less self-confident than many people; has a relatively limited sense of own worth; feels in control of own future										
<b>Composed</b> reasonably calm before important events; very seldom feels anxious during important events; works well under pressure										
FLEXIBILITY	1	2	3	4	5	6	7	8	9	10
<b>Receptive</b> less receptive to feedback than most people; encourages others to criticize approach; asks for feedback on performance less than most people										
<b>Positive</b> likely to take an optimistic view; less cheerful than many people; recovers reasonably quickly from setbacks										
<b>Change Oriented</b> accepts new challenges as readily as most people; readily accepts change; copes well with uncertainty										

Personal Report - Delivery Cluster										
DELIVERY										
STRUCTURE	1	2	3	4	5	6	7	8	9	10
<b>Organized</b> moderately well organized; very much likes making plans; prioritizes as well as most people						■				
<b>Principled</b> as concerned with ethics as most people; respects confidentiality; attaches importance to honoring commitments								■		
<b>Activity Oriented</b> dislikes having to work at a fast pace; dislikes busy work environments; copes as well as most people with multi-tasking			■							
DRIVE	1	2	3	4	5	6	7	8	9	10
<b>Dynamic</b> energetic; impatient to get things started; reasonably good at making things happen								■		
<b>Striving</b> fairly ambitious; very driven to achieve outstanding results; persevering									■	
<b>Enterprising</b> more competitive than many people; very interested in identifying business opportunities; fairly sales oriented								■		
IMPLEMENTATION	1	2	3	4	5	6	7	8	9	10
<b>Meticulous</b> ensures a high level of quality; reasonably thorough; reasonably attentive to detail						■				
<b>Reliable</b> as conscientious about meeting deadlines as most people; reasonably focused on finishing tasks; tends to be less punctual than many people				■						
<b>Compliant</b> less inclined to follow the rules than many people; dislikes following procedures; less inclined to minimize risks than many people	■									