

Team Roles Report for Jo Wilson

Focus

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 1,451 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 Jo Wilson 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

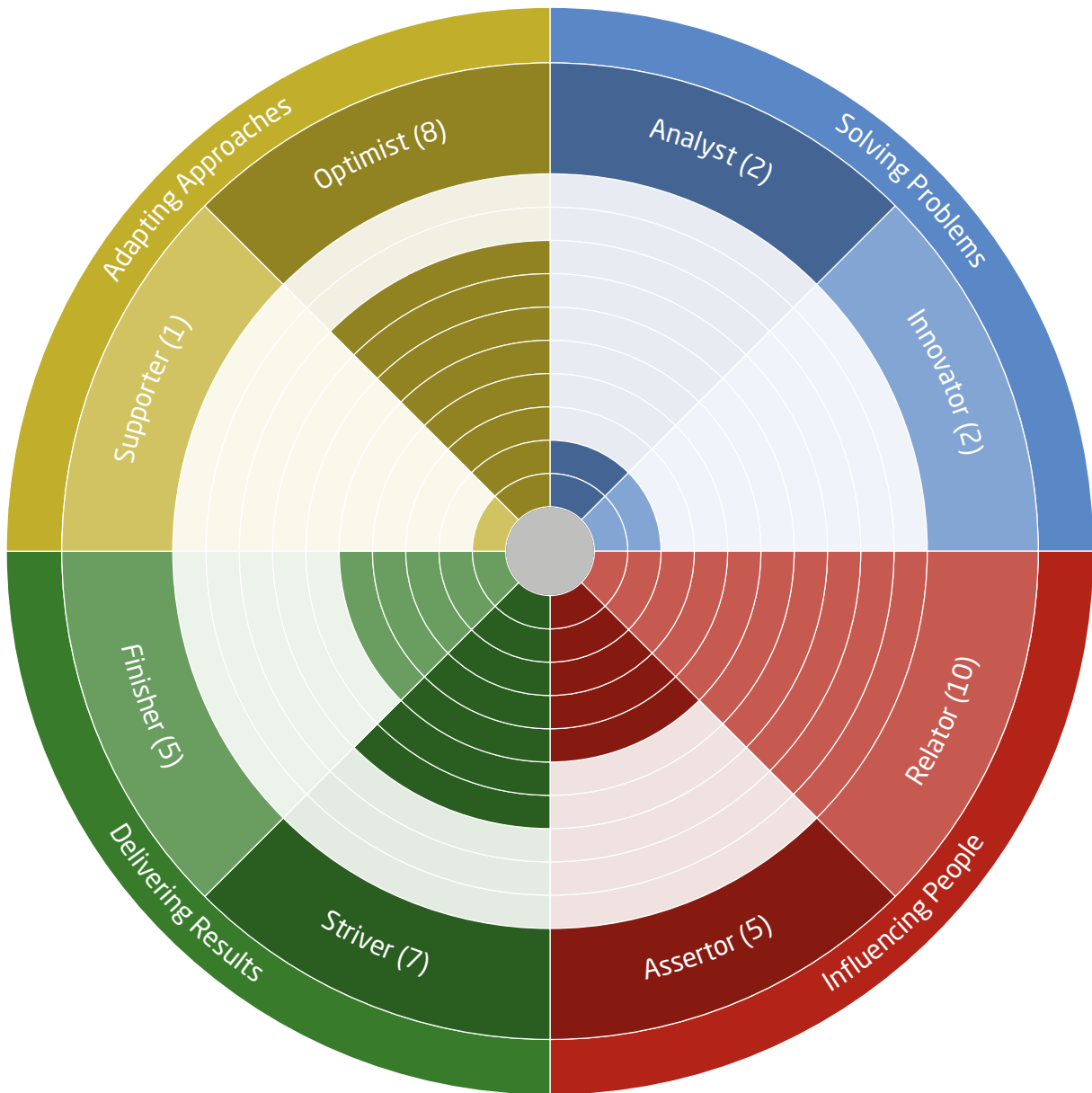
Finisher

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

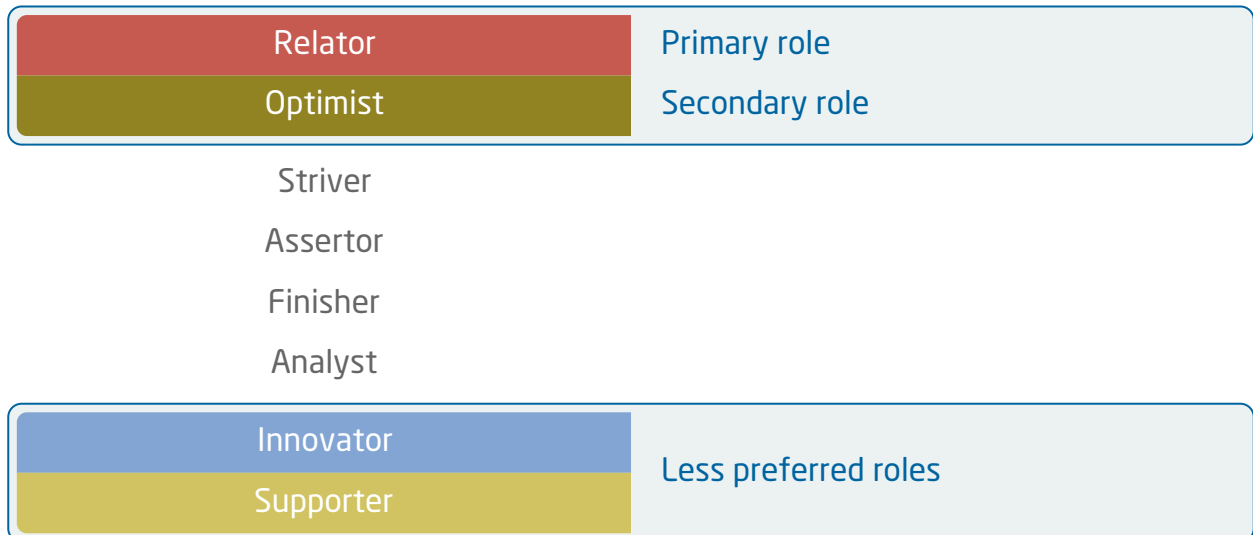
Striver

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	Secondary
<p style="text-align: center;">Relator</p> <p>Relators actively communicate between team members and can help improve social interaction.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Relators typically communicate information effectively to others • Relators tend to interact confidently with other people • Relators are likely to make a positive impression upon others 	<p style="text-align: center;">Optimist</p> <p>Optimists tend to be resilient and stay calm under pressure. They help to keep team morale high.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Optimists typically remain composed in difficult circumstances • Optimists are likely to convey confidence in themselves and the team • Optimists tend to maintain a positive outlook

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				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center; background-color: #c0392b; color: white;">Relator</th> <th style="width: 50%; text-align: center; background-color: #8e7c33; color: white;">Optimist</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="padding: 10px;"> <p>Strengths:</p> <ul style="list-style-type: none"> • People with this role combination are likely to instil confidence in the team through positive communication • People with this role combination typically demonstrate composure and confidence when presenting information to others </td> </tr> </tbody> </table>	Relator	Optimist	<p>Strengths:</p> <ul style="list-style-type: none"> • People with this role combination are likely to instil confidence in the team through positive communication • People with this role combination typically demonstrate composure and confidence when presenting information to others 	
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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
Relator	Supporter
<p>People with this role contrast typically interact well in a group without feeling the need to provide much in the way of individual support. Look out for when an individual team member may need support, and try to ensure that the team provides help and assistance to them.</p>	

Primary role	Less preferred role
Relator	Innovator
<p>People with this role contrast often help the team interact and work together effectively, but may not help clarify ideas or the team's vision. Discuss which ideas should be adopted and reinforced, as well as the resulting direction the team should take.</p>	

Secondary role	Less preferred role
Optimist	Supporter
<p>People with this role contrast typically provide reassurance to the team with their positive attitude, but may be less aware of the concerns of less self-confident individuals. Try to help team members put their concerns into perspective and understand that most problems can be resolved.</p>	

Secondary role	Less preferred role
Optimist	Innovator
<p>People with this role contrast are typically positive and confident but less creative. Adopt a positive attitude towards new approaches, as they may benefit the team in the long-term.</p>	