

Personal Report for Pat Sample



Focus

Styles

Introduction to the Personal Report

Thank you for completing the Focus 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, please remember that it is based upon your responses to the Focus Styles assessment. 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 12 Focus Styles sections, with three sections devoted to each of the four Saville Consulting Wave clusters - Thought, Influence, Adaptability and Delivery. The 12 sections are each comprised of three underlying facets. There are 36 facets in total.

Your results combine your rating and ranking responses. The results are presented on a 1 to 10 'Sten' scale based on a comparison with a mixed occupational group. The section 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 section name are verbal descriptions which represent the 3 facet scores that comprise the section score. Major variations in the verbal descriptions within a section are indicative of a broad range of facet scores, and as such merit reflection and discussion.

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.

Psychometric Profile										
	1	2	3	4	5	6	7	8	9	10
THOUGHT	Evaluative - likes to analyze information; moderately likely to communicate well in writing; enjoys working with numerical data as much as most people						■			
	Investigative - moderately focused on learning about new things; a very quick learner; moderately focused on constantly improving things							■		
	Imaginative - generates ideas; good at developing concepts; moderately inclined to develop strategies							■		
INFLUENCE	Sociable - fairly lively; quickly establishes rapport; likes to be the center of attention at times						■			
	Impactful - moderately persuasive; enjoys giving presentations as much as most people; reasonably open in voicing disagreement					■				
	Assertive - somewhat prepared to take responsibility for big decisions; moderately oriented towards a leadership role; reasonably able to find ways to motivate people					■				
ADAPTABILITY	Resilient - self-confident; feels nervous during important events; feels uncomfortable dealing with people who are upset			■						
	Flexible - likely to take an optimistic view; less positive about change than many people; very receptive to feedback from others							■		
	Supportive - very readily understands how others are feeling; team oriented; extremely considerate towards others								■	
DELIVERY	Conscientious - extremely conscientious about meeting deadlines; extremely attentive to detail; follows the rules reasonably closely							■		
	Structured - moderately well organized; likes making plans; works at a fast pace							■		
	Driven - reasonably good at making things happen; likely to identify business opportunities; very driven to achieve outstanding results								■	