

## Summary Psychometric Profile

**N** Normative **I** Ipsative **M** Motive **T** Talent ||||| Facet Range

<i>Higher split shown</i>		1	2	3	4	5	6	7	8	9	10	Splits
THOUGHT	Analytical											
	Factual											
	Rational											I
	Learning Oriented											
	Practically Minded											
	Insightful											M
	Inventive											
	Abstract											
	Strategic											
INFLUENCE	Interactive											I
	Engaging											I M
	Self-promoting											
	Convincing											I
	Articulate											
	Challenging											
	Purposeful											
	Directing											
	Empowering											
ADAPTABILITY	Self-assured											
	Composed											
	Resolving											
	Positive											
	Change Oriented											
	Receptive											
	Attentive											
	Involving											
	Accepting											
DELIVERY	Reliable											
	Meticulous											
	Conforming											
	Organised											
	Principled											
	Activity Oriented											
	Dynamic											
	Enterprising											
	Striving											

Acquiescence (2) Consistency (7) N-I Agreement (3) M-T Agreement (5)

## About this Report

This report is based upon the Saville Consulting Wave 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 the Saville Consulting Oasys system. 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.

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