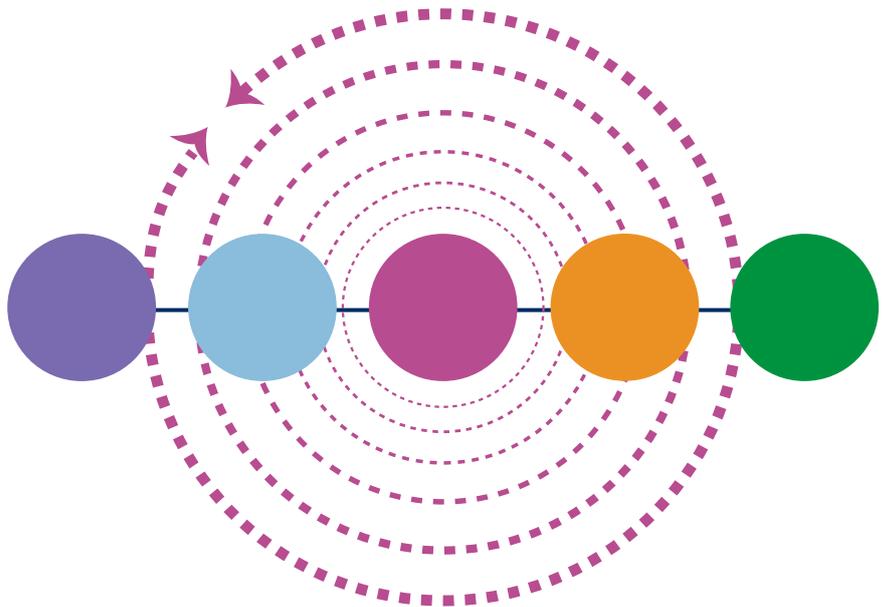


Environment Fit Report Sample Candidate



Commercial

Strengths



Predicted Culture/Environment Fit

Based on extensive Saville Assessment research linking work place culture and the styles of individuals, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Sample Candidate's success:

Performance Enhancers

- ⊕ where there are numerous opportunities for learning and extending one's range of knowledge and skills
- ⊕ where it is important to make an immediate, positive impact and be able to establish new relationships quickly
- ⊕ where the ability to make a persuasive case is highly valued and influence is by means of persuasion and negotiation rather than the exercise of authority
- ⊕ where teamwork is encouraged and all relevant parties are involved in the decision making process
- ⊕ where people listen to others and are sensitive to their differing needs and viewpoints
- ⊕ where people are encouraged to resolve conflicts quickly and a value is placed on being able to handle angry and upset people well
- ⊕ where honest feedback is encouraged and freely given
- ⊕ where creativity and innovation are encouraged and radical ideas and solutions welcomed

Performance Inhibitors

- ⊖ where opportunities for acquiring new skills and extending one's range of knowledge are severely restricted
- ⊖ where there is no requirement to make a good first impression and building relationships is not encouraged
- ⊖ where influence is by means of command and control rather than by persuasion and negotiation
- ⊖ where there are few opportunities for teamwork, there is little consultation and decisions are taken unilaterally
- ⊖ where little importance is attached to understanding people and the motives for their behaviour
- ⊖ where little importance is attached to the ability to manage angry or upset people
- ⊖ where feedback is discouraged and seldom given
- ⊖ where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas



About this Report

This report is based upon the Commercial Strengths assessment, which explores an individual's strengths in critical work areas.

The results are based on a comparison with a group of 406 applicants to sales roles 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-perception. Our extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, due consideration must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

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 a good reflection of the individual's self-perception for 12-24 months, depending upon circumstances.

The report was produced using Saville Assessment 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 Assessment 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 Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.