

Personal Report Jo Wilson



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 based on a comparison with a group of 1,451 professionals and managers and are presented on a 1 to 10 Sten scale. 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 authorised by Saville Consulting.

Psychometric Profile

	1	2	3	4	5	6	7	8	9	10
Thought	Evaluative - has very little interest in analysing information; unlikely to enjoy communicating in writing; enjoys working with numerical data as much as most people									
	Investigative - has little interest in learning about new things; dislikes having to learn things quickly; has very little focus on constantly improving things									
	Imaginative - generates few ideas; very rarely focused on developing concepts; shows limited interest in developing strategies									
Influence	Sociable - very lively; takes a little time to establish rapport; often is the centre of attention									
	Impactful - very persuasive; very comfortable giving presentations; open in voicing disagreement									
	Assertive - prepared to take responsibility for big decisions; less oriented towards the leadership role; has little interest in finding ways to motivate others									
Adaptability	Resilient - very self-confident; very rarely gets nervous during important events; feels uncomfortable dealing with people who are upset									
	Flexible - moderately likely to take an optimistic view; less positive about change than many people; moderately receptive to feedback from others									
	Supportive - less empathetic than most people; less team oriented than others; less considerate than others									
Delivery	Conscientious - as conscientious about meeting deadlines as most people; has relatively little focus on making sure the detail is right; is less inclined to follow rules									
	Structured - less well organised than many people; dislikes having to make plans; works at a moderately fast pace									
	Driven - very good at making things happen; identifies business opportunities effectively; very driven to achieve outstanding results									