



Types Report for Jack Tailor



Professional

Styles

Contents

Introduction to the Types Report.....	3
People Type.....	4
Task Type.....	5
Individualist-Thinker.....	6
Saville Consulting Wave™ Types Model.....	7

About this Report

This report is based upon the Styles assessment which explores an individual's behavioural tendencies in a number of work relevant areas.

The results are based on a comparison with a group of over 1,000 professionals 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 provide a valid overview of the respondent's behavioural tendencies at work 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 a questionnaire 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 questionnaire is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to the Types Report

This report outlines the typical approach of Jack Tailor at work based on responses to the Saville Consulting Wave Styles questionnaire.

Saville Consulting Wave™ Types

Research has shown that the Saville Consulting Wave™ Types are powerful predictors of performance in a range of key areas.

Note: Typologies are useful generalisations about people. However, generalisations by their nature make it inevitable that respondents will identify more closely with some aspects of the description of their type than others.

Styles Assessment

The report draws on the four Clusters in the Styles assessment that cover three Sections each:

Thought

Vision, Judgement, Evaluation

Influence

Leadership, Impact, Communication

Adaptability

Support, Resilience, Flexibility

Delivery

Structure, Drive, Implementation

People & Task Types

This report integrates results in the 'People' Clusters (Influencing People and Adapting Approaches) into four People Types, and results on the 'Task' Clusters (Solving Problems and Delivering Results) into four Task Types.

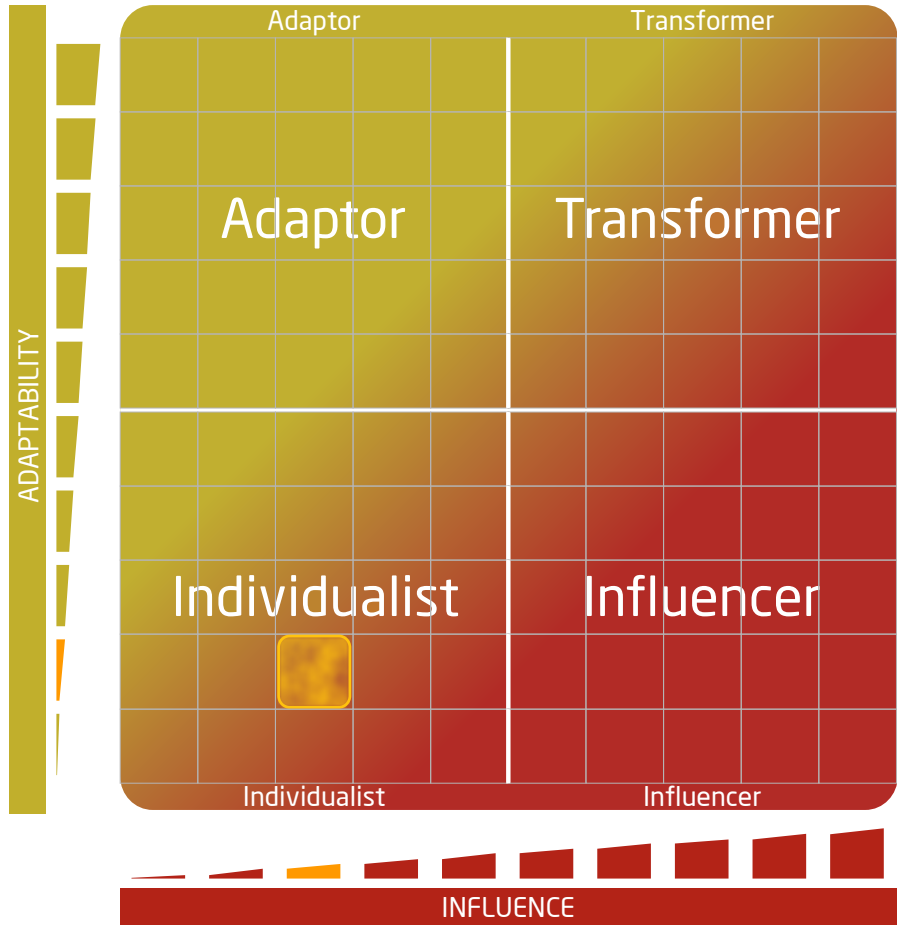
The People Type for Jack Tailor is shown on the following page, followed by the Task Type.

On the Type chart the distance from each axis indicates how clear or differentiated the type is. Scores close to the corners of the chart indicate that the type is very clear and that the type description will apply very consistently. Scores next to an axis suggest that the individual may adopt the behaviours associated with either side of the axis.

Saville Consulting Wave™ Types Implications

Saville Consulting Wave™ Types have implications for behaviour in leadership roles, team/peer interaction, change management and synergies with various organisational cultures.

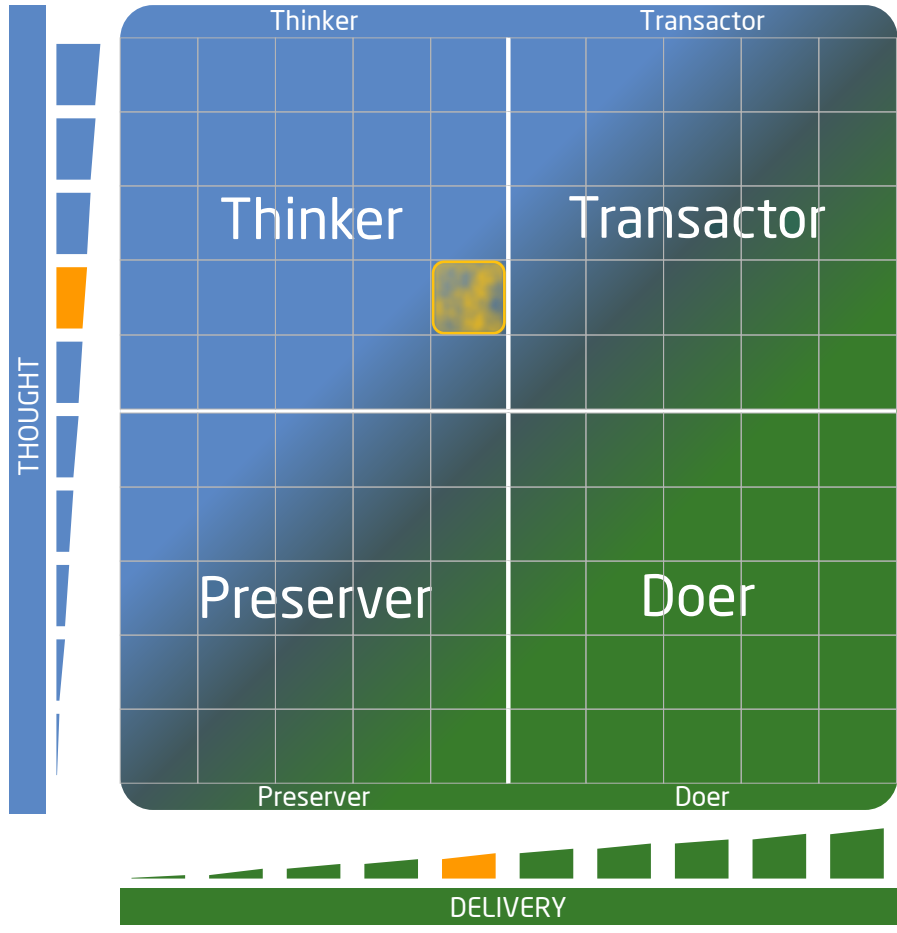
People Type



Individualist

Individualists are task rather than people-focused. They prefer environments where their specialist expertise is valued. As the results are well differentiated from other types, Jack Tailor is likely to consistently adopt this type and only rarely adopt other types.

Task Type



Thinker

Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results. As the results are not strongly differentiated, Jack Tailor is most likely to adopt this type, but may often adopt other types.

Individualist-Thinker

Individualist-Thinkers enjoy analysis and probing arguments. Their appetite for argument can distract them from focusing on achieving goals. They value expertise and sound judgment over assertiveness.

Leadership Style

- Individualist-Thinkers lead from a perspective of analysing and probing issues and plans.
- Their approach is likely to be theoretical and sceptical, which at times may come across as disengagement.
- Their leadership of people will be predicated on strong analysis and judgement rather than communication.

Team & Peer Interaction

- Individualist-Thinkers can take their time to get to know people, preferring to focus more on problem solving and intellectual challenges.
- Their insights will often be of an intellectual nature.
- They take nothing at face value and are likely to challenge ideas without considering colleagues' feelings.
- Their guarded approach can provide a useful foil to more action-oriented team members, ensuring that plans and actions are given adequate consideration before implementation.

Managing Change

- Individualist-Thinkers prefer time for thought and reflection, and may find the interpersonal aspects of change somewhat overwhelming.
- They may adopt a position of passive resistance until they have assimilated the arguments for and against proposals.
- They will often focus on hypothetical issues before committing to change. Others may look to their assessment before committing themselves to change.

Cultural Synergies & Maximising Potential

- In planning projects, they are most comfortable working autonomously, with freedom to shape their own solutions.
- Individualist-Thinkers will need to be encouraged to take account of stakeholder views, and specified deliverables.
- They are best suited to environments where debates are based on facts and arguments rather than assertiveness and position power.
- They are most comfortable in cultures where they can work with like-minded individuals.

Saville Consulting Wave™ Types Model

People Types

<p>Adaptor Adaptors are supportive, resilient and flexible in response to change. They are quiet and accommodating.</p>	<p>Transformer Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact.</p>
<p>Individualist Individualists are task rather than people-focused. They prefer environments where their specialist expertise is valued.</p>	<p>Influencer Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals.</p>

Task Types

<p>Thinker Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results.</p>	<p>Transactor Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results.</p>
<p>Preserver Preservers adopt conventional approaches to their work and prefer a steady work pace.</p>	<p>Doer Doers approach their work with dynamism and conscientiousness. They prefer action over intellectualised debate.</p>