



# Types Report for Dr Sam Sample



# Professional

## Styles

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## About this Report

This report is based upon the Professional Styles assessment that explores an individual’s behavioral tendencies in a number of work relevant areas.

The results are based on a comparison with a group of over 1,000 professionals.

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 behavioral 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.

The application of this questionnaire is limited to Saville Consulting employees, agents of Saville Consulting and clients authorized by Saville Consulting.

## Introduction to the Types Report

This report outlines the typical approach of Sam Sample at work based on responses to the Saville Consulting Wave Professional 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 generalizations about people. However, generalizations by their nature make it inevitable that respondents will identify more closely with some aspects of the description of their type than others.

### Professional Styles Assessment

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

**Thought**

Vision, Judgment, 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.

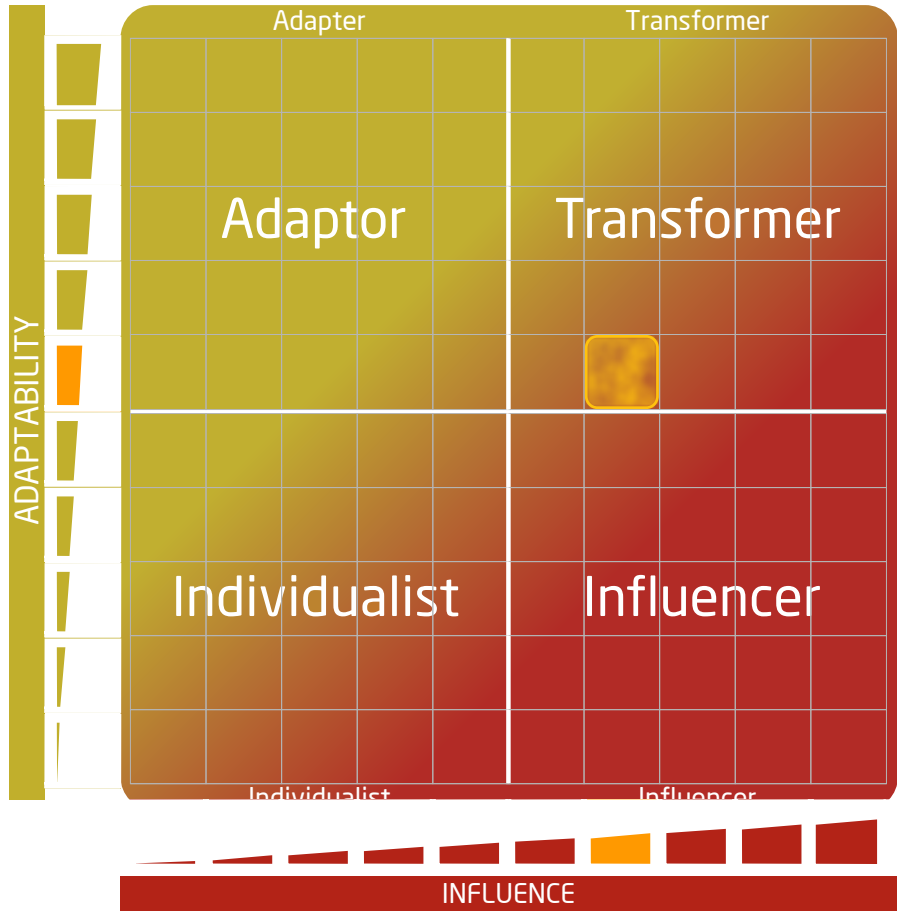
The People Type for Sam Sample is shown on the following page followed by the Task Type.

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 behaviors associated with either side of the axis.

### Saville Consulting Wave™ Types Implications

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

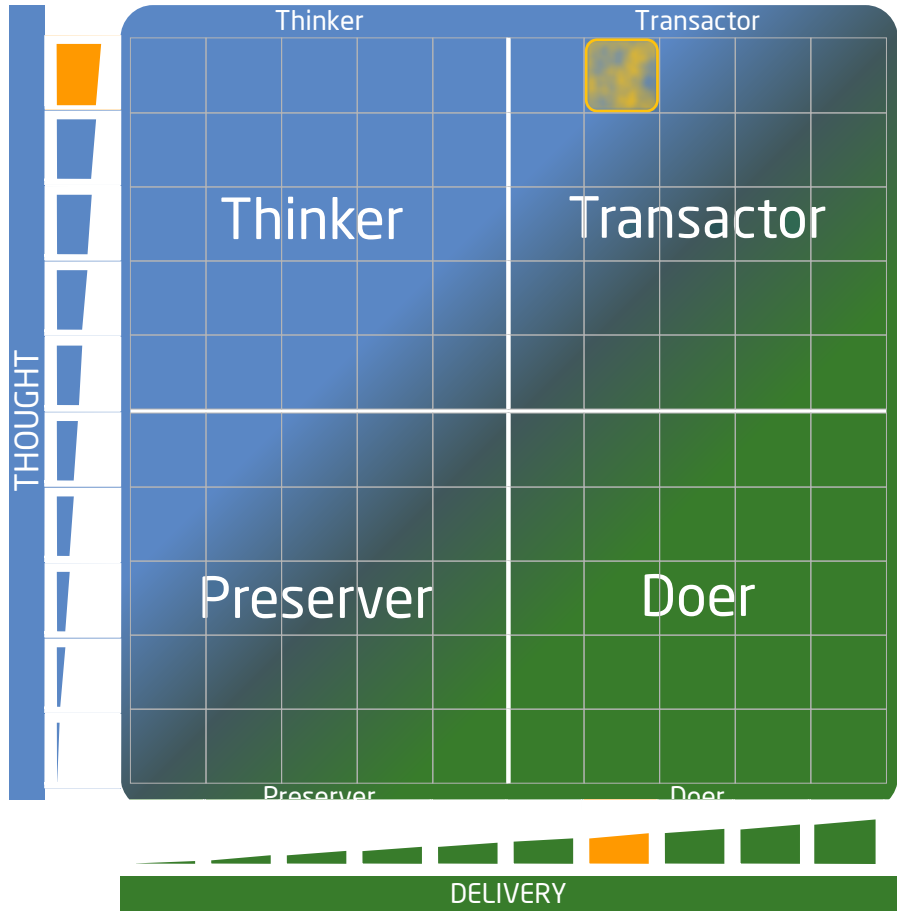
# People Type



## Transformer

Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact. As the results are not strongly differentiated, Sam Sample is most likely to adopt this type, but may often adopt other types.

# Task Type



## Transactor

Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results. As the results are reasonably well differentiated, Sam Sample is likely to typically adopt this type, but may sometimes adopt other types.

## Transformer-Transactor

Transformer-Transactors are people who thrive on change and challenging roles. They enjoy using power and influence, and combine a focus on achieving goals with thoughtful analysis and judgment.

### Leadership Style

- Transformer-Transactors create a sense of purpose and mission and thereby gain buy-in to their plans and strategies.
- They engage team members and peers in lively debate and like to get straight to the core of a problem in pursuit of solutions.
- They focus on dynamic processes and performance outcomes.
- They are motivated by results and are delivery focused, while flexibly accommodating unforeseen changes.

### Team & Peer Interaction

- Transformer-Transactors like challenges and expect to be rewarded for their accomplishments.
- They prefer to get the right things done in the right way and further the work of the team by pursuing these aims.
- They focus on action and outcomes to deliver results and very much enjoy change as a constant part of working life.
- They have a high need for social interaction and dislike having to work in isolation for long periods of time.

### Managing Change

- Transformer-Transactors thrive on change and like to lead major change projects.
- They can be powerful change agents and advocates of change if they agree with the direction.
- They enjoy convincing other people about the case for change and can inspire a team to follow a change plan. They communicate skillfully and pursue their goals tirelessly.
- They are suited to managing change in a variety of contexts because they take care of people as well as task issues.

### Cultural Synergies & Maximizing Potential

- Transformer-Transactors hold strong views and want to be appreciated.
- They thrive on roles that involve major challenges and responsibilities.
- They may get frustrated in cultures where results are not achieved quickly enough by their standards, or where their analysis is not valued.
- They are best suited to environments where clarity of thinking and fluency of communication are critical. They are likely to make a strong impact and may come across as charismatic leaders.

## Saville Consulting Wave™ Types Model

### People Types

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

### Task Types

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