



# Work Roles Report Sample Candidate

Focus

Styles

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## About this Report

This report is based upon the Styles assessment, which explores an individual's motives, preferences, needs and talents in critical work areas.

The results are based on a comparison with an international group of over 18,000 professionals and managers.

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.

## Saville Assessment Work Roles

The Saville Assessment Work Roles model presents eight work roles. This report outlines which work roles Sample Candidate is most and least likely to adopt based on responses to the Saville Assessment Wave Styles assessment.

### Solving Problems



#### Analyst

Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.



#### Innovator

Innovators take a creative approach to problem solving, and often develop long-term strategies.

### Influencing People



#### Relator

Relators actively communicate with others and can help improve social interaction.



#### Assertor

Assertors take control of situations and coordinate people. They prefer to be the leader.

### Adapting Approaches



#### Optimist

Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.



#### Supporter

Supporters attend to the needs of others, and prefer a team-oriented approach.

### Delivering Results



#### Finisher

Finishers focus on getting things completed to a high standard, and pay attention to detail.



#### Striver

Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

## Your Work Roles



Your Work Roles ranked in order of preference:

 Supporter	Primary role
 Optimist	Secondary role

Finisher

Assertor

Relator

Striver

 Innovator	Less preferred roles
 Analyst	

## Your Preferred Work Roles

Your primary role is likely to be your strongest work role; this is the role which you are most likely to adopt. In certain situations, you may prefer adopting your secondary work role ahead of your primary work role. Each of your preferred roles has associated strengths that can positively contribute towards your effectiveness.

Primary	Secondary
<div data-bbox="204 459 327 577">  </div> <div data-bbox="343 495 545 544"> <h3>Supporter</h3> </div> <p data-bbox="193 602 683 714">Supporters attend to the needs of others, and prefer a team-oriented approach.</p> <p data-bbox="193 725 343 763">Strengths:</p> <ul data-bbox="204 777 740 1055" style="list-style-type: none"> <li>• Supporters are likely to understand the needs and feelings of other people</li> <li>• Supporters are typically effective at team working</li> <li>• Supporters tend to establish rapport with others easily</li> </ul>	<div data-bbox="831 459 954 577">  </div> <div data-bbox="970 495 1145 544"> <h3>Optimist</h3> </div> <p data-bbox="821 602 1372 714">Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.</p> <p data-bbox="821 725 971 763">Strengths:</p> <ul data-bbox="833 777 1377 1014" style="list-style-type: none"> <li>• Optimists typically remain composed in difficult circumstances</li> <li>• Optimists are likely to convey confidence in themselves and others</li> <li>• Optimists tend to maintain a positive outlook</li> </ul>

Your primary and secondary work roles combine to create your dual role. This combination also has associated strengths that are likely to be valuable in the workplace.

Dual	
<div data-bbox="204 1299 327 1417">  </div> <div data-bbox="343 1335 545 1384"> <h3>Supporter</h3> </div>	<div data-bbox="821 1299 944 1417">  </div> <div data-bbox="960 1335 1136 1384"> <h3>Optimist</h3> </div>
<p data-bbox="204 1451 354 1489">Strengths:</p> <ul data-bbox="215 1503 1345 1659" style="list-style-type: none"> <li>• People with this role combination tend to foster a positive environment where people feel fully supported</li> <li>• People with this role combination are likely to provide help and reassurance to others in difficult circumstances</li> </ul>	

## Your Contrasting Work Roles

Your work roles can be better understood when the contrasts between your two preferred (primary and secondary) and two least preferred work roles are considered.

Primary role	Less preferred role
 <b>Supporter</b>	 <b>Analyst</b>
<p>People with this role contrast tend to emphasise the welfare of individuals as the critical consideration when deciding what to do. <i>Could you place a greater emphasis on other sources of information?</i></p>	

Primary role	Less preferred role
 <b>Supporter</b>	 <b>Innovator</b>
<p>People with this role contrast are typically good at helping others but may be less inclined to support others in developing their ideas. <i>Could you take a little more time to work with colleagues on new developments?</i></p>	

Secondary role	Less preferred role
 <b>Optimist</b>	 <b>Analyst</b>
<p>People with this role contrast typically focus on the positives and as a result tend to take slightly less account of negative information. <i>Are you critically assessing the threats as well as the opportunities?</i></p>	

Secondary role	Less preferred role
 <b>Optimist</b>	 <b>Innovator</b>
<p>People with this role contrast are typically positive about things but may see less need for new ideas to move things on. <i>Have you taken the time to consider how much better things could be with a more creative approach?</i></p>	

## Making the Most of Your Work Roles

Your effectiveness in the workplace can be improved by making the most of your Primary, Secondary and least preferred roles.

### Using your most preferred roles to best effect



#### Supporter

- Help your colleagues to better understand why others may be acting in a particular way
- Question who is best suited to be involved in a team for it to successfully meet its objectives
- Spend time with new colleagues or individuals who may be less engaged with others



#### Optimist

- Help others stay calm and composed in situations where they are likely to become stressed
- Take time to help less confident colleagues realise the value of their particular contribution
- Be sure to openly reinforce positive messages, particularly when pessimism or negativity is being expressed by others

### Using your least preferred roles to best effect



#### Innovator

- Encourage others to participate in activities such as idea generation and sharing sessions
- Check that ideas are future-proofed by clarifying with others that they fit with long-term trends and direction
- Discuss what the most important issues are with colleagues and confirm that any new solution takes account of these issues



#### Analyst

- Confirm with others that there are no weaknesses in the information you are working with so that the right conclusions can be drawn
- Check that any alternative solutions have been fully explored before progressing with the chosen option
- Work with someone who really knows the data to gain a clearer understanding of the key issues

## Working with Different Roles

It is useful to consider how you can work more effectively with people who have other work roles.

	<p><b>Analyst</b></p> <ul style="list-style-type: none"> <li>• Give Analysts a people perspective on issues which can be added to their analysis</li> <li>• Enable Analysts to see positive benefits and help them put any problems in perspective</li> </ul>
	<p><b>Innovator</b></p> <ul style="list-style-type: none"> <li>• Offer Innovators an insight into how their ideas can be used to help others</li> <li>• Help Innovators increase the enthusiasm for, and acceptance of, new ideas</li> </ul>
	<p><b>Striver</b></p> <ul style="list-style-type: none"> <li>• Work with Strivers to ensure individual goals are shared and don't place unreasonable demands on others</li> <li>• Reinforce Strivers' belief that even their most demanding goals are achievable</li> </ul>
	<p><b>Relator</b></p> <ul style="list-style-type: none"> <li>• Work with Relators to ensure that their communication takes account of colleagues' concerns</li> <li>• Help Relators to communicate their message more positively</li> </ul>
	<p><b>Assertor</b></p> <ul style="list-style-type: none"> <li>• Work with Assertors to help them lead with greater tact and sensitivity</li> <li>• Work with Assertors to help them lead people effectively through times of difficulty</li> </ul>
	<p><b>Finisher</b></p> <ul style="list-style-type: none"> <li>• Support Finishers by encouraging others to work more actively together when deadlines are approaching</li> <li>• Help Finishers stay focused and positive in delivering work on time and to a high standard</li> </ul>

## Working with the Same Roles

It is useful to consider how you can work more effectively with people who have the same work roles as you.



### Other Optimists

- Provide other Optimists with your support to help them encourage positivity and resilience in others
- Share your enthusiasm with other Optimists to lift morale
- Be aware of a tendency in other Optimists to overlook the key risks or pitfalls



### Other Supporters

- Assist other Supporters to get people to work constructively together in a positive atmosphere
- Work with other Supporters to maximise participation and increase involvement from others
- Look out for other Supporters' tendency to help others at their own expense