



Leadership Impact Summary Report

Chris Park



Professional
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 a group of over 10,000 professionals and managers in the United Kingdom.

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.

Introduction to the Summary Report

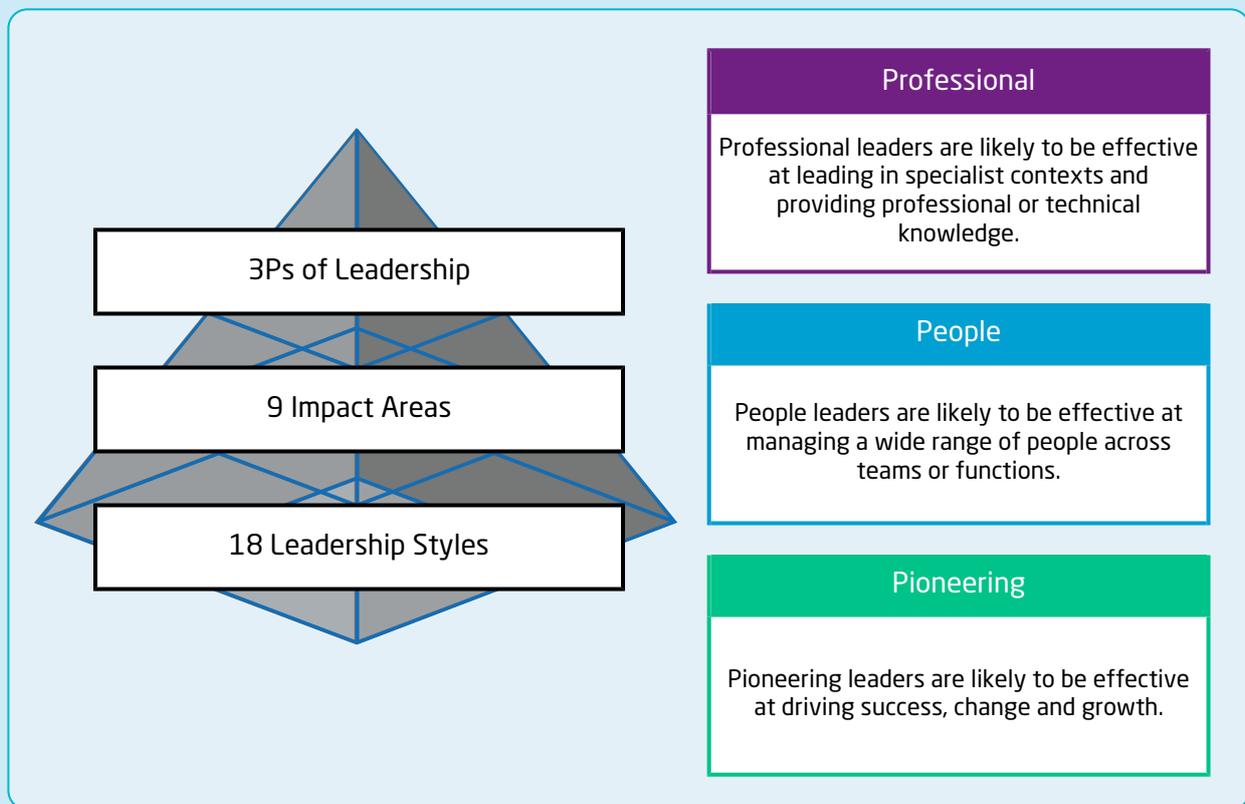
This report provides information on Leadership Styles and workplace Leadership Impact, based on Chris Park's responses to the Styles questionnaire.

Introducing the Leadership Impact Model

The Leadership Impact model is a hierarchical model of leadership effectiveness. At the top of the hierarchy, the 3P factors represent three main approaches to effective workplace leadership.

Each of the three Ps can be broken down into three Impact areas. These represent nine areas at work in which leaders can exert a critical impact. The nine Impact areas can be thought of as primary components of effective workplace leadership. In the Leadership Impact model, there are also 18 Leadership Styles which are broadly aligned to the nine Impact areas.

The diagram below shows the hierarchy of the Leadership Impact model.



Introduction to the Summary Report

Leadership Styles Profile

The Leadership Styles Profile provides an overview of the 18 Leadership Styles arranged under the three Ps of leadership.

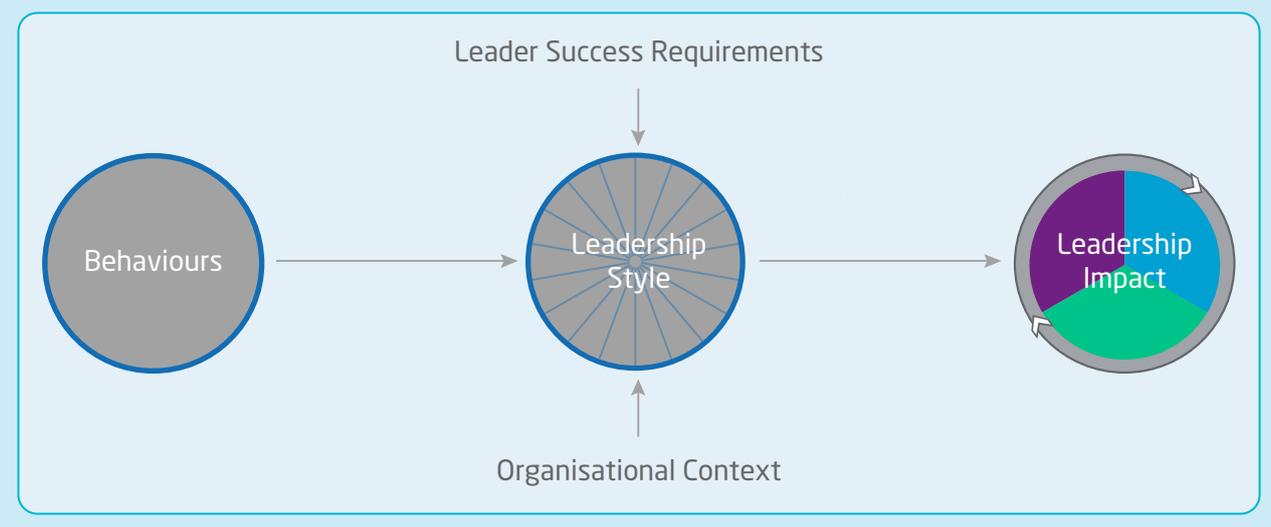
Leadership Impact Potential Prediction

The Leadership Impact Potential Prediction gives a unique prediction of Chris Park's likely strengths and limitations in nine key Leadership Impact areas. The prediction should be interpreted against key work requirements as established through job analysis or competency profiling methods. Highly positive profiles may reflect an unrealistically positive self-view whilst low scoring profiles may reflect an overly critical self-view. In such cases it is particularly important to verify the results against other information.

Situational Leadership Profile

The Situational Leadership Profile gives an indication of the workplace situations in which Chris Park is likely to be more or less effective as a leader. This profile shows the top and bottom ranked situations, based on responses to the Styles questionnaire.

Leadership Impact Model Summary Overview



Leadership Styles Profile

This profile provides a summary of Chris Park's 18 Leadership Styles, which are arranged under the three Ps of leadership.

Professional	1	2	3	4	5	6	7	8	9	10
Administrator										
Co-ordinator										
Regulator										
Technician										
Intellectual										
Expert Advisor										
People	1	2	3	4	5	6	7	8	9	10
Enthusiast										
Facilitator										
Inspirer										
Collaborator										
Persuader										
Consulter										
Pioneering	1	2	3	4	5	6	7	8	9	10
Catalyst										
Innovator										
Change Agent										
Crisis Handler										
Strategic Opportunist										
Growth Seeker										

Leadership Impact Potential Prediction

This profile provides a summary of the likely potential of Chris Park to demonstrate Leadership Impact in the nine key Impact areas. It is based on Chris Park's responses to the Styles questionnaire.

Impact Area	Leadership Impact Potential
Professional Service & Product Delivery maintaining productive delivery of goods and/or services; driving quality customer service; delivering appropriate solutions Managed Risk actively controlling risk; championing effective corporate governance; ensuring compliance with policies, procedures and legal requirements Expert Reputation building organisational expertise; promoting technical excellence; enhancing organisational reputation	Extremely Low higher potential than about 1% of the comparison group Extremely Low higher potential than about 1% of the comparison group High higher potential than about 90% of the comparison group
	Fairly Low higher potential than about 25% of the comparison group Fairly Low higher potential than about 25% of the comparison group Average higher potential than about 60% of the comparison group
	Extremely High higher potential than about 99% of the comparison group Very High higher potential than about 95% of the comparison group Extremely High higher potential than about 99% of the comparison group
People Organisational Commitment creating a shared sense of purpose; enhancing employee motivation; building organisational morale Successful Teams building effective teams; attracting and developing talent; utilising potential Communication delivering influential communication; building cross-functional/geographic communication; encouraging involvement and consultation	Extremely High higher potential than about 99% of the comparison group Very High higher potential than about 95% of the comparison group Extremely High higher potential than about 99% of the comparison group
Pioneering New Products/Markets identifying market gaps or routes to market; cultivating innovation; generating impactful solutions Organisational Transformation delivering organisational transformation; building commitment to change; actively managing change processes Organisational Growth increasing stakeholder value; establishing challenging organisational goals; driving organisational success	Extremely High higher potential than about 99% of the comparison group Very High higher potential than about 95% of the comparison group Extremely High higher potential than about 99% of the comparison group

Situational Leadership Profile

The Situational Leadership Profile gives an indication of the workplace situations in which Chris Park is likely to be more or less effective as a leader. This profile shows the top and bottom ranked situations, based on responses to the Styles questionnaire.

Chris Park is likely to be more effective as a leader where:

- + there is value in the leader promoting ways to improve things
- + there are opportunities to achieve better results by directly challenging existing practices
- + quick thinking and decisiveness under pressure are especially valuable
- + new thinking is essential and valued
- + taking a longer-term view of potential opportunities is important for future success

Chris Park is likely to be less effective as a leader where:

- ? practical understanding is required to guide others and take a logical approach
- ? there is a real requirement to show empathy and a concern for others
- ? there is a need for people with conflicting views to work well together
- ? rules, regulations and principles are essential for guiding behaviour
- ? strong planning is critical to completing tasks