



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 Assessment 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 over 7,000 professionals and managers in the United Kingdom. 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 Assessment 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 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 questionnaire is limited to Saville Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.

## Psychometric Profile

