wave

Work Roles Report
Jo Wilson

Focus

Styles

Contents

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 7,000 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.

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The application of this assessment is limited to Saville Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.
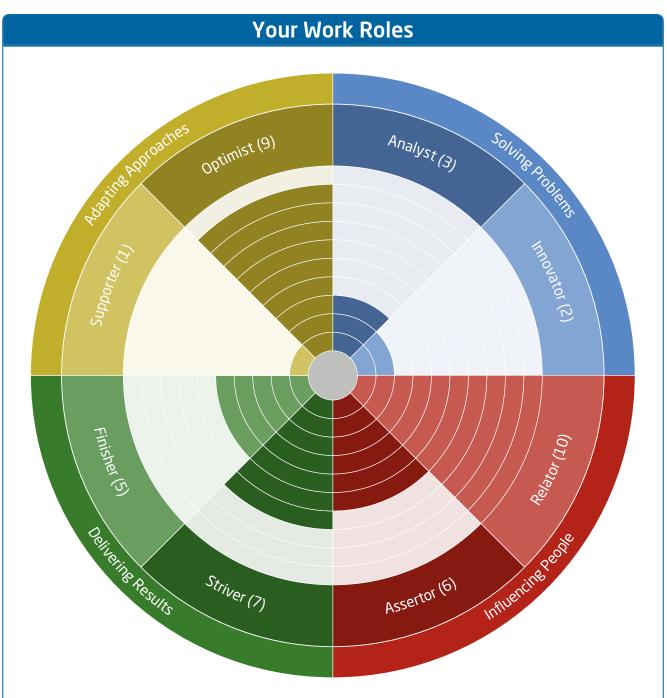
Saville Assessment Work Roles

The Saville Assessment Work Roles model presents eight work roles. This report outlines which work roles Jo Wilson 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:

Relator	**Primary role**	
Optimist	**Secondary role**	

Striver

Assertor

Finisher

Analyst

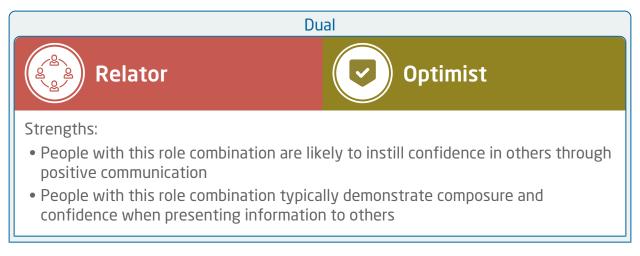|		
Innovator		
Supporter	**Less preferred roles**	

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.

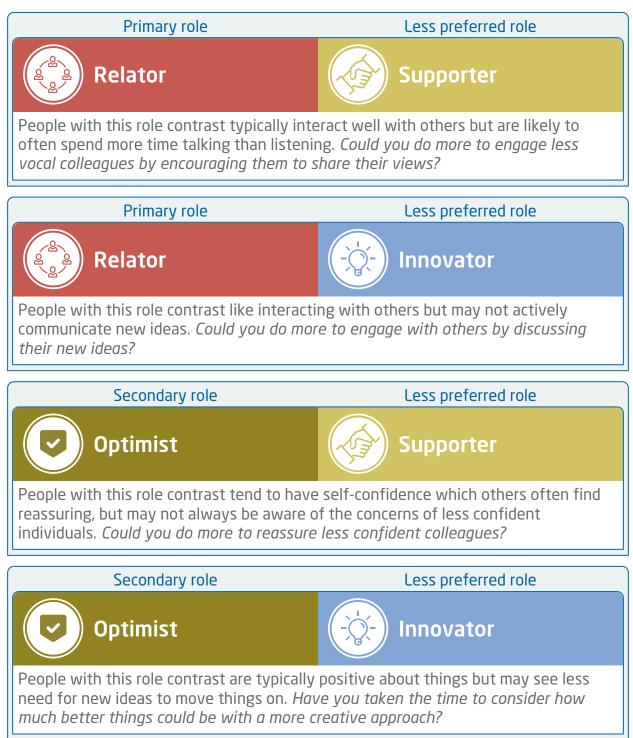| Primary	Secondary
Relator	**Optimist**
Relators actively communicate with others and can help improve social interaction.	Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.
Strengths:	Strengths:
• Relators typically communicate information effectively to others • Relators tend to interact confidently with other people • Relators are likely to make a positive impression upon others	• Optimists typically remain composed in difficult circumstances • Optimists are likely to convey confidence in themselves and others • Optimists tend to maintain a positive outlook

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

Relator **Optimist**

Strengths:

- People with this role combination are likely to instill confidence in others through positive communication
- People with this role combination typically demonstrate composure and confidence when presenting information to others

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
Relator	**Supporter**

People with this role contrast typically interact well with others but are likely to often spend more time talking than listening. *Could you do more to engage less vocal colleagues by encouraging them to share their views?*

Primary role	Less preferred role
Relator	**Innovator**

People with this role contrast like interacting with others but may not actively communicate new ideas. *Could you do more to engage with others by discussing their new ideas?*

Secondary role	Less preferred role
Optimist	**Supporter**

People with this role contrast tend to have self-confidence which others often find reassuring, but may not always be aware of the concerns of less confident individuals. *Could you do more to reassure less confident colleagues?*

Secondary role	Less preferred role
Optimist	**Innovator**

People with this role contrast are typically positive about things but may see less need for new ideas to move things on. *Have you taken the time to consider how much better things could be with a more creative approach?*

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

Relator

- Look for opportunities to present new work to a wider range of important stakeholders
- Establish new contacts with individuals that are adept at providing support, resources or have relevant expertise
- Highlight both your own work and the achievements of others to your colleagues

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

Supporter

- Regularly ask colleagues how they are and how they are feeling about key work issues
- Involve others when a task will benefit from wider input alongside your continued personal involvement
- Take time when meeting somebody new to find out a little bit about them to help establish an initial connection

Working with Different Roles

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

Supporter
- Work with Supporters to widen their network of influence
- Assist Supporters to get people to work constructively together in a positive atmosphere

Innovator
- Assist Innovators to communicate and present their ideas more clearly
- Help Innovators increase the enthusiasm for, and acceptance of, new ideas

Analyst
- Work with Analysts to summarise their findings into the points that need communicating
- Enable Analysts to see positive benefits and help them put any problems in perspective

Finisher
- Assist Finishers by communicating key project milestones
- Help Finishers stay focused and positive in delivering work on time and to a high standard

Assertor
- Find ways to help Assertors develop relationships with key stakeholders and increase their influence over others
- Work with Assertors to help them lead people effectively through times of difficulty

Striver
- Help Strivers communicate new opportunities with greater clarity
- Reinforce Strivers' belief that even their most demanding goals are achievable

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 more opportunities to communicate their confidence and enthusiasm to different stakeholders
- 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 Relators

- Help other Relators to communicate their message more positively
- Work with other Relators to communicate important messages to the widest possible audience
- Look out for other Relators spending too much time on communication that doesn't deliver any clear benefit