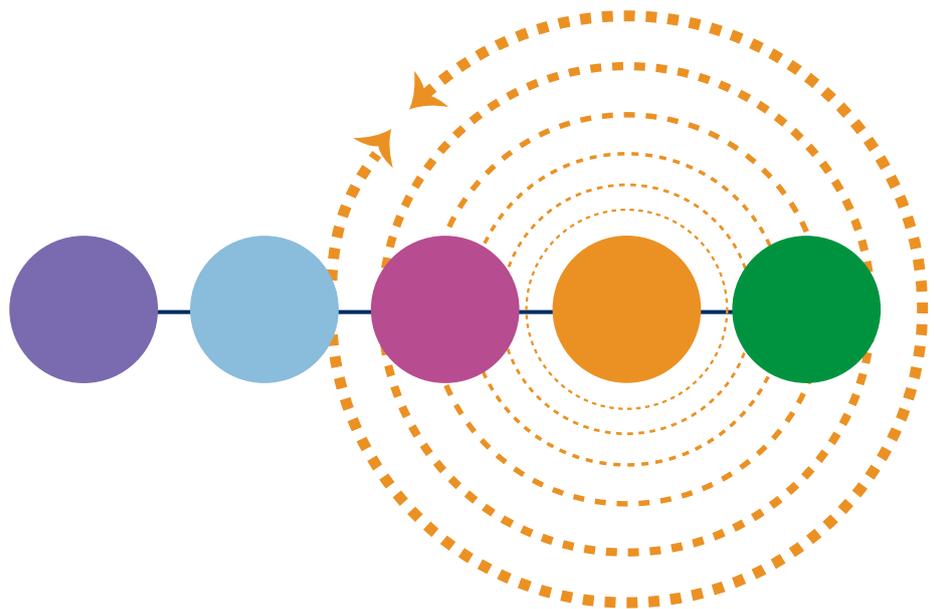


Environment Fit Report Sample Candidate



Customer
Strengths



Predicted Culture/Environment Fit

Based on extensive Saville Assessment research linking work place culture and the styles of individuals, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Sample Candidate's success:

Performance Enhancers

- ⊕ where real importance is attached to the maintenance of high quality standards and close attention to detail
- ⊕ where importance is attached to punctuality and completing tasks to deadline and reliability is clearly valued
- ⊕ where teamwork is encouraged and all relevant parties are involved in the decision making process
- ⊕ where people listen to others and are sensitive to their differing needs and viewpoints
- ⊕ where there is constantly a lot on the go, people are engaged in multiple tasks and efficient use of time is important
- ⊕ where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised
- ⊕ where a positive, can-do attitude is valued and rewarded
- ⊕ where there is an atmosphere of mutual trust, there is a high degree of tolerance and people are considerate in their behaviour towards others

Performance Inhibitors

- ⊖ where the maintenance of quality standards and attention to detail are not considered a priority
- ⊖ where there is a culture that allows deadlines to be passed and tasks are often left unfinished
- ⊖ where there are few opportunities for teamwork, there is little consultation and decisions are taken unilaterally
- ⊖ where little importance is attached to understanding people and the motives for their behaviour
- ⊖ where the pace of work is leisurely, there is little multi-tasking and time is not used efficiently
- ⊖ where people are not expected to comply with rules and regulations, there are no clearly established procedures and there is a high degree of risk
- ⊖ where the attitude is generally negative and people are slow to recover from setbacks
- ⊖ where people are distrustful of each other, there is a lack of tolerance and a lack of consideration for others



About this Report

This report is based upon the Customer Strengths assessment, which explores an individual's strengths in critical work areas.

The results are based on a comparison with a group of 2,215 applicants for Customer Service roles and are presented on a 1 to 10 Sten scale.

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.