



Strengths Preparation Guide

Introducing Wave® Strengths

This preparation guide is designed to help you understand how to approach the Strengths questionnaire. The questionnaire explores a person's talents within a work context. Research has demonstrated that Saville Assessment Wave® questionnaires are powerful predictors of a wide variety of performance and behaviour at work.

Strengths can help you:

- understand your talents in a work context
- find ways to make better use of your preferred working style in your current job role, or identify future job roles, environments and cultures suited to your strengths

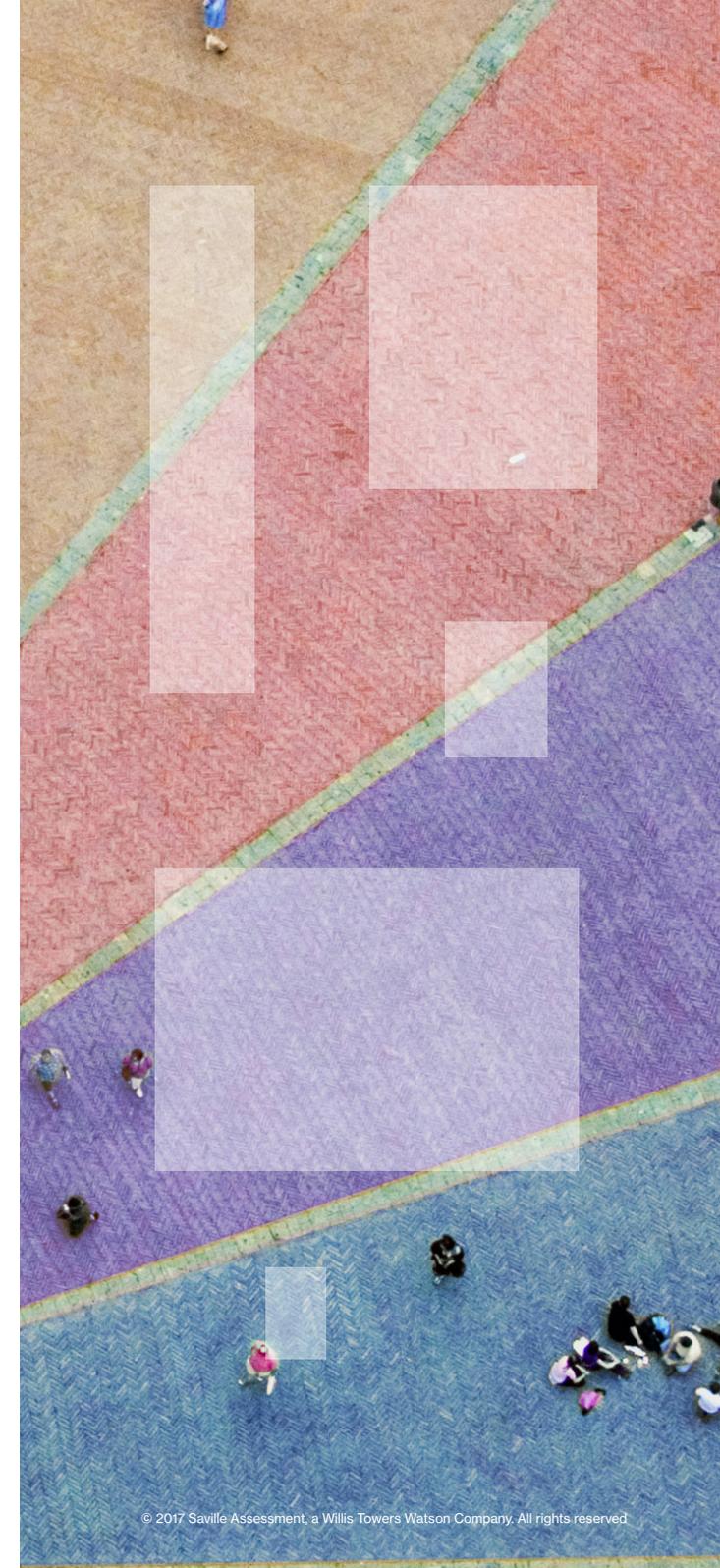
Strengths can help employers:

- understand the talents of their employees and applicants
- place individuals in positions best suited to their style and the organisation's style

Completing Wave® Strengths

The questionnaire is presented on-screen in blocks of six statements which you are asked to rate on a nine-point scale, ranging from 'Very Strongly Disagree' to 'Very Strongly Agree'. Please enter your responses by clicking on the appropriate rating for each statement. You must respond to every statement to progress to the next screen.

If you give the same rating for two or more statements, these statements may be presented to you again and you will be asked to indicate which statement is most like you and which statement is least like you.



Example

	Very Strongly Disagree	Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree	Very Strongly Agree
I am a competitive person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I am good at challenging people's ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I am good at working on my own	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am cheerful most of the time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading is one of my strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
I am effective at building rapport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

In the example, the respondent has indicated that they:

- **very strongly agree** that they are a competitive person
- **very strongly agree** that they are good at challenging people's ideas
- **disagree** that they are good at working on their own
- are **unsure** whether or not they are cheerful most of the time
- **strongly agree** that leading is one of their strengths
- **strongly agree** that they are effective at building rapport

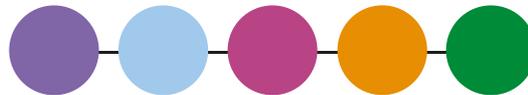
Because the respondent has given the same rating to two pairs of statements, these are presented again, and the respondent is asked to indicate which statement is **most** like them and which statement is **least** like them.

	Most	Least
I am a competitive person	<input checked="" type="radio"/>	<input type="radio"/>
I am good at challenging people's ideas	<input type="radio"/>	<input type="radio"/>
Leading is one of my strengths	<input type="radio"/>	<input type="radio"/>
I am effective at building rapport	<input type="radio"/>	<input checked="" type="radio"/>

How to approach Strengths

When completing the questionnaire, it is important you consider the following points:

- When answering each question be as discerning as possible by using the full range of possible responses, from 'Very Strongly Disagree' to 'Very Strongly Agree'. Please try to respond from a work context.
- Read each statement carefully, as what you are good at and what you feel you need may be very different.
- Respond to the statements as honestly as you can. There are no right or wrong answers; job roles vary and there are many ways of being effective in any one job.
- A number of response checks are built into the questionnaire to validate the consistency of your responses. Your responses will also be verified against other information collected.
- Before you complete the questionnaire, you may find it useful to reflect on your own work style. You may also find it useful to consider any feedback you have received from others on your style at work.
- The questionnaire is best completed when you are alert and free from interruptions.
- If you have any special requirements it is important that you make these known immediately to allow appropriate accommodations to be made.



Saville Assessment

WillisTowersWatson 

www.savilleassessment.com

info@savilleassessment.com