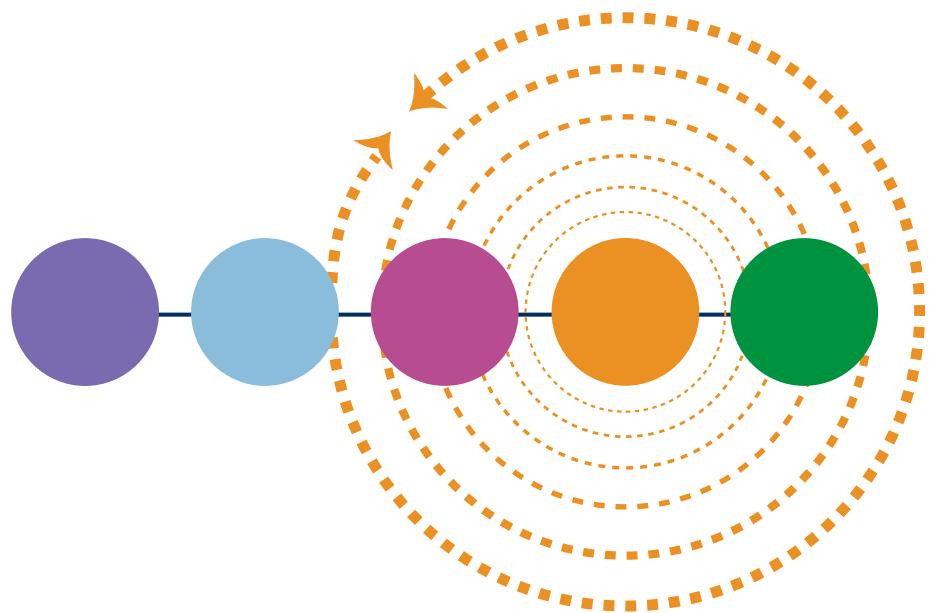


Environment Fit Report Sample Candidate



Customer
Strengths



Predicted Culture/Environment Fit

Based on extensive Saville Consulting 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 people are encouraged to resolve conflicts quickly and a value is placed on being able to handle angry and upset people well
- + 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
- + where real importance is attached to the maintenance of high quality standards and close attention to detail
- + where people listen to others and are sensitive to their differing needs and viewpoints
- + where teamwork is encouraged and all relevant parties are involved in the decision making process
- + where energy levels are high, there is a strong action orientation and people are rewarded for taking the initiative and making things happen
- + where self confidence is regarded as an asset and people are encouraged to know their own worth and take responsibility for their own workload

Performance Inhibitors

- where little importance is attached to the ability to manage angry or upset people
- 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
- where the maintenance of quality standards and attention to detail are not considered a priority
- where little importance is attached to understanding people and the motives for their behaviour
- where there are few opportunities for teamwork, there is little consultation and decisions are taken unilaterally
- where energy levels are low and people show little initiative
- where self confidence is equated with arrogance and denigrated, and people are discouraged from taking control of their own workload



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 383 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-perceptions. Nevertheless, our extensive research has shown it to be a valid measure of how people will operate in the workplace.

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 valid for 12 to 24 months, depending upon circumstances.

The report was produced using Saville Consulting 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 Consulting 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 Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.