



Expert Report Chris Park

Performance

360

Contents

Introduction to Report.....	3
Profile Breakdown.....	4
Behaviour Profile - Solving Problems.....	5
Behaviour Profile - Influencing People.....	6
Behaviour Profile - Adapting Approaches.....	7
Behaviour Profile - Delivering Results.....	8
Ability Profile - Reasoning at Work.....	9
Summary Profile.....	10
Behaviour Overview Profile.....	11
Rater Comments.....	12

About this Report

This report is based on the completion of Saville Assessment Wave® Performance 360 which explores performance in a number of work areas.

The results are based on the responses of Chris Park (the assessee) and the raters' evaluation of the assessee's performance at work. To compare the assessee's performance in these areas to that of others, the responses have been compared to 12592 Performance 360 ratings given on a group of professionals and managers.

Since the results are based on an evaluation of performance made by Chris Park and the other raters, they reflect the assessee's own perception and the perception of the raters. The results should only be regarded as an indication of the assessee's past performance. Our extensive research has shown that these ratings can be a good measure of work performance from the perspective of different stakeholders.

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.

This report was produced using Saville Assessment software systems. It has been derived from the results of an assessment completed by the assessee and the raters and reflects the responses they have 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.

Introduction to Report

This report is based on the completion of Saville Assessment Wave® Performance 360 by Chris Park and the other raters who completed the assessment.

Assessee and Raters

The results provided by the assessee and each group of raters in this report are each represented by a different shape. The number of individuals in each rater group is shown below in brackets.

-  **Boss (1)**
-  **Self (1)**
-  **Peer (2)**
-  **Report (2)**

Behaviour Profile

The overarching Saville Assessment Wave® model has different levels of detail with one page in this report devoted to each behavioural cluster at the highest level ([Solving Problems](#), [Influencing People](#), [Adapting Approaches](#), [Delivering Results](#)). Each page is split into three sections which in turn cover three dimensions each. This profile displays the results based on the 36 behaviour dimensions.

Ability Profile

The Saville Assessment Ability Model has one ability cluster (**Reasoning at Work**) which is comprised of two sections that in turn each cover three dimensions.

Summary Profile

The first part of the Summary Profile covers global ratings on: **Applying Specialist Expertise**, **Accomplishing Objectives** and **Demonstrating Potential**. The second part indicates the degree to which the assessee received positive or negative ratings on the behaviour clusters, ability cluster and the global performance ratings.

Behaviour Overview Profile

The Behaviour Overview Profile shows the combined effectiveness scores for the 12 behavioural sections and 36 behavioural dimensions. The combined scores are based on averaging the results of the rater groups. Arrows indicate where there are differences in the ratings for the 12 behavioural sections between individual raters.

Rater Comments

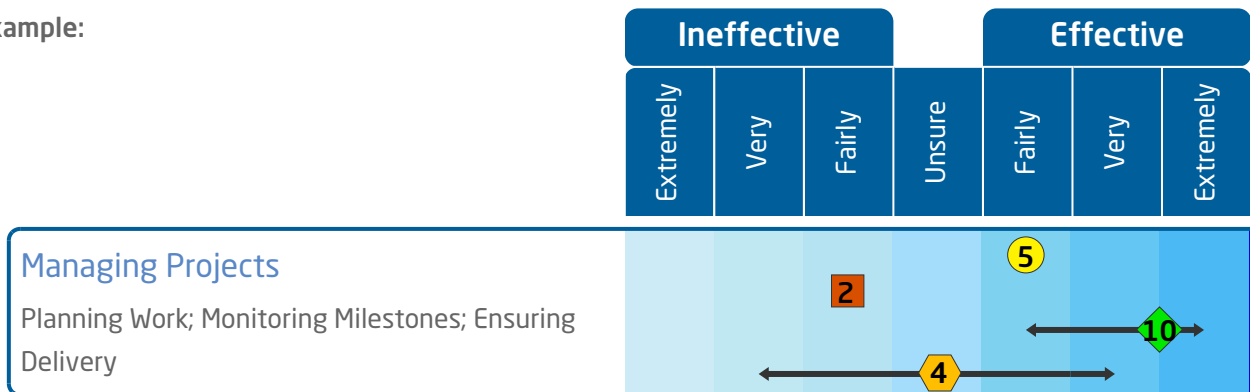
The final section presents any comments made by the different raters about Chris Park's performance at work.

Profile Breakdown

The results show the ratings on the 'Extremely Ineffective' to 'Extremely Effective' inventory scale. Each rater group is indicated by a different shaped marker as shown on the previous page.

The position of each shape on the scale indicates how the person being assessed was rated in each area. Where there is a difference between raters in a group, this is indicated by arrows either side of the marker.

Example:



In the example above, the assessee's Boss rating on 'Managing Projects' was fairly effective, the Self rating was fairly ineffective, the Peer ratings ranged from fairly effective to extremely effective as indicated by the arrows. Finally, the Report ratings ranged from very ineffective to very effective.

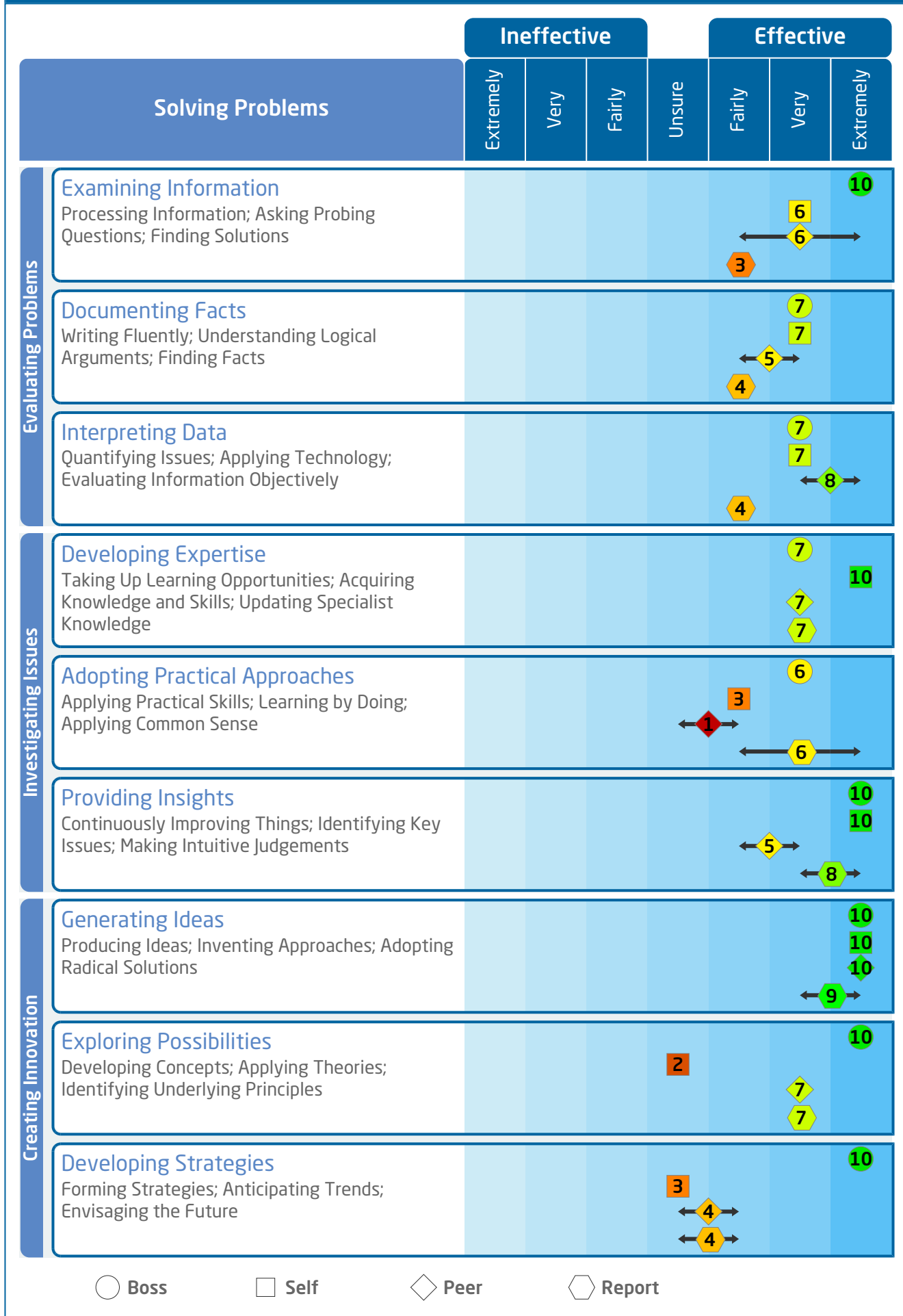
Comparison to Others:

The results of the assessee and raters have been compared with other individuals who have previously completed the assessment and are based on a 1 to 10 sten scale as shown below.

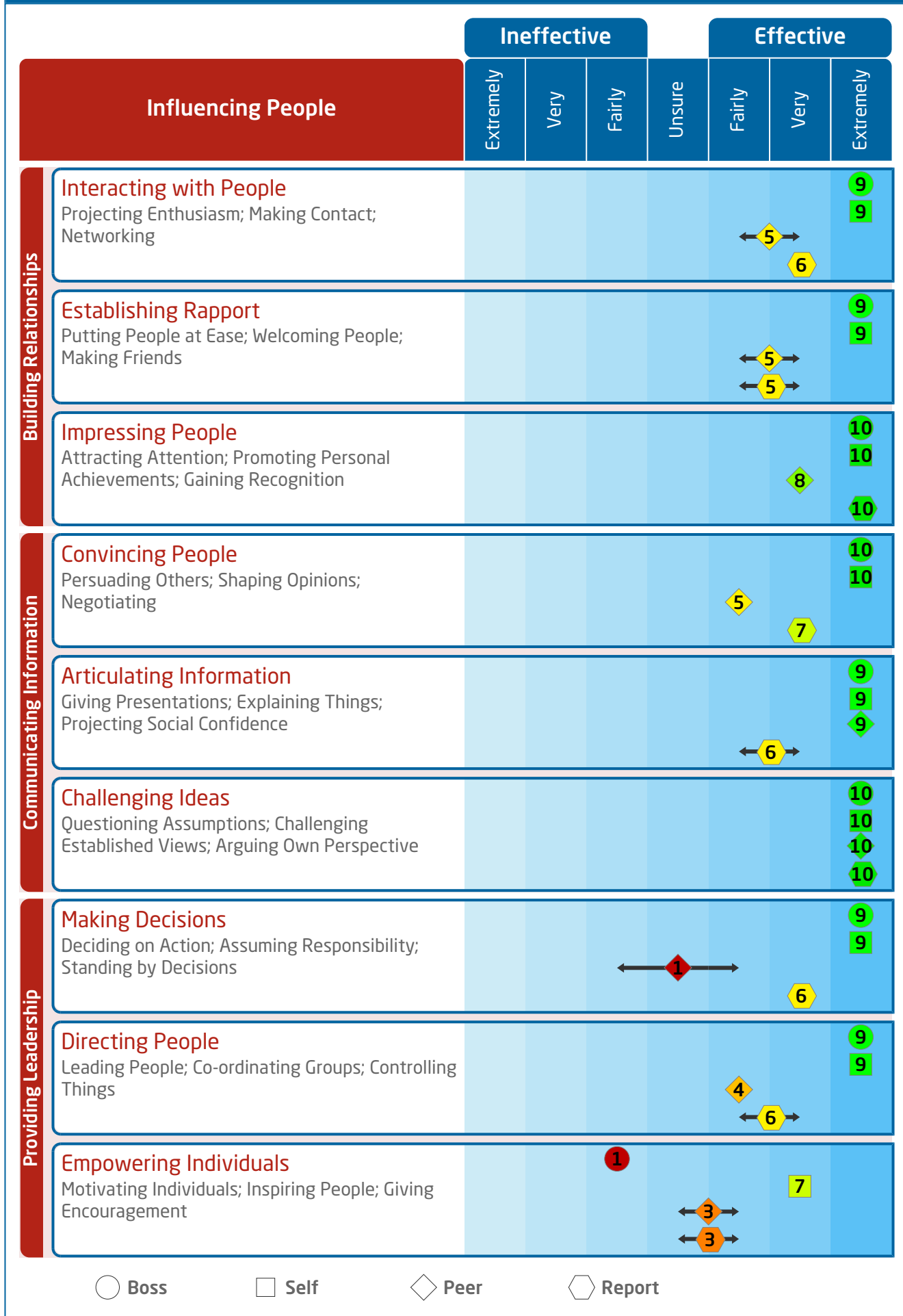
- | | |
|----------------------------|--|
| 1 - Extremely Low | - performed better than only 1% of comparison group |
| 2 - Very Low | - performed better than only 5% of comparison group |
| 3 - Low | - performed better than only 10% of comparison group |
| 4 - Fairly Low | - performed better than only 25% of comparison group |
| 5 - Average | - performed better than only 40% of comparison group |
| 6 - Average | - performed better than 60% of comparison group |
| 7 - Fairly High | - performed better than 75% of comparison group |
| 8 - High | - performed better than 90% of comparison group |
| 9 - Very High | - performed better than 95% of comparison group |
| 10 - Extremely High | - performed better than 99% of comparison group |

In the example above, the assessee's Boss rating on 'Managing Projects' was average compared to the comparison group. The Self rating was very low compared to the comparison group. The Peer ratings were extremely high and the assessee's Report ratings were fairly low in comparison to other individuals.

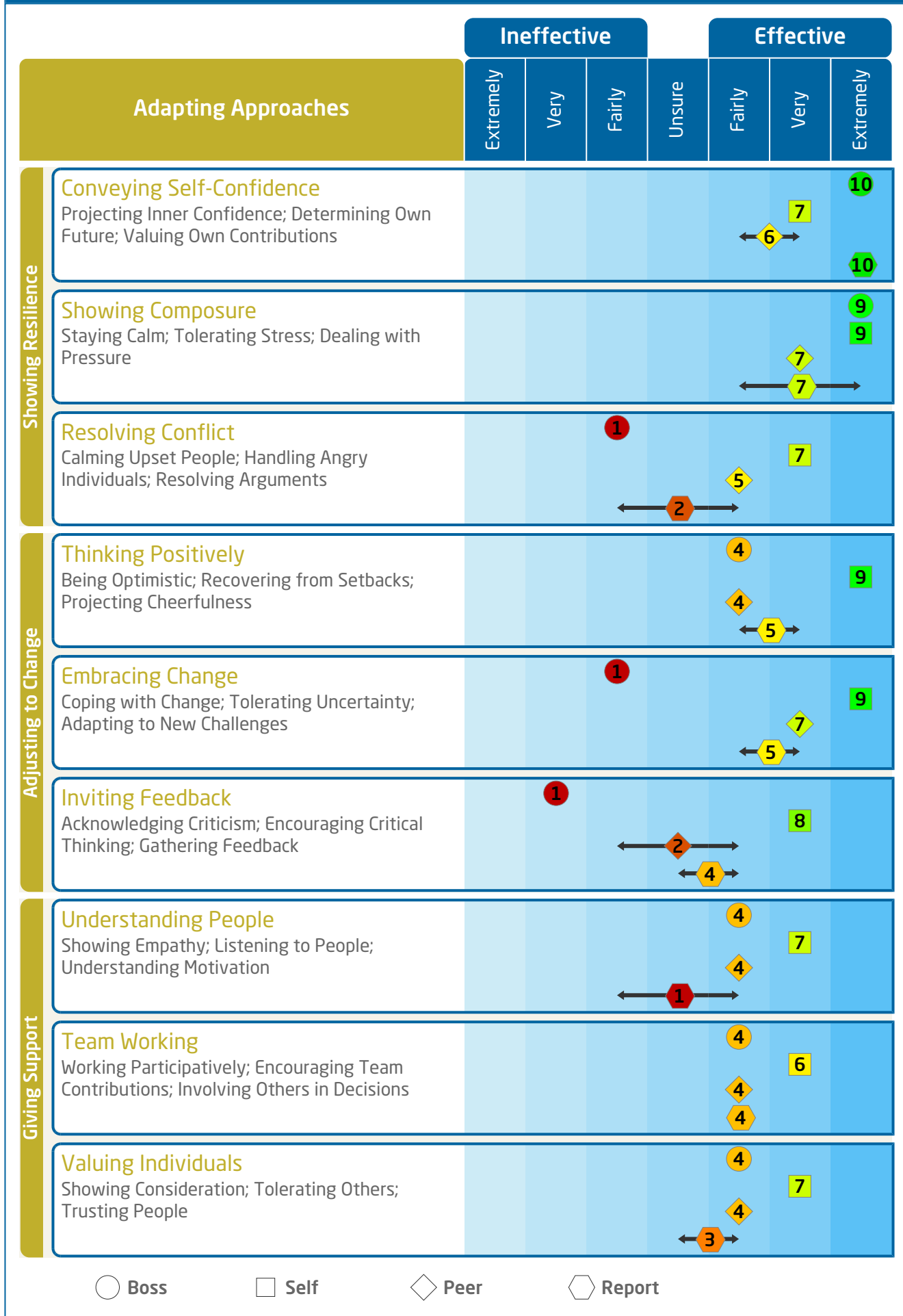
Behaviour Profile - Solving Problems



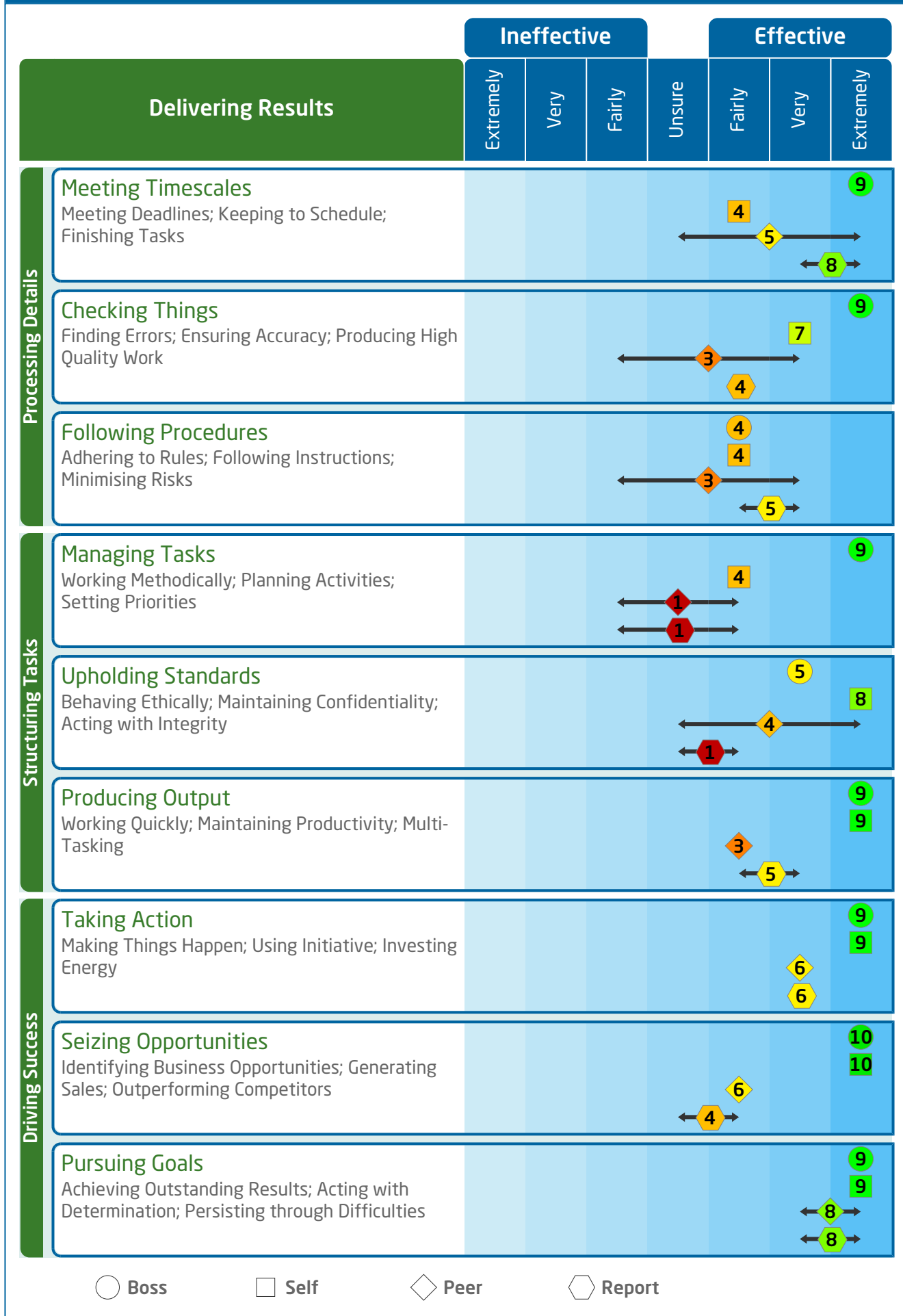
Behaviour Profile - Influencing People



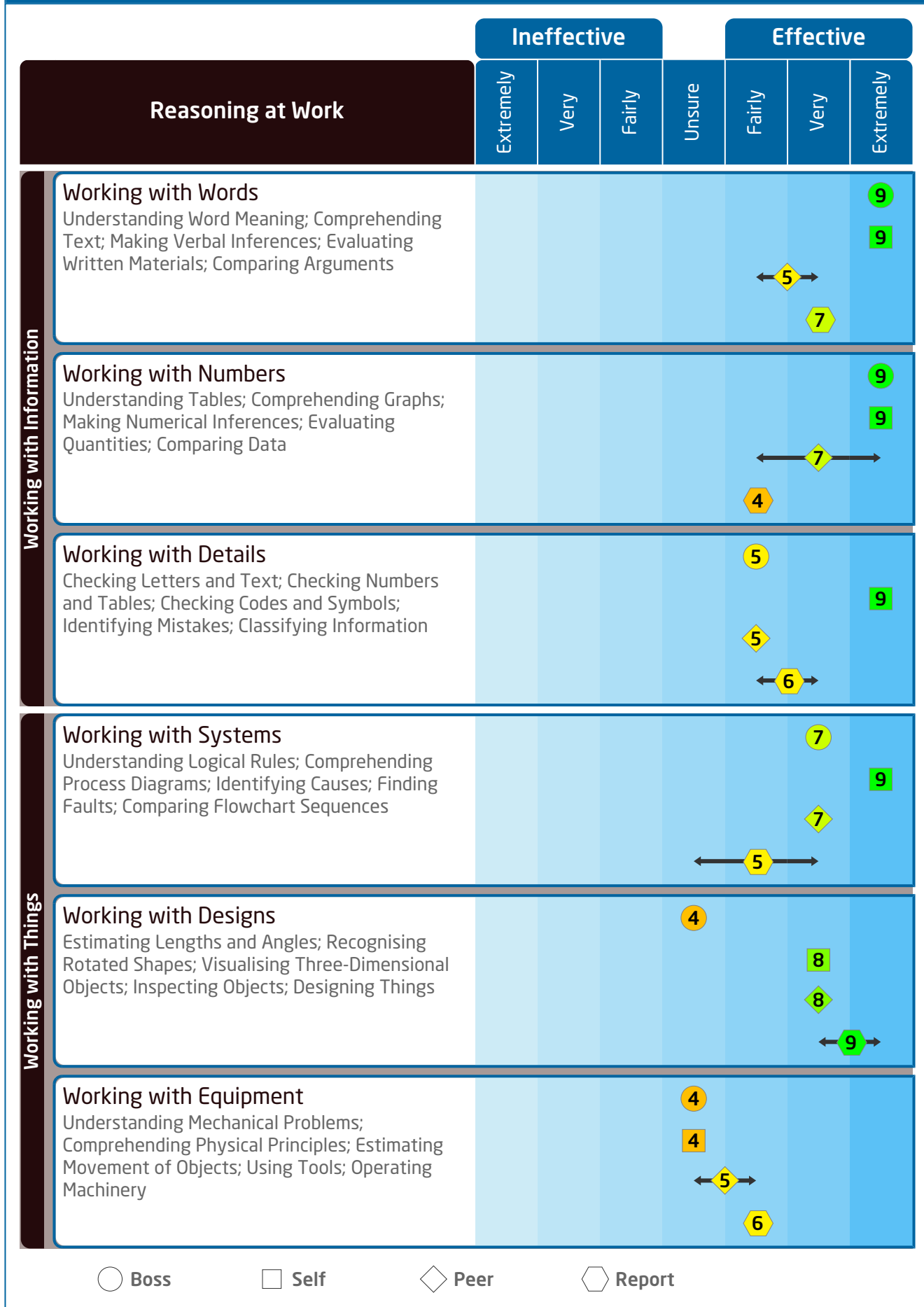
Behaviour Profile - Adapting Approaches



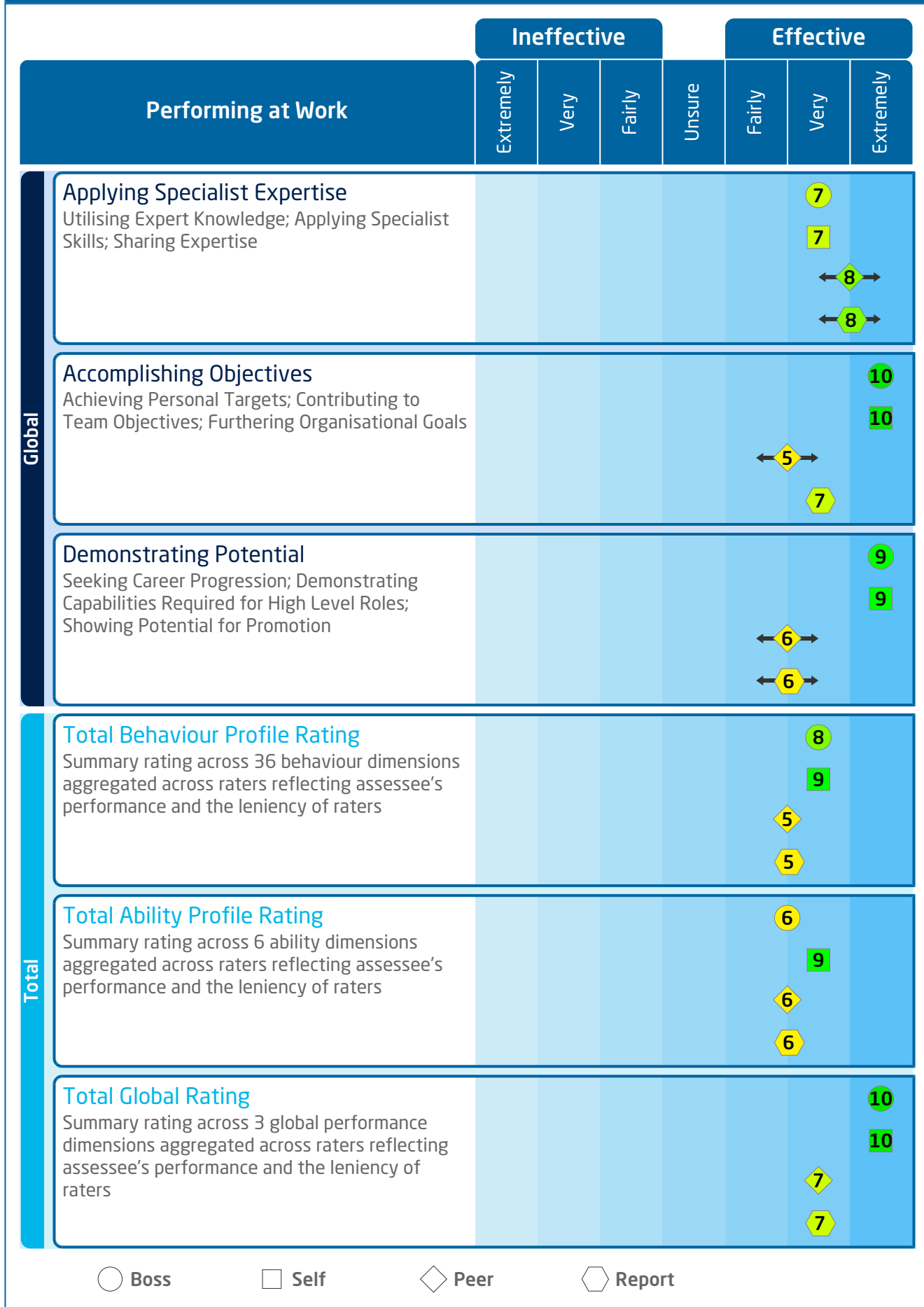
Behaviour Profile - Delivering Results



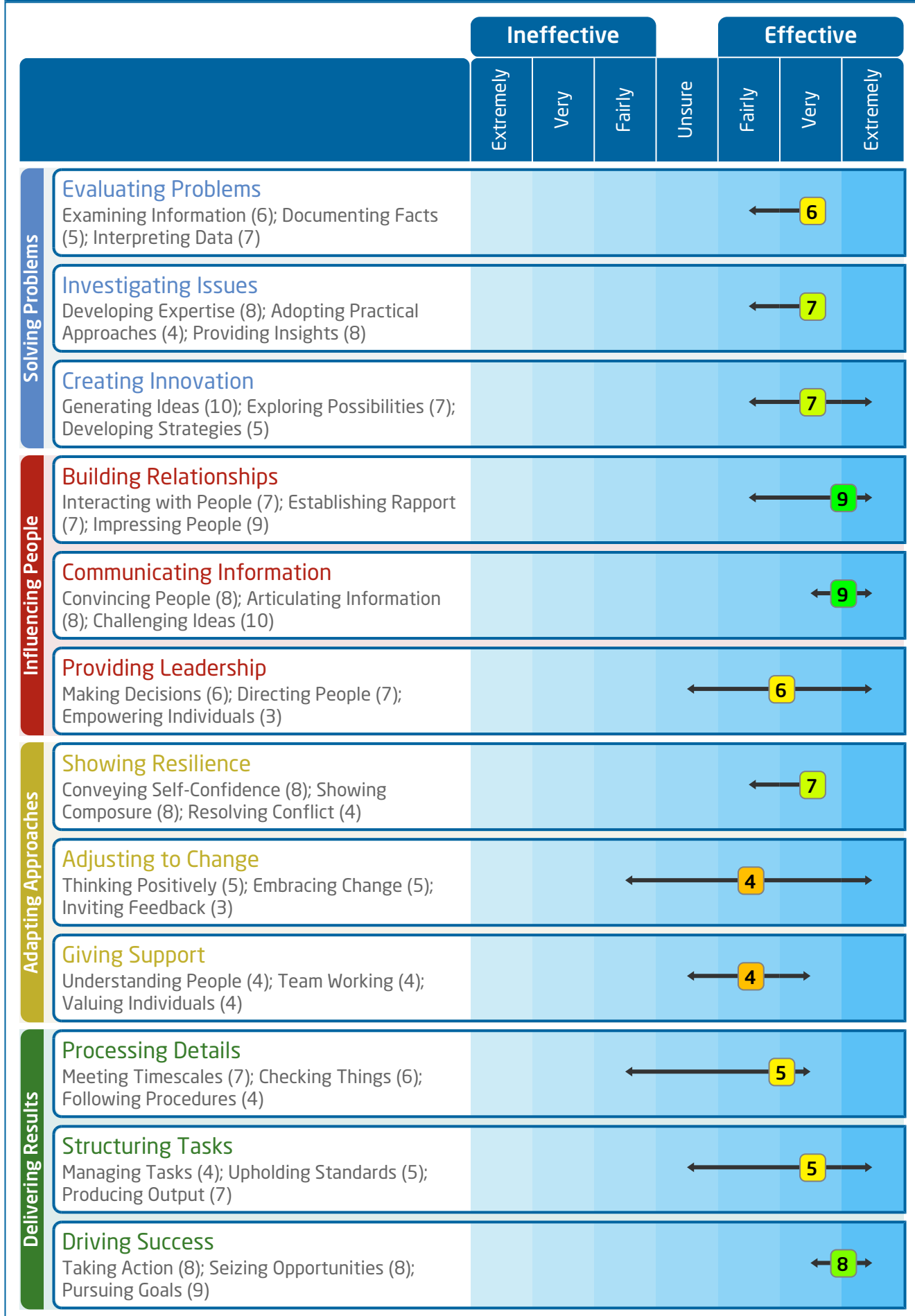
Ability Profile - Reasoning at Work



Summary Profile



Behaviour Overview Profile



Rater Comments

Chris Park needs to keep doing well at...

Boss 1:	coming up with ideas and new ways of doing things to help push the business forward. Chris' drive and energy rub off on those that work alongside him making for a productive working environment.
Self 1:	No comments were made
Peer 1:	Chris has some great original ideas that have been instrumental in winning the company some key accounts. His ability to to appreciate a product or service in a unique yet relevant and applicable way is really quite a talent.
Peer 2:	Harnessing the talents of all creative forces in the company and providing a buffer against the Bureaucrats
Report 1:	Chris is a great all rounder in the company. As well as coming up with innovative ideas for new projects Chris's agility means the delivery of these projects at the final stages is also of a high standard.
Report 2:	Chris is very creative and always brings a great variety of informative knowledge into project meetings.

Rater Comments

Chris Park needs to do less of...

Boss 1:	sometimes Chris' passion for an idea can mean they are less receptive to other ideas or other ways of doing things. Chris is also not afraid to challenge and question and taken together, some may feel uncomfortable making alternative suggestion.
Self 1:	No comments were made
Peer 1:	Chris needs to be less dominating, what could be enthusiasm often comes across as taking over and stifling others creativity or capability. Their belief in a current project can sometimes come across as arrogant to colleagues and new clients and end up alienating those around them.
Peer 2:	'Big Molly' style throwing own weight around and alienating others
Report 1:	Although delegation is part of a hierarchical system of management Chris tends to pass on blame to members of the team when results sometimes aren't at their best. As a manager it is important for Chris to understand the dynamics of the team and therefore increase team solidarity not reduce it.
Report 2:	No comments were made

Rater Comments

Chris Park needs to improve at...

Boss 1:	taking others with them on their journey. supporting others to help achieve collective goals - this will in turn help them achieve even more personal success.
Self 1:	No comments were made
Peer 1:	As an extremely creative mind Chris can overlook the financial and commercial implications of new ideas and also how this can practically impact the team and more widely, the business.
Peer 2:	Attention to detail - often rushing things through when forward planning could have avoided timeline issues
Report 1:	Chris does not always see the impact on resourcing when bringing new ideas to the team and so it would benefit him to develop his commercial understanding.
Report 2:	Chris needs to take more responsibility for decision making within the team and not pass the blame when under scrutiny.