





Performance

360



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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

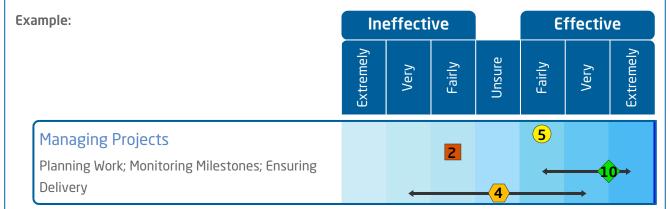
The final section presents any comments made by the different raters about Chris Park's performance at work.



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.



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

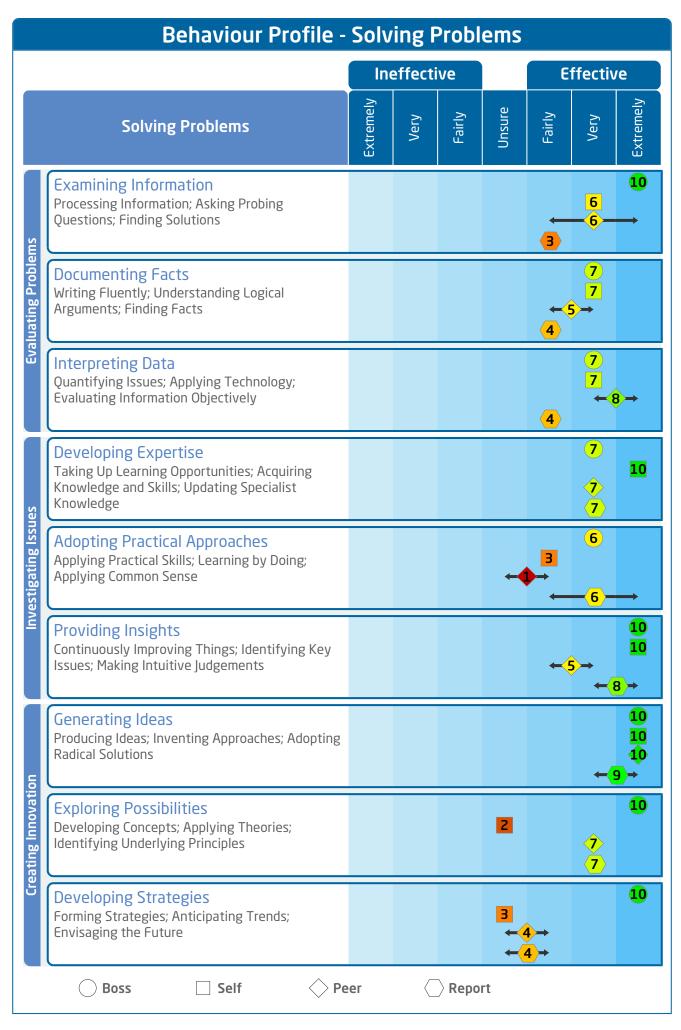
8 - High - performed better than 90% of comparison group

9 - Very High - performed better than 95% of comparison group

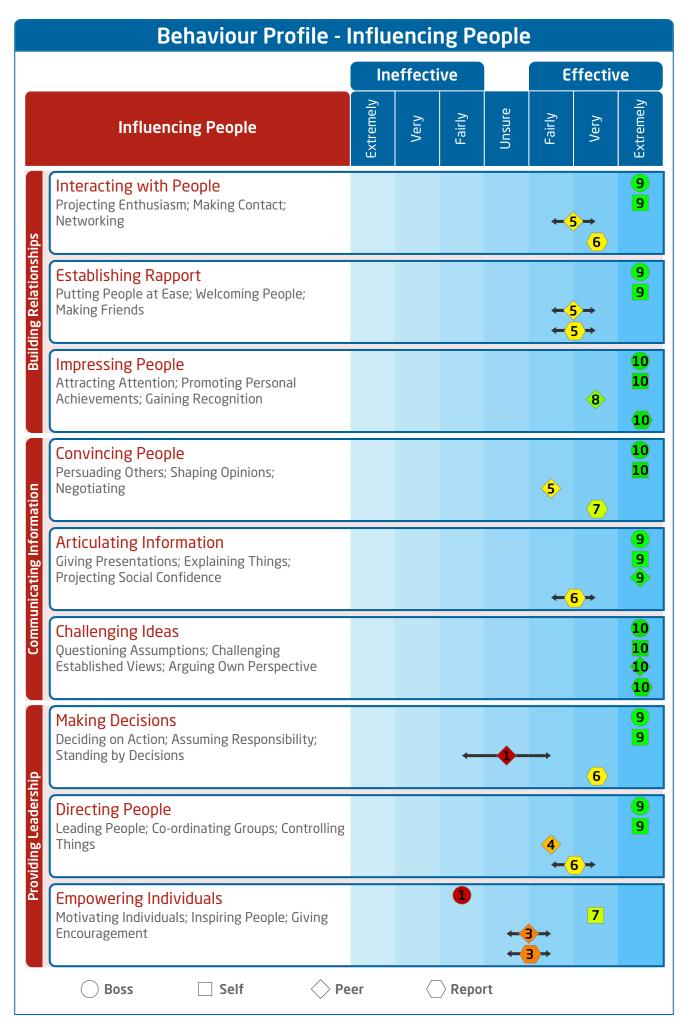
10 - Extremely High - performed better than 99% of comparison group

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.





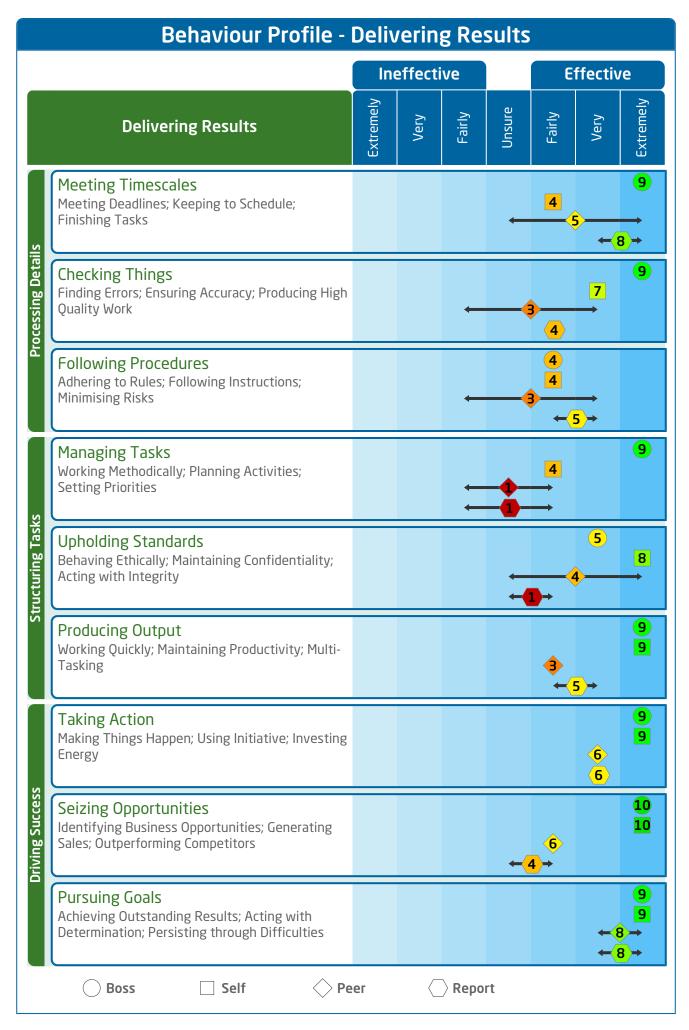






Behaviour Profile - Adapting Approaches Ineffective **Effective** Extremely Extremely Unsure Fairly Fairly Very Very **Adapting Approaches** 10 Conveying Self-Confidence Projecting Inner Confidence; Determining Own Future; Valuing Own Contributions 10 **Showing Resilience** 9 **Showing Composure** 9 Staying Calm; Tolerating Stress; Dealing with Pressure **Resolving Conflict** 7 Calming Upset People; Handling Angry Individuals; Resolving Arguments Thinking Positively 9 Being Optimistic; Recovering from Setbacks; **Projecting Cheerfulness** Adjusting to Change **Embracing Change** 9 Coping with Change; Tolerating Uncertainty; Adapting to New Challenges Inviting Feedback 8 Acknowledging Criticism; Encouraging Critical Thinking; Gathering Feedback **Understanding People** 7 Showing Empathy; Listening to People; **Understanding Motivation** 4 **Team Working** Working Participatively; Encouraging Team 6 Contributions; Involving Others in Decisions 4 Valuing Individuals 7 Showing Consideration; Tolerating Others; Trusting People **Boss** Self Peer Report







Ability Profile - Reasoning at Work									
		Ineffective				Effective			
	Reasoning at Work	Extremely	Very	Fairly	Unsure	Fairly	Very	Extremely	
	Working with Words Understanding Word Meaning; Comprehending Text; Making Verbal Inferences; Evaluating Written Materials; Comparing Arguments					←(5 → 7	9	
Working with Information	Working with Numbers Understanding Tables; Comprehending Graphs; Making Numerical Inferences; Evaluating Quantities; Comparing Data					4	- -?-	9 9 →	
Wor	Working with Details Checking Letters and Text; Checking Numbers and Tables; Checking Codes and Symbols; Identifying Mistakes; Classifying Information					5 ♦	5 →	9	
Working with Things	Working with Systems Understanding Logical Rules; Comprehending Process Diagrams; Identifying Causes; Finding Faults; Comparing Flowchart Sequences				<u> </u>	5	7 →	9	
	Working with Designs Estimating Lengths and Angles; Recognising Rotated Shapes; Visualising Three-Dimensional Objects; Inspecting Objects; Designing Things				4		8 + (9>→	
	Working with Equipment Understanding Mechanical Problems; Comprehending Physical Principles; Estimating Movement of Objects; Using Tools; Operating Machinery				4 ←	5 ← 6			
	○ Boss □ Self ◇ Pe	er		Repo	rt				



Summary Profile									
		Ineffective				Effective			
	Performing at Work	Extremely	Very	Fairly	Unsure	Fairly	Very	Extremely	
	Applying Specialist Expertise Utilising Expert Knowledge; Applying Specialist Skills; Sharing Expertise						7 7 ~{	3 →	
Global	Accomplishing Objectives Achieving Personal Targets; Contributing to Team Objectives; Furthering Organisational Goals					← (5 → 7	10	
	Demonstrating Potential Seeking Career Progression; Demonstrating Capabilities Required for High Level Roles; Showing Potential for Promotion					←(5 → 5 →	9	
	Total Behaviour Profile Rating Summary rating across 36 behaviour dimensions aggregated across raters reflecting assessee's performance and the leniency of raters					(8 9 5		
Total	Total Ability Profile Rating Summary rating across 6 ability dimensions aggregated across raters reflecting assessee's performance and the leniency of raters					(9 9 5		
	Total Global Rating Summary rating across 3 global performance dimensions aggregated across raters reflecting assessee's performance and the leniency of raters						7	10	
○ Boss □ Self ◇ Peer ○ Report									



Behaviour Overview Profile								
		Ineffective				E.	re	
		Extremely	Very	Fairly	Unsure	Fairly	Very	Extremely
sms	Evaluating Problems Examining Information (6); Documenting Facts (5); Interpreting Data (7)					←	- 6	
Solving Problems	Investigating Issues Developing Expertise (8); Adopting Practical Approaches (4); Providing Insights (8)					←	- 7	
Sol	Creating Innovation Generating Ideas (10); Exploring Possibilities (7); Developing Strategies (5)					←	7	
pple	Building Relationships Interacting with People (7); Establishing Rapport (7); Impressing People (9)					←	<u>[</u>	9]+
Influencing People	Communicating Information Convincing People (8); Articulating Information (8); Challenging Ideas (10)						←[9 →
Infl	Providing Leadership Making Decisions (6); Directing People (7); Empowering Individuals (3)				—		5	
ches	Showing Resilience Conveying Self-Confidence (8); Showing Composure (8); Resolving Conflict (4)					←	7	
Adapting Approaches	Adjusting to Change Thinking Positively (5); Embracing Change (5); Inviting Feedback (3)			—		4		
Adap	Giving Support Understanding People (4); Team Working (4); Valuing Individuals (4)				—	4-	-	
Delivering Results	Processing Details Meeting Timescales (7); Checking Things (6); Following Procedures (4)			—			<mark>5</mark> →	
	Structuring Tasks Managing Tasks (4); Upholding Standards (5); Producing Output (7)				—		5	
	Driving Success Taking Action (8); Seizing Opportunities (8); Pursuing Goals (9)						←[3 →



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.