

Personal Report for Prof David Hall



Professional

Styles

Introduction to the Personal Report

Thank you for completing the Professional Styles questionnaire. This report provides you with summary feedback about your motives, preferences, needs and talents in a number of work relevant areas.

When reading this report of your professional style, please remember that it is based on the information that you have provided. It describes how you perceive yourself, rather than how you might be seen by someone else. Nevertheless, research suggests that self-report can be a powerful predictor of how you will operate at work.

Information is provided on the 36 Professional Styles dimensions, which are grouped under 12 section headings for each of the four major clusters - Thought, Influence, Adaptability and Delivery. Each dimension consists of 3 facets.

Your results combine your rating and ranking responses, and have been compared with those of a large group of professionals. For each of the dimensions your score is graphically represented on a 1-10 scale. The dimension score indicates how extreme your results are: Scores of 5 and 6 are typical of the comparison group while 1 and 10 are extreme scores achieved only by about 1% of the comparison group. Beneath each dimension name are verbal descriptions which represent the 3 facet scores that comprise the dimension score. Major variations in the verbal descriptions within a dimension are indicative of a broad range of facet scores, and as such merit reflection and discussion.

On some dimensions (e.g. 'Reliable') most people will rate themselves highly on the relevant questions. As a consequence, and because the results are relative, you may find that you score lower than you might have expected in such areas. It is also important to bear in mind that scores should be interpreted in terms of what is desirable for a particular job role. For example, being 'Compliant' may be desirable for administrative jobs that require strict adherence to rules and procedures but may be undesirable for senior roles that require some degree of risk taking and ingenuity in overcoming bureaucratic rules and procedures.

About this Report

The information contained within this report is likely to provide a valid overview of your motives, preferences, needs and at work (relative to others) for 12 to 24 months, depending upon your circumstances.

The report was produced using Saville Consulting software systems. It has been derived from the results of a questionnaire completed by you, the respondent, and reflects the responses made by you.

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.










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Personal Report - Thought Cluster









THOUGHT	1	2	3	4	5	6	7	8	9	10
VISION										
Inventive fluent in generating ideas; produces original ideas; strongly favours less radical solutions to problems										10
Abstract good at developing concepts; applies theories more than most people; less interested in studying the underlying principles than many people							7			
Strategic very inclined to develop strategies; creates a clear vision for the future; takes a long term view								8		
JUDGEMENT										
Insightful very quick at getting to the core of a problem; often identifies ways of improving things; utilises intuition to guide judgements								8		
Practically Minded less oriented towards practical work than most people; learns to some extent by doing; shows common sense				4						
Learning Orientated less interested than many people in learning about new things; more inclined to learn through reading than many people; a reasonably quick learner					5					
EVALUATION										
Analytical moderately driven to find solutions to problems; moderately interested in analysing information; asks probing questions fairly frequently					5					
Factual likely to communicate well in writing; less concerned with understanding the logic behind an argument than many people; explores the facts reasonably comprehensively							6			
Rational very much dislikes working with numerical data; shows limited interest in using information technology; less objective in approach to decision making than many people	1									

Personal Report - Influence Cluster										
INFLUENCE										
LEADERSHIP	1	2	3	4	5	6	7	8	9	10
Purposeful makes quick decisions; prepared to take responsibility for big decisions; has less definite views than many people										
Directing clearly oriented towards the leadership role; very much inclined to take control of things; has little desire to coordinate people										
Empowering adept at finding ways to motivate people; very inspirational to others; encouraging to others										
IMPACT	1	2	3	4	5	6	7	8	9	10
Convincing very persuasive; moderately interested in negotiating the best deal; assertive in putting own points across										
Challenging less inclined to challenge others' ideas than many people; open in voicing disagreements; sometimes gets involved in arguments										
Articulate very comfortable giving presentations; explains things very well; reasonably confident with new people										
COMMUNICATION	1	2	3	4	5	6	7	8	9	10
Self Promoting goes to some lengths to bring own achievements to other people's attention; very often the centre of attention; has a moderate need for praise										
Interactive moderately interested in networking; tends to talk a lot; more lively than most people										
Engaging moderately quick at establishing rapport; less interested in making new friends than most people; less concerned with making a good first impression than many people										

Personal Report - Adaptability Cluster

ADAPATABILITY										
SUPPORT	1	2	3	4	5	6	7	8	9	10
involving less team oriented than most people; takes little account of other people's views; less inclined than many people to involve others in decision making										
Attentive less empathetic than most people; disinclined to listen to people for long; less interested in understanding why people do things than many people										
Accepting moderately trusting of people; less tolerant than most people; places less emphasis on being considerate than many people										
RESILIENCE	1	2	3	4	5	6	7	8	9	10
Resolving feels less need than many people to resolve disagreements; strongly dislikes having to deal with angry people; feels uncomfortable dealing with people who are upset										
Self_assured self-confident; has a strong sense of own worth; feels in control of own future										
Composed reasonably calm before important events; sometimes feels anxious during important events; strongly dislikes having to work under pressure										
FLEXIBILITY	1	2	3	4	5	6	7	8	9	10
Receptive less receptive to feedback than most people; very unlikely to encourage others to criticise approach; asks for feedback on performance less than many people										
Positive moderately likely to take an optimistic view; less cheerful than many people; takes more time than many people to recover from setbacks										
Change Orientated readily accepts new challenges; disinclined to accept change; copes less well with uncertainty than many people										

Personal Report - Delivery Cluster

DELIVERY										
STRUCTURE	1	2	3	4	5	6	7	8	9	10
Organised less well organised than many people; very much dislikes having to make plans; prioritises as well as most people										
Principled more concerned with ethics than many people; less discreet than many people; attaches importance to honouring commitments										
Activity Oriented works at a fast pace; dislikes busy work environments; copes as well as most people with multi-tasking										
DRIVE	1	2	3	4	5	6	7	8	9	10
Dynamic very energetic; very impatient to get things started; very good at making things happen										
Striving extremely ambitious; very driven to achieve outstanding results; reasonably persevering										
Enterprising more competitive than most people; very interested in identifying business opportunities; fairly sales oriented										
IMPLEMENTATION	1	2	3	4	5	6	7	8	9	10
Meticulous less of a perfectionist than many people; less thorough than many people; less focused on detail than most people										
Reliable conscientious about meeting deadlines; less focused on finishing things than many people; very punctual										
Compliant follows the rules reasonably closely; strongly dislikes following procedures; less inclined to minimise risks than many people			