



Types Report for Prof David Hall



Professional

Styles

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About this Report

This report is based upon the Professional Styles assessment which explores an individual's behavioural tendencies in a number of work relevant areas.

The results are based on a comparison with a group of over 1,000 professionals.

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 provide a valid overview of the respondent's behavioural tendencies at work 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 a questionnaire 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 questionnaire is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to the Types Report

This report outlines the typical approach of David Hall at work based on responses to the Saville Consulting Wave Professional Styles questionnaire.

Saville Consulting Wave™ Types

Research has shown that the Saville Consulting Wave™ Types are powerful predictors of performance in a range of key areas.

Note: Typologies are useful generalisations about people. However, generalisations by their nature make it inevitable that respondents will identify more closely with some aspects of the description of their type than others.

Professional Styles Assessment

The report draws on the four Clusters in the Professional Styles assessment that cover three Sections each:

Thought

Vision, Judgement, Evaluation

Influence

Leadership, Impact, Communication

Adaptability

Support, Resilience, Flexibility

Delivery

Structure, Drive, Implementation

People & Task Types

This report integrates results in the 'People' Clusters (Influence and Adaptability) into four People Types, and results on the 'Task' Clusters (Thought and Delivery) into four Task Types.

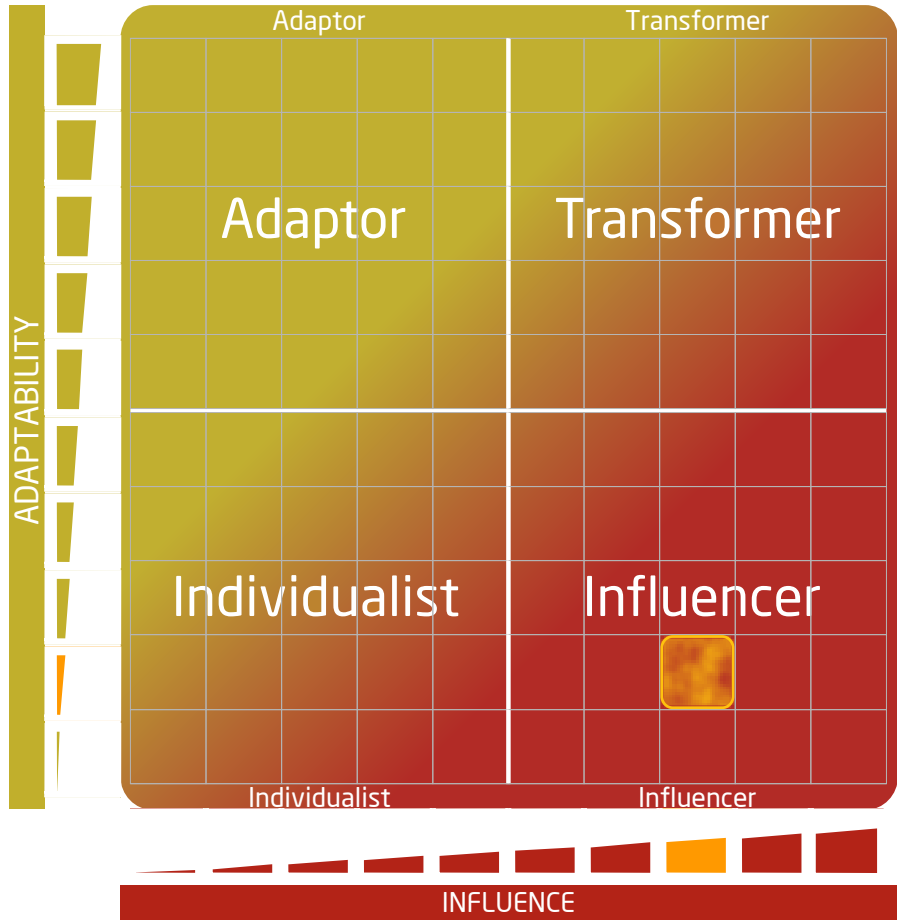
The People Type for David Hall is shown on the following page, followed by the Task Type.

On the Type chart the distance from each axis indicates how clear or differentiated the type is. Scores close to the corners of the chart indicate that the type is very clear and that the type description will apply very consistently. Scores next to an axis suggest that the individual may adopt the behaviours associated with either side of the axis.

Saville Consulting Wave™ Types Implications

Saville Consulting Wave™ Types have implications for behaviour in leadership roles, team/peer interaction, change management and synergies with various organisational cultures.

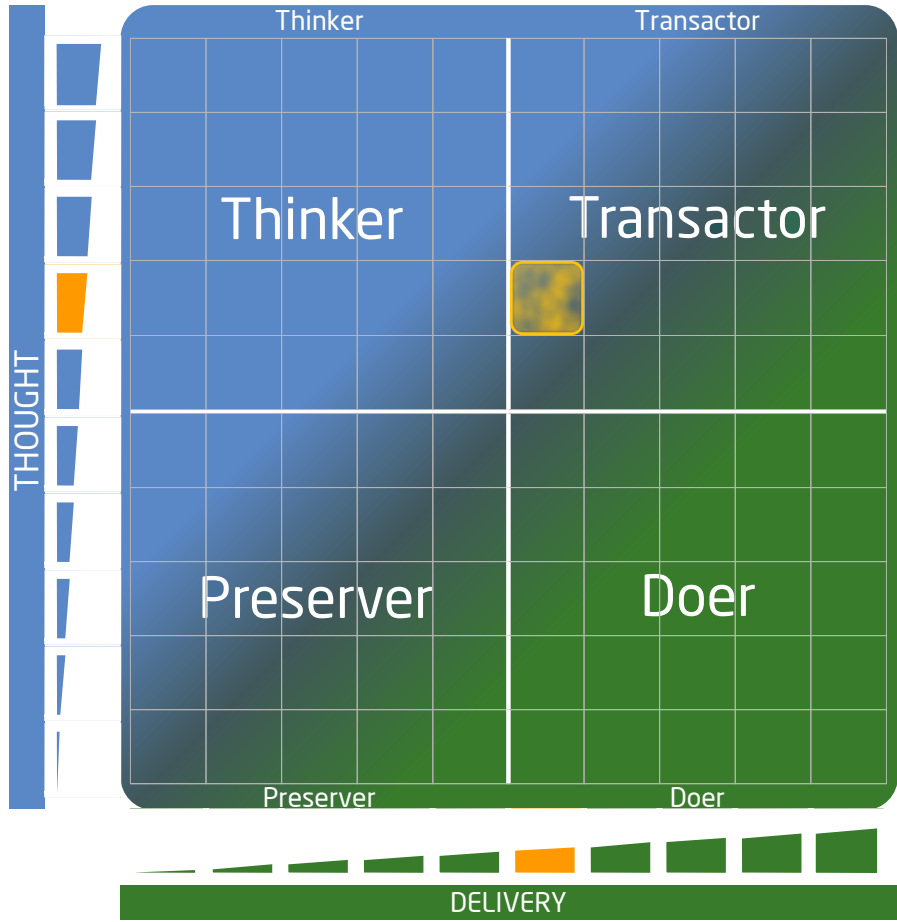
People Type



Influencer

Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals. As the results are well differentiated from other types, David Hall is likely to consistently adopt this type and only rarely adopt other types.

Task Type



Transactor

Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results. As the results are not strongly differentiated, David Hall is most likely to adopt this type, but may often adopt other types.

Influencer-Transactor

Influencer-Transactors combine a focus on delivering results with powerful social influence. They enjoy analysing issues and their style tends towards the directive.

Leadership Style

- Influencer-Transactors are capable of leading people to deliver impressive results.
- They create a compelling vision and use assertive approaches to get people bought into plans.
- They know exactly where they are going and focus on getting results. This single-minded pursuit of a clear direction can at times lead to an autocratic leadership style.

Team & Peer Interaction

- Influencer-Transactors are likely to seek to influence in any team situation. They come across as purposeful, challenging and articulate.
- In project work, they are likely to focus strongly on their own needs and goals.
- They much prefer a leadership to a team member role, and prefer to dominate group situations.

Managing Change

- Influencer-Transactors are most at ease leading change by drawing up clear plans and directing the implementation of these plans.
- Their enthusiastic thinking should find flaws in proposals and they are often influential stakeholders as they can sway others' views.
- Their tolerance and patience is limited when things do not go to plan.

Cultural Synergies & Maximising Potential

- Influencer-Transactors need challenges in order to be stimulated in their work.
- They may lack empathy and upset others who stand in their way, and may struggle to contain their emotions when things go wrong.
- They prefer cultures where ambition and status matter.
- They work well in demanding environments and cope well with lack of support or flexibility from their colleagues.

Saville Consulting Wave™ Types Model

People Types

<p>Adaptor</p> <p>Adaptors are supportive, resilient and flexible in response to change. They are quiet and accommodating.</p>	<p>Transformer</p> <p>Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact.</p>
<p>Individualist</p> <p>Individualists are task rather than people-focused. They prefer environments where their specialist expertise is valued.</p>	<p>Influencer</p> <p>Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals.</p>

Task Types

<p>Thinker</p> <p>Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results.</p>	<p>Transactor</p> <p>Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results.</p>
<p>Preserver</p> <p>Preservers adopt conventional approaches to their work and prefer a steady work pace.</p>	<p>Doer</p> <p>Doers approach their work with dynamism and conscientiousness. They prefer action over intellectualised debate.</p>