



Work Roles Report Chris Park



Professional
Styles

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About this Report

This report is based upon the Styles assessment, which explores an individual's motives, preferences, needs and talents in critical work areas.

The results are based on a comparison with a group of 2,600 international professionals and managers 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-perception. Our extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, due consideration must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

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 a good reflection of the individual's self-perception for 12-24 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.

Saville Consulting Work Roles

The Saville Consulting Work Roles model presents eight work roles. This report outlines which work roles Chris Park is most and least likely to adopt based on responses to the Saville Consulting Wave Styles assessment.

Solving Problems



Analyst

Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.



Innovator

Innovators take a creative approach to problem solving, and often develop long-term strategies.

Influencing People



Relator

Relators actively communicate with others and can help improve social interaction.



Assertor

Assertors take control of situations and coordinate people. They prefer to be the leader.

Adapting Approaches



Optimist

Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.



Supporter

Supporters attend to the needs of others, and prefer a team-oriented approach.

Delivering Results



Finisher

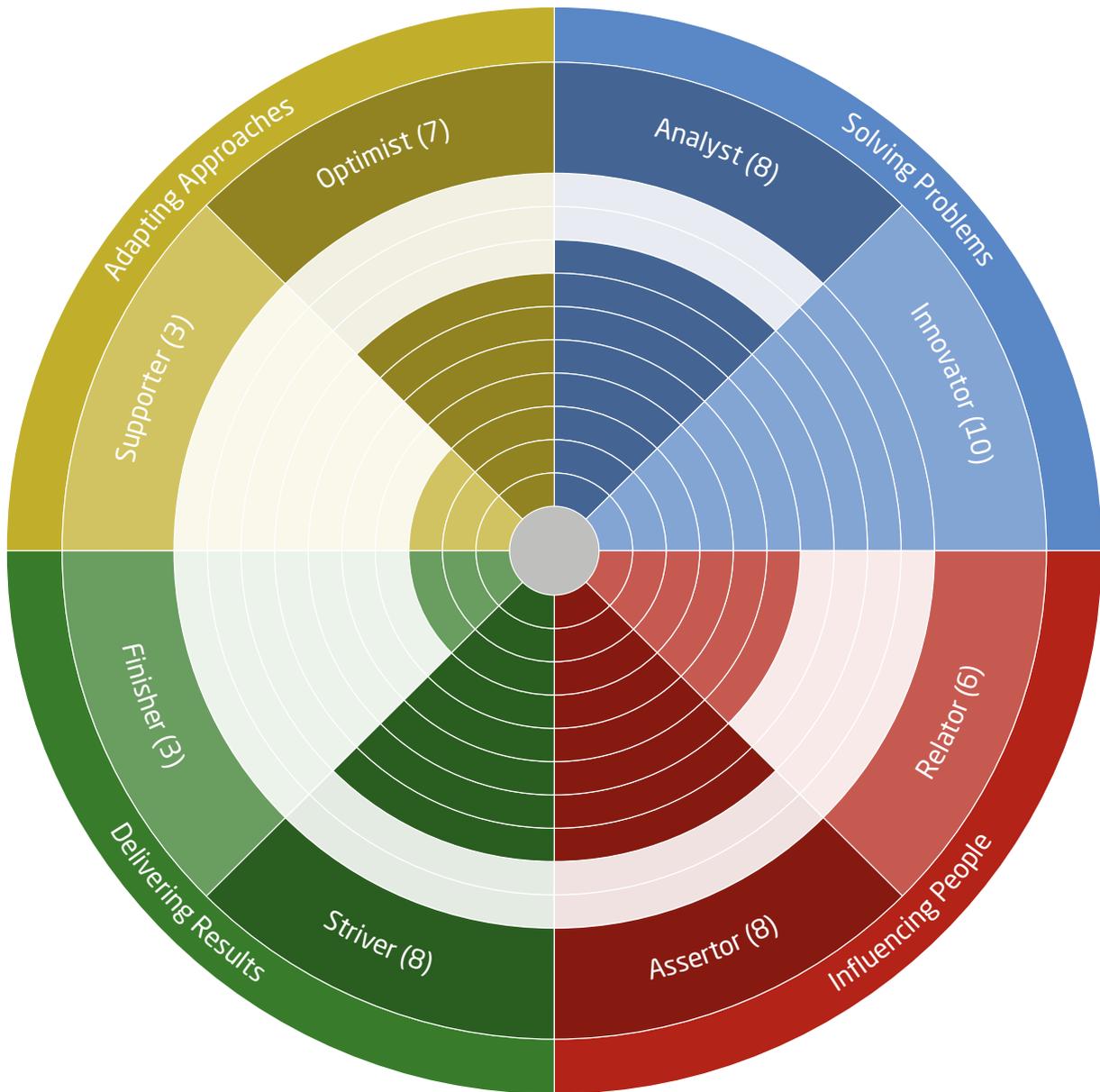
Finishers focus on getting things completed to a high standard, and pay attention to detail.



Striver

Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

Your Work Roles



Your Work Roles ranked in order of preference:

 Innovator	Primary role
 Asserator	Secondary role

Striver

Analyst

Optimist

Relator

 Finisher	Less preferred roles
 Supporter	

Your Preferred Work Roles

Your primary role is likely to be your strongest work role; this is the role which you are most likely to adopt. In certain situations, you may prefer adopting your secondary work role ahead of your primary work role. Each of your preferred roles has associated strengths that can positively contribute towards your effectiveness.

Primary	Secondary
<div data-bbox="204 479 325 600"> </div> <p data-bbox="344 517 536 562">Innovator</p> <p data-bbox="193 622 767 734">Innovators take a creative approach to problem solving, and often develop long-term strategies.</p> <p data-bbox="193 748 341 786">Strengths:</p> <ul data-bbox="204 797 751 1039" style="list-style-type: none"> • Innovators typically provide original solutions • Innovators tend to offer unconventional and valuable insights • Innovators are likely to have a vision for the future 	<div data-bbox="831 479 952 600"> </div> <p data-bbox="971 517 1142 562">Assertor</p> <p data-bbox="823 622 1390 734">Assertors take control of situations and coordinate people. They prefer to be the leader.</p> <p data-bbox="823 748 971 786">Strengths:</p> <ul data-bbox="834 797 1366 1039" style="list-style-type: none"> • Assertors are likely to give clear direction to others • Assertors tend to be purposeful and confident in their decision-making • Assertors typically try to encourage and empower others

Your primary and secondary work roles combine to create your dual role. This combination also has associated strengths that are likely to be valuable in the workplace.

Dual	
<div data-bbox="204 1301 325 1422"> </div> <p data-bbox="344 1339 536 1384">Innovator</p>	<div data-bbox="823 1301 944 1422"> </div> <p data-bbox="963 1339 1134 1384">Assertor</p>
<p data-bbox="204 1449 352 1487">Strengths:</p> <ul data-bbox="215 1498 1350 1615" style="list-style-type: none"> • People with this role combination are likely to provide a clear vision and set the direction • People with this role combination typically want to lead using new ideas 	

Your Contrasting Work Roles

Your work roles can be better understood when the contrasts between your two preferred (primary and secondary) and two least preferred work roles are considered.

Primary role	Less preferred role
 Innovator	 Supporter
<p>People with this role contrast tend to generate new ideas but on occasion could take more time to consider how the ideas will impact on others. <i>Have you taken sufficient account of your colleagues' views?</i></p>	

Primary role	Less preferred role
 Innovator	 Finisher
<p>People with this role contrast may sometimes distract others with new ideas when the focus needs to be on delivery. <i>Are you always fully aware of when it is no longer helpful to suggest new ideas?</i></p>	

Secondary role	Less preferred role
 Assertor	 Supporter
<p>People with this role contrast give clear direction but may sometimes lose influence if they don't show enough appreciation of colleagues' views. <i>When in charge of a project are you demonstrating an awareness of colleagues' concerns and contributions?</i></p>	

Secondary role	Less preferred role
 Assertor	 Finisher
<p>People with this role contrast set the direction but may leave others to take care of many of the details. <i>Are you clear on which details must be right and that these are being properly checked?</i></p>	

Making the Most of Your Work Roles

Your effectiveness in the workplace can be improved by making the most of your Primary, Secondary and least preferred roles.

Using your most preferred roles to best effect

	<p>Innovator</p> <ul style="list-style-type: none"> • Use your creativity to improve established approaches as well as providing completely new ideas • Help others understand how well ideas fit into longer-term trends or goals • Ensure the focus is placed on the issues that matter and that any new ideas directly address these
	<p>Assertor</p> <ul style="list-style-type: none"> • Consider how you could adapt your leadership style to better suit the person you are working with • Prevent progress slowing on key initiatives by making critical decisions at the right time • Think about how to encourage and praise people in a way that is likely to be the most motivating for them

Using your least preferred roles to best effect

	<p>Finisher</p> <ul style="list-style-type: none"> • Check critical information yourself carefully and slowly and ask someone else to double-check it • Be clear on the key milestones and work with others to ensure the deadline is met • Identify the actions required to move things forward and start with one action
	<p>Supporter</p> <ul style="list-style-type: none"> • Regularly ask colleagues how they are and how they are feeling about key work issues • Involve others when a task will benefit from wider input alongside your continued personal involvement • Take time when meeting somebody new to find out a little bit about them to help establish an initial connection

Working with Different Roles

It is useful to consider how you can work more effectively with people who have other work roles.

	<p>Supporter</p> <ul style="list-style-type: none"> • Provide Supporters with ideas that will help other people in their work • Coordinate Supporters to work effectively together in order to meet one common objective
	<p>Finisher</p> <ul style="list-style-type: none"> • Work with Finishers to find more efficient and effective ways of doing things • Coordinate with Finishers to ensure that the necessary people and resources are available to complete tasks
	<p>Relator</p> <ul style="list-style-type: none"> • Discuss relevant new perspectives with Relators which they can use to engage others in conversation • Direct Relators to focus their communication on the right issues
	<p>Optimist</p> <ul style="list-style-type: none"> • Inspire Optimists by highlighting ideas that have real future potential and can generate wider enthusiasm • Encourage Optimists to share their positive perspective to counterbalance negative viewpoints
	<p>Analyst</p> <ul style="list-style-type: none"> • Provide ideas to encourage Analysts to think more widely • Help Analysts to ensure that the analysis done is useful to inform decision-making
	<p>Striver</p> <ul style="list-style-type: none"> • Present Strivers with new possibilities, new opportunities and new routes to market • Agree and refine goals with Strivers and then ensure others are committed to achieving these goals

Working with the Same Roles

It is useful to consider how you can work more effectively with people who have the same work roles as you.



Other Assertors

- Present other Assertors with different ideas and perspectives which are likely to inform future direction
- Work with other Assertors to ensure that direction remains clear and is constantly being reinforced
- Make sure other Assertors are as clear as you on who is responsible for what



Other Innovators

- Give other Innovators clear direction on where to focus their creativity
- Talk through ideas with other Innovators to produce new and different perspectives
- Make sure the best ideas from conversations with other Innovators are captured by writing them down