





# 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.

# 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 overall summary across all behavioural dimensions.

### 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**

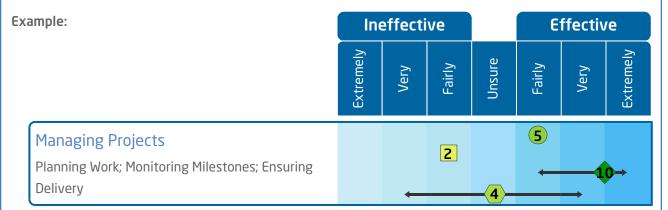
The final section presents any comments made by the different raters about Chris Park's performance at work.



# **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 - Solving Problems Effective** Ineffective Extremely Extremely Unsure Fairly Fairly Very Very **Solving Problems Examining Information** 6 Processing Information; Asking Probing Questions; Finding Solutions 3 **Evaluating Problems Documenting Facts** Writing Fluently; Understanding Logical Arguments; Finding Facts **Interpreting Data** Quantifying Issues; Applying Technology; **Evaluating Information Objectively Developing Expertise** 10 Taking Up Learning Opportunities; Acquiring Knowledge and Skills; Updating Specialist Knowledge **Investigating Issues** Adopting Practical Approaches 3 Applying Practical Skills; Learning by Doing; Applying Common Sense **Providing Insights** Continuously Improving Things; Identifying Key Issues; Making Intuitive Judgements Generating Ideas Producing Ideas; Inventing Approaches; Adopting Radical Solutions **Creating Innovation Exploring Possibilities** Developing Concepts; Applying Theories; 2 Identifying Underlying Principles 10 **Developing Strategies** Forming Strategies; Anticipating Trends; Envisaging the Future **Boss** Self Peer Report



#### **Behaviour Profile - Influencing People Effective** Ineffective Extremely Extremely Unsure Fairly Fairly Very Very Influencing People Interacting with People 9 9 Projecting Enthusiasm; Making Contact; Networking **Building Relationships (6**) 9 **Establishing Rapport** 9 Putting People at Ease; Welcoming People; Making Friends √5 >→ 10 Impressing People 10 Attracting Attention; Promoting Personal Achievements; Gaining Recognition 10 10 **Convincing People** 10 Persuading Others; Shaping Opinions; Communicating Information Negotiating **Articulating Information** 9 Giving Presentations; Explaining Things; **Projecting Social Confidence ←** 6 → 10 Challenging Ideas 10 Questioning Assumptions; Challenging Established Views; Arguing Own Perspective 10 10 9 **Making Decisions** 9 Deciding on Action; Assuming Responsibility; Standing by Decisions **6 Providing Leadership** 9 **Directing People** 9 Leading People; Co-ordinating Groups; Controlling **Things** 6 → **1 Empowering Individuals** 7 Motivating Individuals; Inspiring People; Giving Encouragement **←3** → **←(3)**→ **Boss** Self Peer Report



#### **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 1 **Resolving Conflict** 7 Calming Upset People; Handling Angry Individuals; Resolving Arguments Thinking Positively 9 Being Optimistic; Recovering from Setbacks; **Projecting Cheerfulness** Adjusting to Change 1 **Embracing Change** 9 Coping with Change; Tolerating Uncertainty; Adapting to New Challenges **(1**) Inviting Feedback 8 Acknowledging Criticism; Encouraging Critical Thinking; Gathering Feedback **←4** → **Understanding People** 7 Showing Empathy; Listening to People; **Understanding Motivation** 4 **Team Working** 6 Working Participatively; Encouraging Team Contributions; Involving Others in Decisions 4 4 Valuing Individuals 7 Showing Consideration; Tolerating Others; Trusting People **←**(3)→ **Boss** Self Peer Report



### **Behaviour Profile - Delivering Results** Ineffective **Effective** Extremely Extremely Unsure Fairly Fairly Very Very **Delivering Results Meeting Timescales** Meeting Deadlines; Keeping to Schedule; **Finishing Tasks** Processing Details **Checking Things** Finding Errors; Ensuring Accuracy; Producing High Quality Work 4 4 **Following Procedures** Adhering to Rules; Following Instructions; Minimising Risks **√5** }-9 Managing Tasks Working Methodically; Planning Activities; **Setting Priorities Structuring Tasks** 5 **Upholding Standards** Behaving Ethically; Maintaining Confidentiality; 8 Acting with Integrity **←1**→ 9 **Producing Output** Working Quickly; Maintaining Productivity; Multi-9 **Tasking** √5 >> 9 Taking Action 9 Making Things Happen; Using Initiative; Investing Energy 6 **(6) Driving Success** 10 Seizing Opportunities 10 Identifying Business Opportunities; Generating Sales; Outperforming Competitors Pursuing Goals Achieving Outstanding Results; Acting with Determination; Persisting through Difficulties **Boss** Self Peer Report



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Summary Profile									
		Ineffective			Effect			re	
	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					<b>←</b> (	5)→ <b>7</b>	10	
	Demonstrating Potential Seeking Career Progression; Demonstrating Capabilities Required for High Level Roles; Showing Potential for Promotion					<b>←(</b>	5) → 5) →	9	
tal	Total Behaviour Profile Rating Summary rating across 36 behaviour dimensions aggregated across raters reflecting assessee's performance and the leniency of raters					<b>(</b> !	8 9		
Total	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	$\Diamond$	Peer			Repor	t		



Behaviour Overview Profile								
		Ineffective				Effective		
		Extremely	Very	Fairly	Unsure	Fairly	Very	Extremely
sms	Evaluating Problems Examining Information (6); Documenting Facts (5); Interpreting Data (7)					<b>←</b>	<b>-</b> 6	
Solving Problems	Investigating Issues Developing Expertise (8); Adopting Practical Approaches (4); Providing Insights (8)					<b>←</b>	<b>-</b> 7	
So	Creating Innovation Generating Ideas (10); Exploring Possibilities (7); Developing Strategies (5)					<b>←</b>	7-	<b>→</b>
ople	Building Relationships Interacting with People (7); Establishing Rapport (7); Impressing People (9)					<b>←</b>		•
Influencing People	Communicating Information Convincing People (8); Articulating Information (8); Challenging Ideas (10)						<b>←[</b>	•
Infl	Providing Leadership Making Decisions (6); Directing People (7); Empowering Individuals (3)				<b>—</b>		5	<b>→</b>
ches	Showing Resilience Conveying Self-Confidence (8); Showing Composure (8); Resolving Conflict (4)					<b>←</b>	<b>-7</b>	
Adapting Approaches	Adjusting to Change Thinking Positively (5); Embracing Change (5); Inviting Feedback (3)			<b>—</b>		4		<b>→</b>
Adap	Giving Support Understanding People (4); Team Working (4); Valuing Individuals (4)				<b>—</b>	4	<b>-</b>	
ults	Processing Details Meeting Timescales (7); Checking Things (6); Following Procedures (4)			<b>—</b>			5 +	
Delivering Results	Structuring Tasks Managing Tasks (4); Upholding Standards (5); Producing Output (7)				<b>—</b>		_5_	<b>→</b>
Del	Driving Success Taking Action (8); Seizing Opportunities (8); Pursuing Goals (9)						<b>←[</b> {	3





# **Rater Comments**

# Chris Park needs to keep doing well at...

Boss 1: No comments were made

Self 1: No comments were made

Peer 1: No comments were made Peer 2: No comments were made

Report 1: No comments were made

Report 2: No comments were made





# **Rater Comments**

### Chris Park needs to do less of...

Boss 1: No comments were made

Self 1: No comments were made

Peer 1: No comments were made

Peer 2: No comments were made

Report 1: No comments were made

Report 2: No comments were made





# **Rater Comments**

# Chris Park needs to improve at...

Boss 1: No comments were made

Self 1: No comments were made

Peer 1: No comments were made

Peer 2: No comments were made

Report 1: No comments were made

Report 2: No comments were made