wave™

Expert Report
Sam Jenkins

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 Sam Jenkins (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 Sam Jenkins 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 authorized by Saville Assessment.

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Introduction to Report

This report is based on the completion of Saville Assessment Wave® Performance 360 by Sam Jenkins 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 (3)
Report (3)
Other (3)

Behavior Profile

The overarching Saville Assessment Wave® model has different levels of detail with one page in this report devoted to each behavioral 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 behavior 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 behavioral dimensions.

Behavior Overview Profile

The Behavior Overview Profile shows the effectiveness of the behavioral aspects based on averaging the results of the rater groups. The combined score is presented for the 12 behavior sections. Arrows indicate where there are differences between the average ratings of the rater groups. Three dimensions define each section. The average across the rater groups is shown next to each dimension in brackets.

Rater Comments

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

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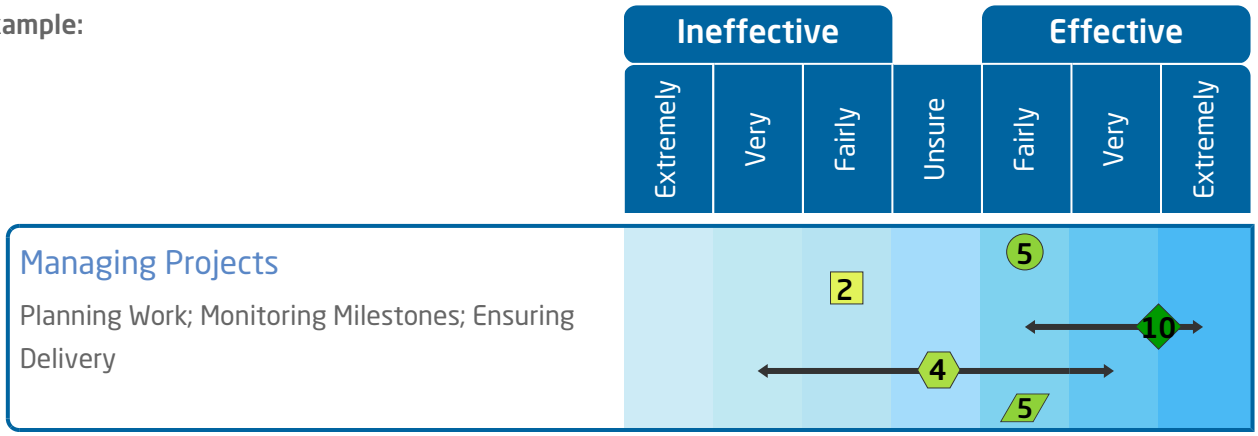
Profile Breakdown

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.

Example:



In the example above, the assessee's Boss rating was fairly effective on 'Managing Projects' and the Self rating was fairly ineffective. The Peer ratings ranged from fairly effective to extremely effective and the aggregate Report ratings ranged from very ineffective to very effective. Finally, the Other ratings were fairly 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 the comparison group
2 - Very Low	- performed better than only 5% of the comparison group
3 - Low	- performed better than only 10% of the comparison group
4 - Fairly Low	- performed better than only 25% of the comparison group
5 - Average	- performed better than only 40% of the comparison group
6 - Average	- performed better than 60% of the comparison group
7 - Fairly High	- performed better than 75% of the comparison group
8 - High	- performed better than 90% of the comparison group
9 - Very High	- performed better than 95% of the comparison group
10 - Extremely High	- performed better than 99% of the comparison group

In the example above, the assessee's Boss rating on 'Managing Projects' was average compared to the comparison group and the Self rating was very low. As compared to the comparison group, the Peer ratings were extremely high and the aggregate Report ratings were fairly low. Finally, the Other ratings were average compared to other individuals.

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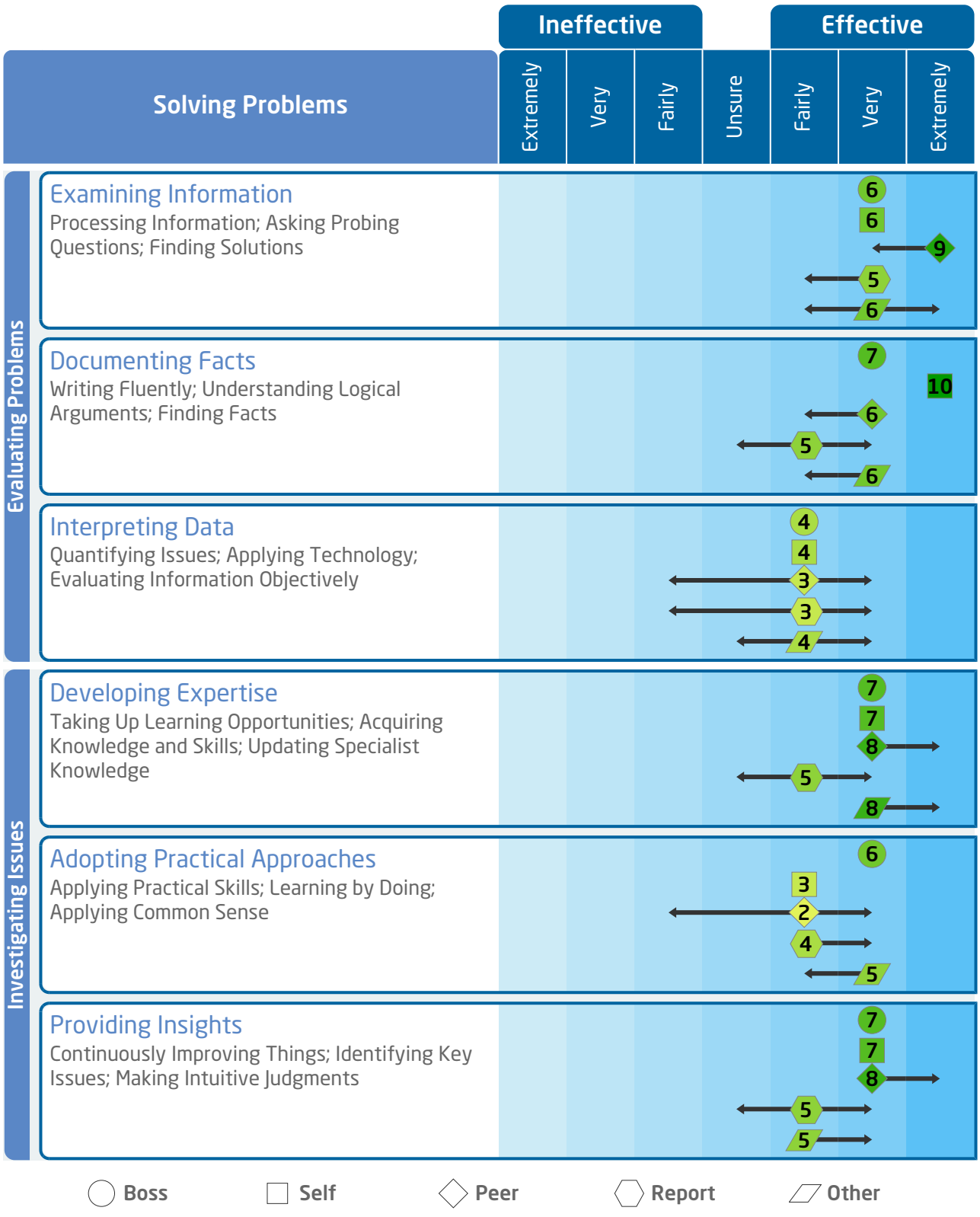
Behavior Profile - Solving Problems



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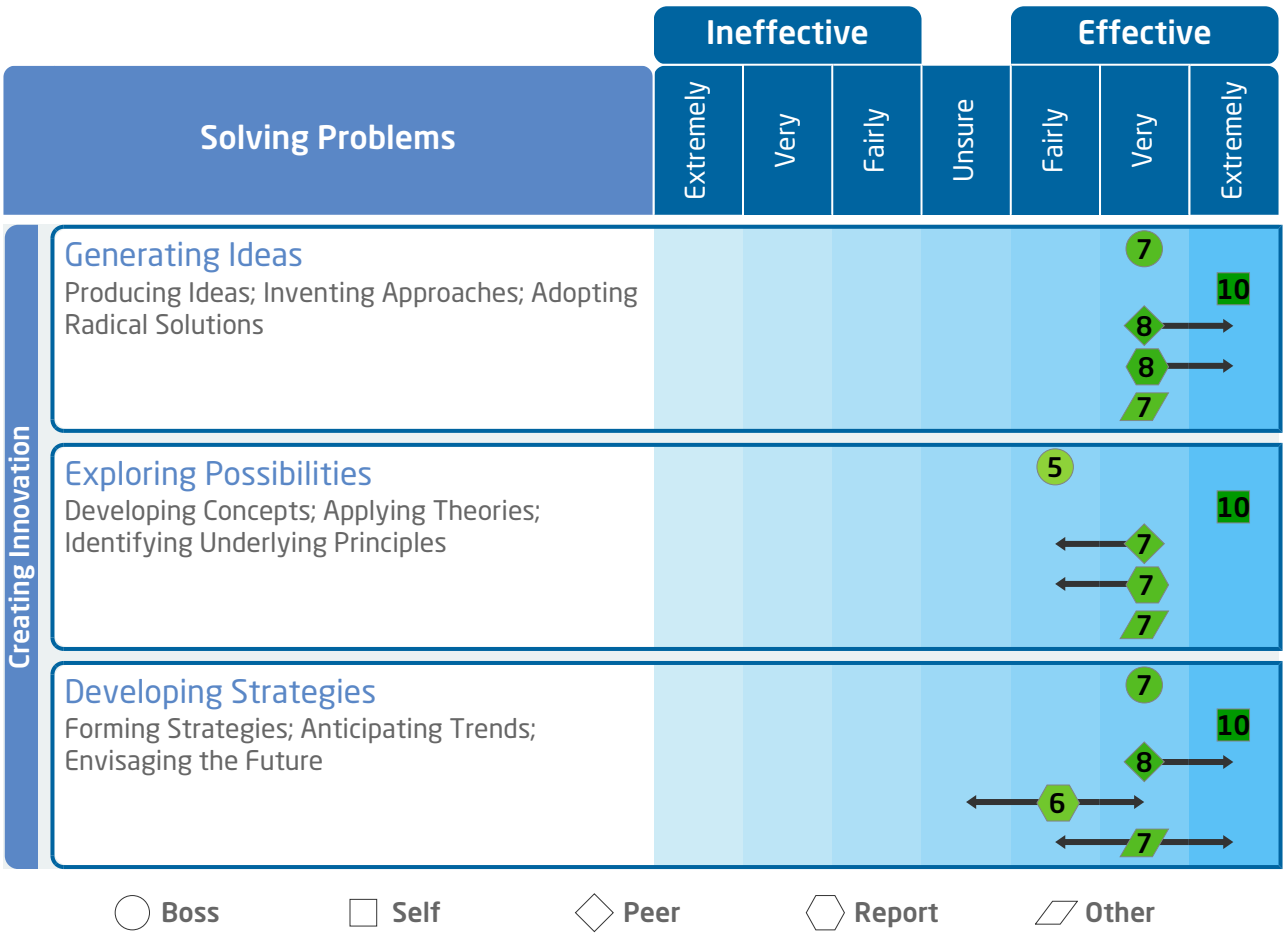
Behavior Profile - Solving Problems



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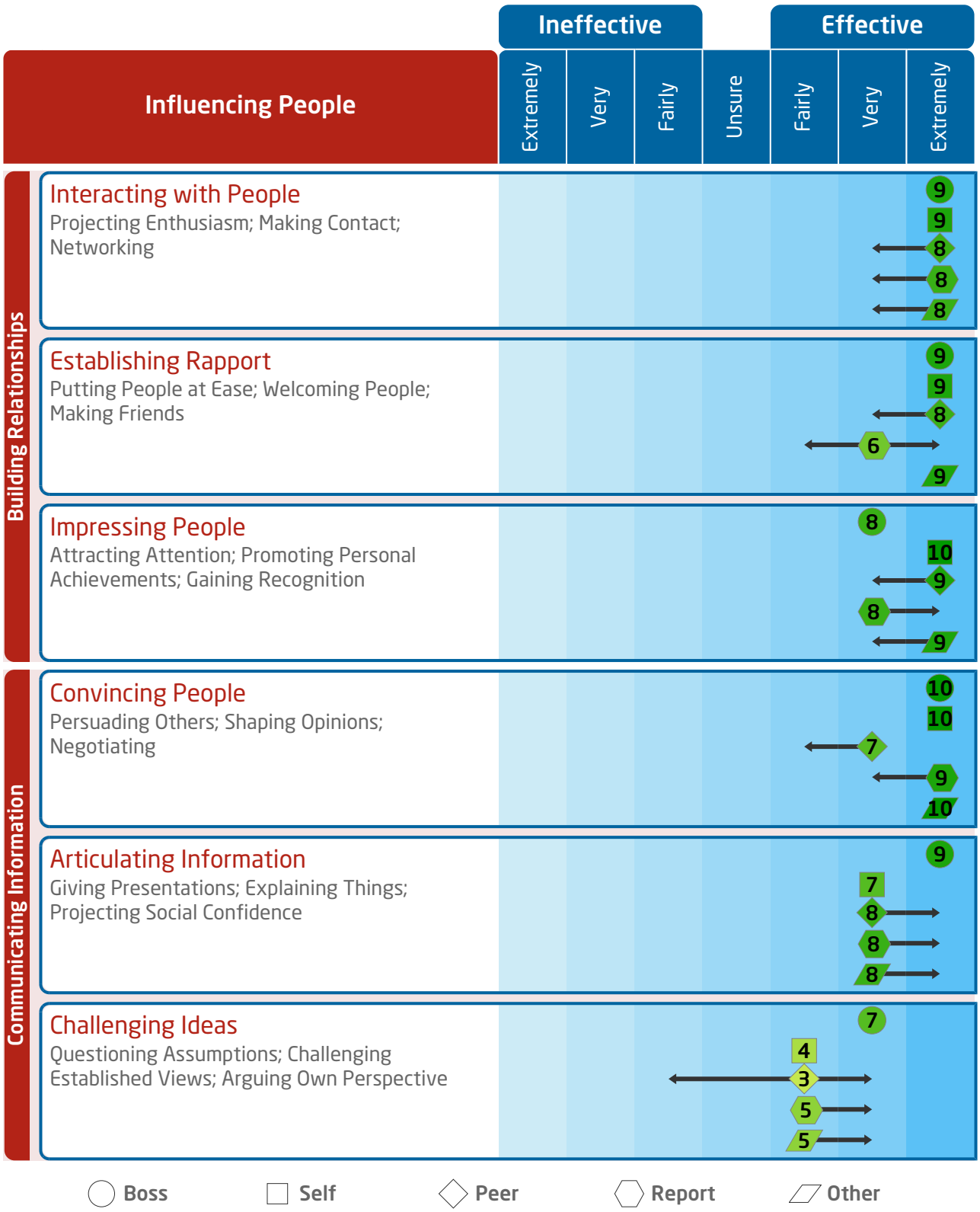
Behavior Profile - Influencing People



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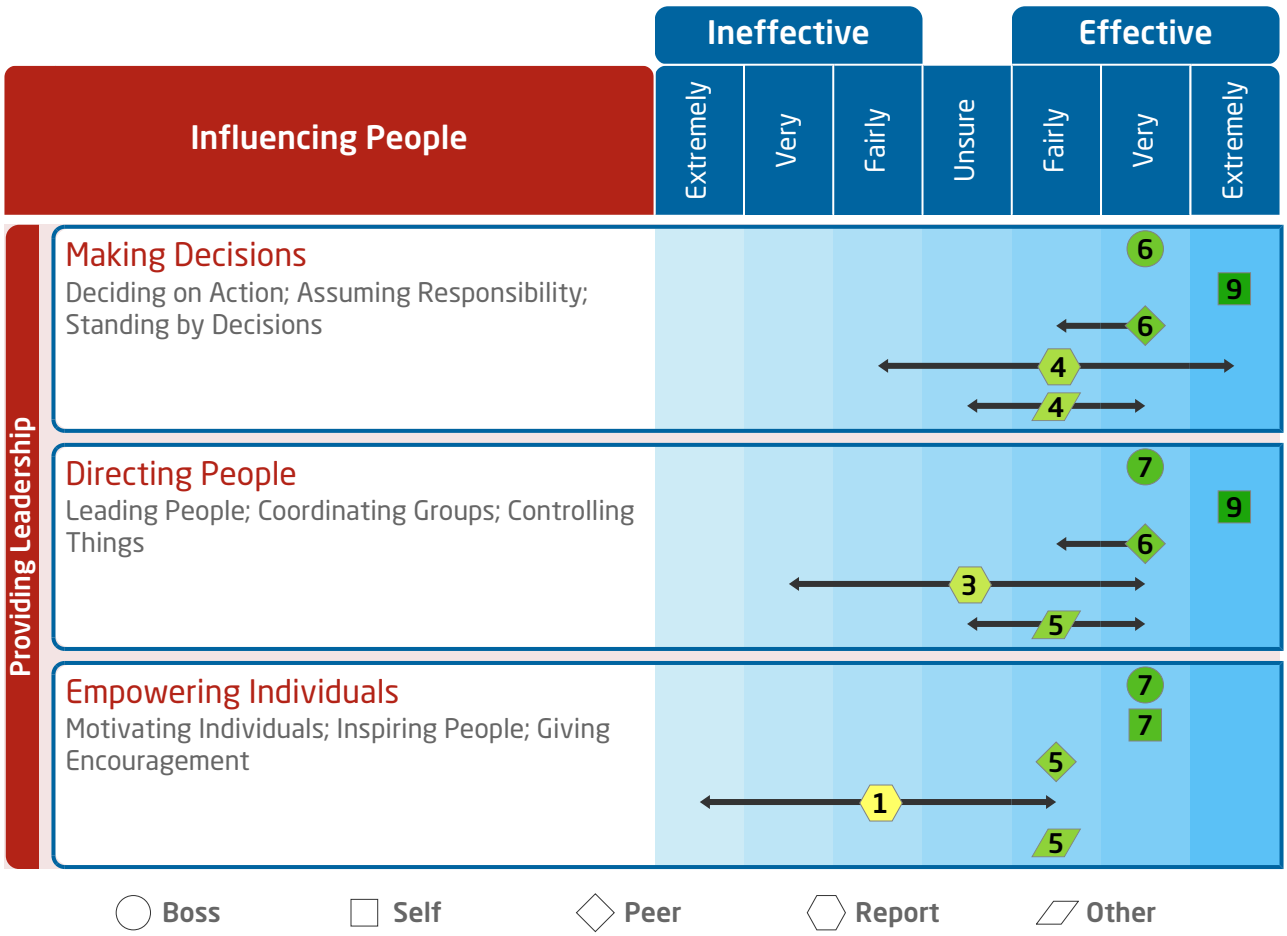
Behavior Profile - Influencing People



Comparison Group: Professionals & Managers (2011)
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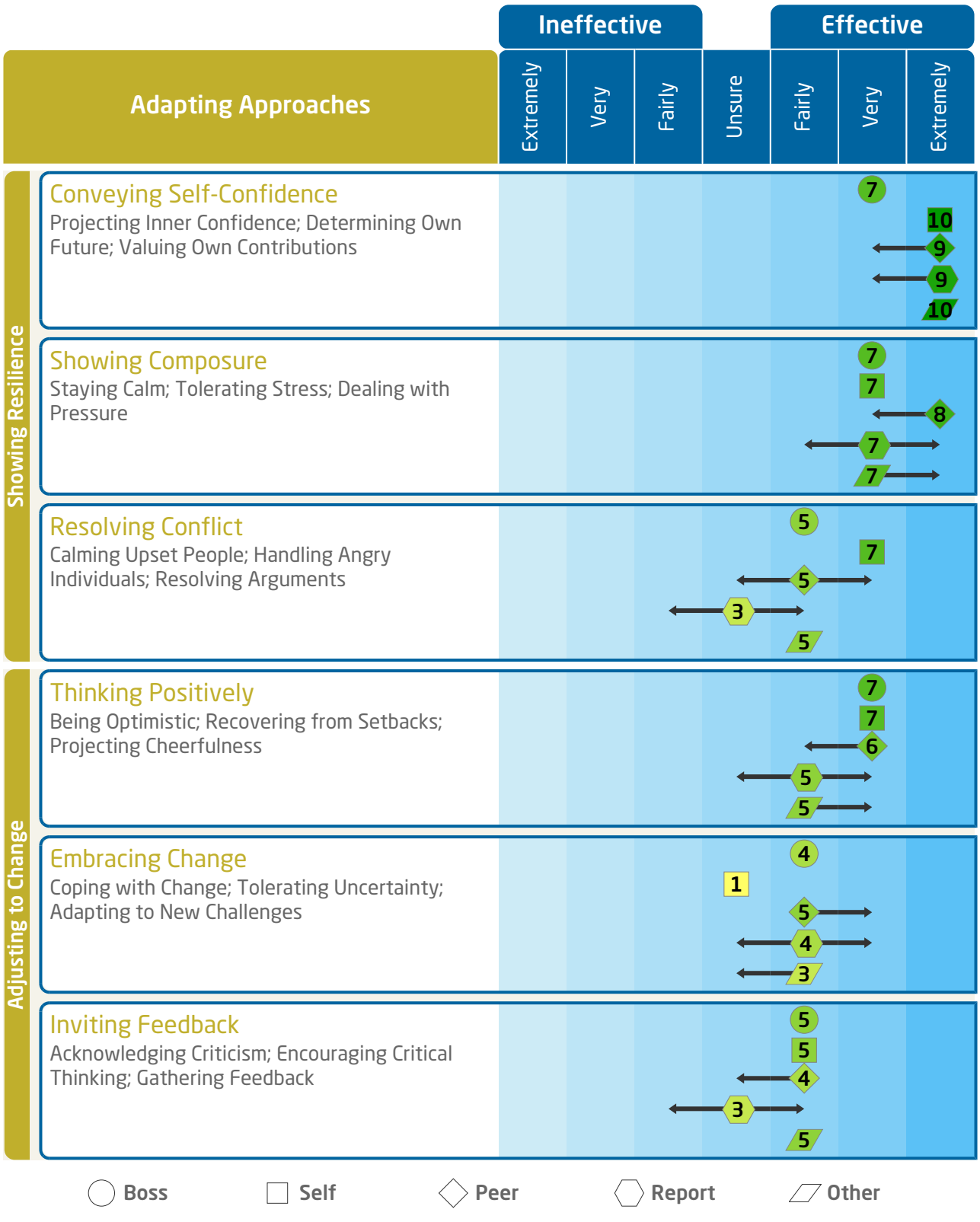
Behavior Profile - Adapting Approaches



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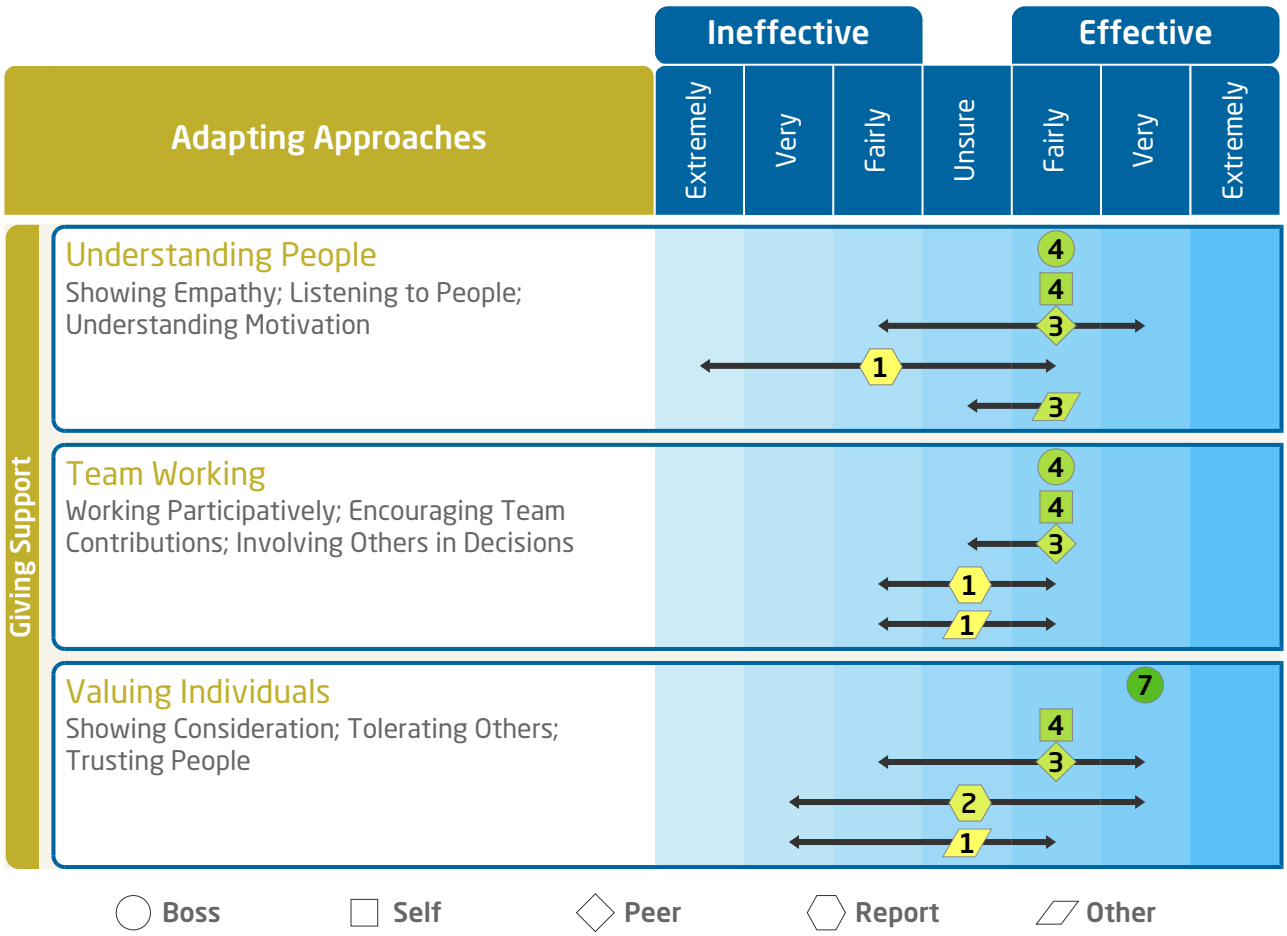
Behavior Profile - Adapting Approaches



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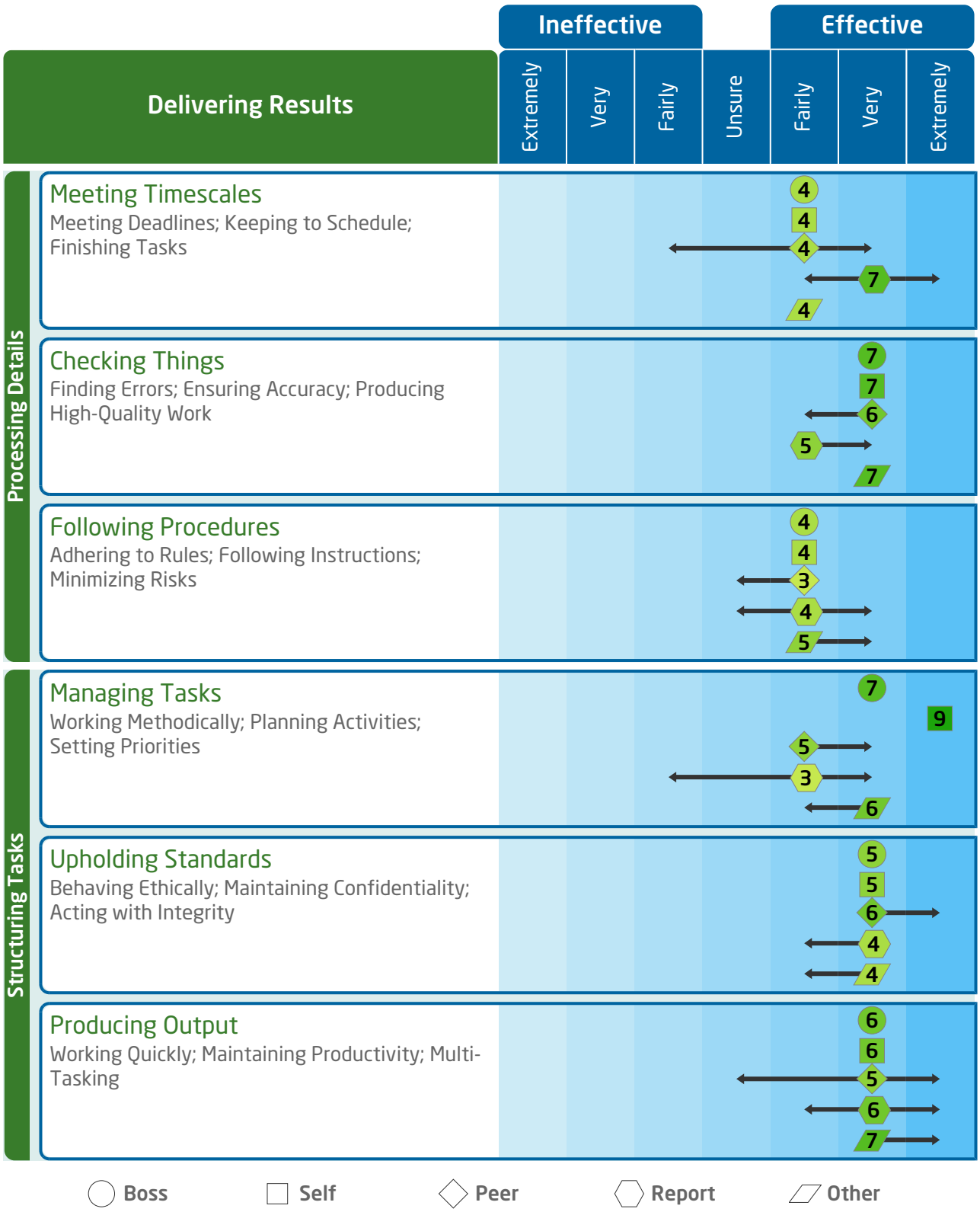
Behavior Profile - Delivering Results



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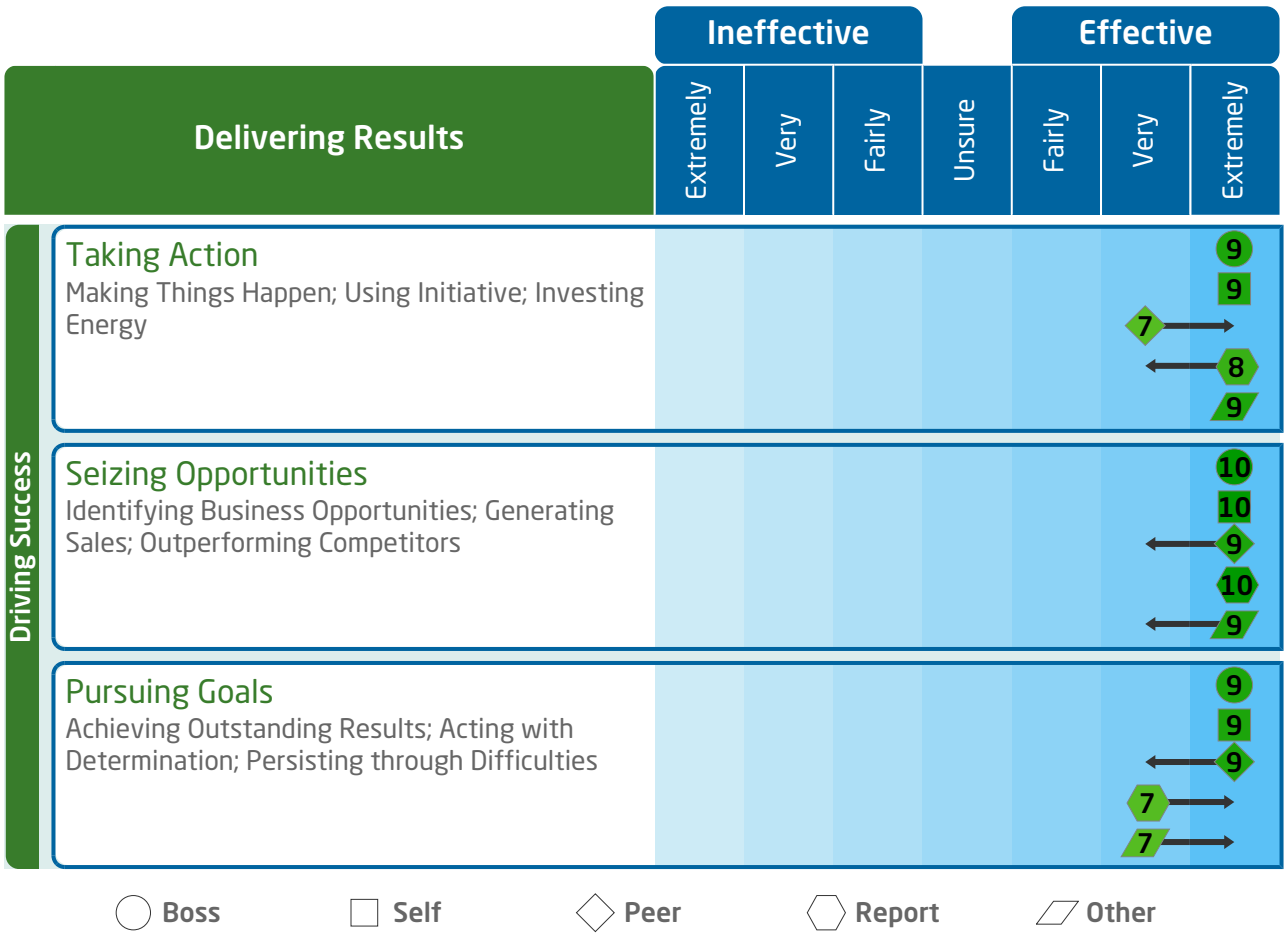
Behavior Profile - Delivering Results



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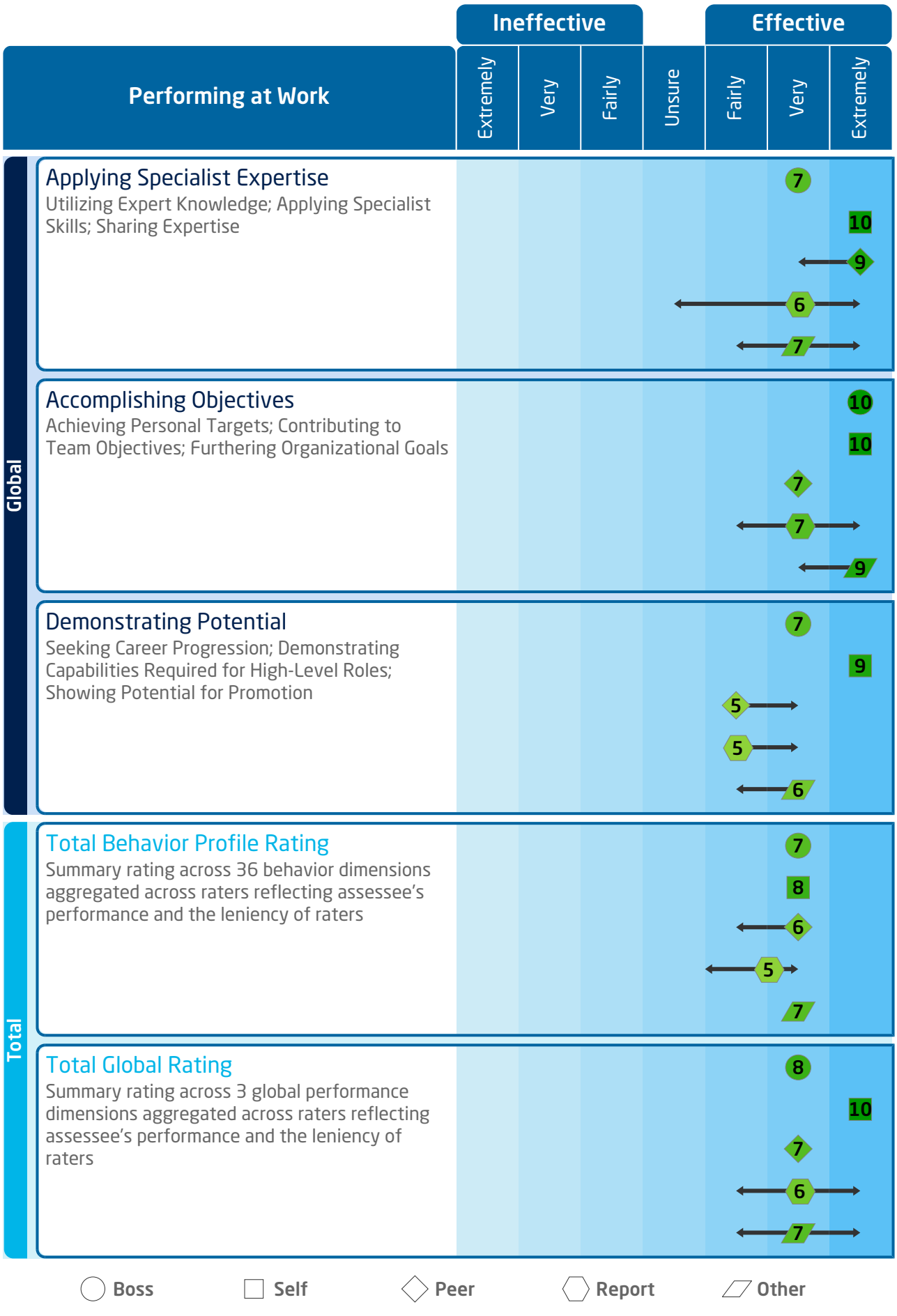
Summary Profile



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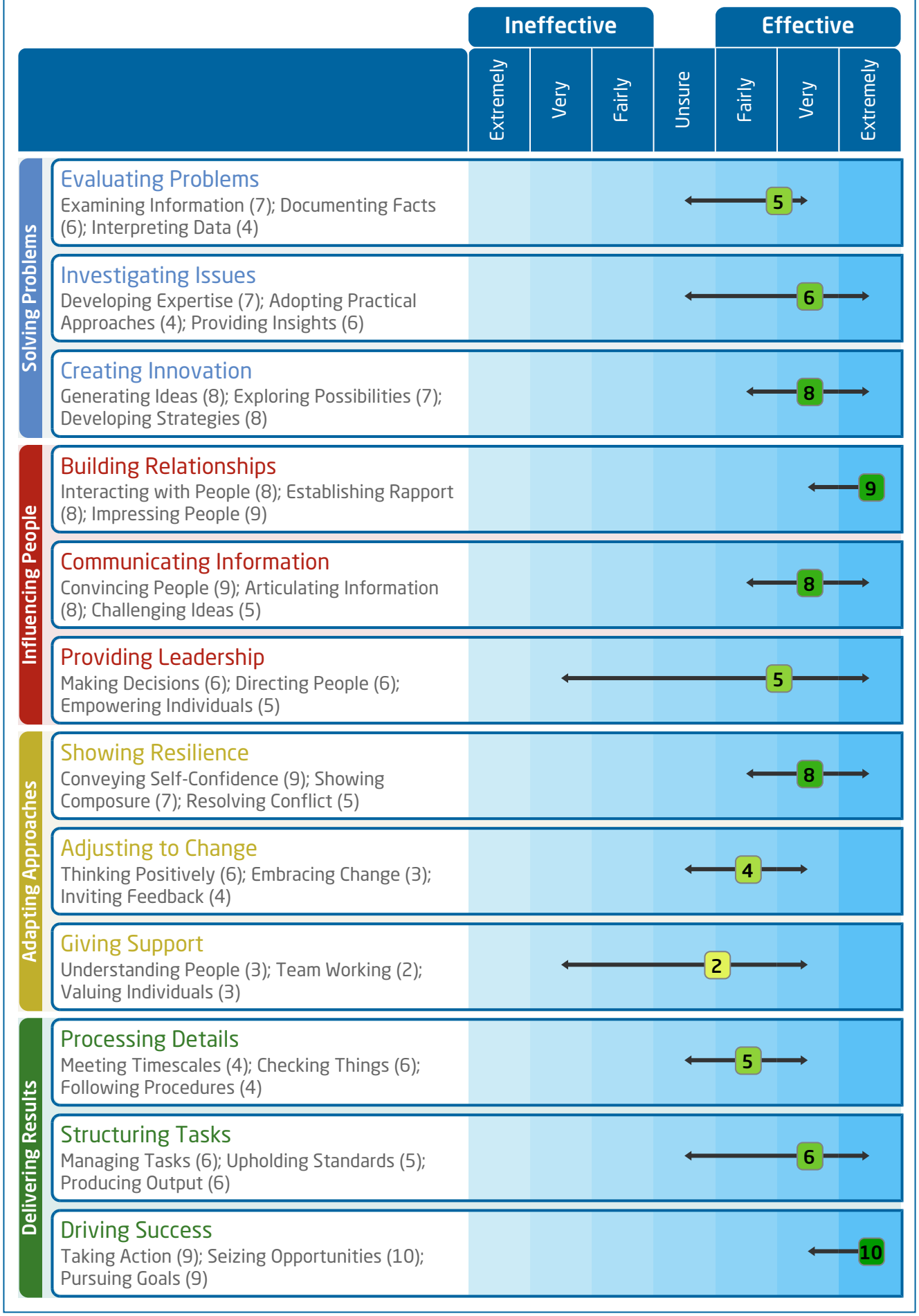
Behavior Overview Profile



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Rater Comments

Sam Jenkins needs to keep doing well at...

Boss 1:	Bringing in new business and achieving sales targets. Sam has brought a lot of energy and enthusiasm to the team and has good working relationships with people across the business as well as with clients.
Self 1:	Meeting targets and building contracts.
Peer 1:	Facilitating good relationships within the department, account management and seeking out new business.
Peer 2:	Uses initiative effectively in order to get projects started and reacts quickly to issues.
Peer 3:	Coming up with innovative ideas with regards to new e-learning approaches. Sam is an effective account manager who liaises regularly with customers.
Report 1:	Achieving targets and demonstrating excellent client relationships.
Report 2:	No comments were made
Report 3:	Generating new leads and new ideas, and having a strong work ethic.
Other 1:	Sam seems to have a really effective communication style when talking to clients.
Other 2:	I'm always impressed by Sam's ability to develop leads and is something which I hope will continue.
Other 3:	No comments were made

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Rater Comments

Sam Jenkins needs to do less of...

Boss 1:	Sam is a passionate individual but sometimes this overrides good judgement - taking a more considered approach could be beneficial.
Self 1:	Talking over people.
Peer 1:	Although Sam comes up with a lot of creative ideas, there is a lack of consideration for the practical implications; this can impact the turnaround of projects and Sam can become quite defensive when challenged on this.
Peer 2:	Sam is an outgoing character who can dominate conversations when there are other valid opinions which could be shared.
Peer 3:	Sam needs to be less independent and more mindful of colleagues and team members.
Report 1:	No comments were made
Report 2:	No comments were made
Report 3:	No comments were made
Other 1:	Sometimes I think Sam can be a bit forceful when talking to others and trying to make the points of an argument clear.
Other 2:	No comments were made
Other 3:	No comments were made

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Rater Comments

Sam Jenkins needs to improve at...

Boss 1:	Sam has made a real impact at Tradigital but in order to continue to progress, a more flexible approach to work needs to be adopted and other people's views should be listened to.
Self 1:	Taking others' views on board.
Peer 1:	Listening to and incorporating colleagues' ideas, particularly during the initial stages of a project.
Peer 2:	Sam could focus more on communicating timescales and informing others of changes.
Peer 3:	Sam needs to feel confident in disagreeing openly and constructively with others; Sam is a knowledgeable individual who copes well with more technical information and could draw upon this more to structure arguments. Being more open-minded to others' suggestions would help to achieve team goals quicker.
Report 1:	No comments were made
Report 2:	No comments were made
Report 3:	Recognizing the contributions the team makes; Sam also has a vast amount of job knowledge which could be shared more freely to help benefit the team.
Other 1:	Allowing other people in the team to contribute more to the final solution.
Other 2:	Collaborating more with colleagues and making use of the skills and knowledge of others.
Other 3:	No comments were made

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