

# Saville Consulting Wave Professional Styles Handbook

## PART 1: OVERVIEW

### Chapter 3: Target Users

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## 3.0 Target Users

Saville Consulting Wave® Professional Styles and Focus Styles were developed to assess styles of individuals across different jobs and levels.

The questionnaire was designed specifically for the age of 16 and over and for use in a work context.

To give an appreciation of the range of job levels for which Wave Styles are appropriate, Wave Styles can be used with the following:

- **Enterprise/Corporate Manager**  
 (Board member of large, multinational enterprise, e.g., Chairperson, Corporate Chief Executive Officer of multinational corporation or enterprise)
- **Group Manager**  
 (Regional Managing Director or President/Vice President with a portfolio of businesses/geographies/product lines, e.g., Managing Director of Eastern Europe, Managing Director of Energy Division, President of Global Software Company, Vice President of Americas Region)
- **Business Manager**  
 (Managing Director or President of a single country or product line or owner of small to mid-size organization, e.g., Managing Director of Poland, President Solar Power Division, Executive Chair/Principal Shareholder Power Trends)
- **Functional Manager**  
 (Manages a business function such as finance or sales, e.g., Information Technology Director, Chief Financial Officer, Vice President of Sales)
- **Senior Manager**  
 (Manages a number of business units or sub functions, e.g., Regional Sales Director, Marketing Brand Director - Product Division, Head of Information Technology - Commercial Systems)
- **Manager**  
 (Manages a business unit, e.g., Bank Branch Manager, Store Manager, Sales Manager, Marketing Product Manager, Shipping Manager)
- **Team Leader**  
 (Manages a small team of individual contributors, e.g., Supervisor, Team Controller, Charge Hand, Customer Service Supervisor, Shift Supervisor)
- **Individual Contributor - Professional**  
 (Manages own work with professional qualification, e.g., Accountant, Electrical Engineer, Research Scientist, Sales Executive)
- **Individual Contributor - Non-Professional**  
 (Manages own work with no professional qualification, e.g., Retail Sales Associate, Customer Service Representative, Machine Operator)

