Wave Personality Questionnaires

The most powerful predictors of workplace performance and potential
Predicting Performance & Potential

The Wave personality questionnaires are the most powerful predictors of workplace performance and potential.

As the market-leading personality assessment, Wave is recognized for:

- possessing the highest validity*
- using the best scoring format to forecast workplace performance**
- being the only tool to identify alignment between work motives and talents
- having the most up-to-date norms for better benchmarking

“The Wave ‘deep-dives’ have provided Prudential with useful information and a high level of validity to add the rigor required and reduce the risk of bad hiring decisions at a senior level.”

PRUDENTIAL

“We are constantly impressed by the value Wave adds to the business. We use the tool and associated reports with our talent throughout their time with us. The fact we are talking the same language at recruitment, onboarding and development means our approach to talent is consistent and better aligned.

This presents a powerful force for the business.”

“Saville Assessment have produced a range of Wave reports that are truly innovative and provide a clear insight into what good looks like for our key roles.”

* Project Epsom: How Valid is your Questionnaire? (2008)
** European Journal of Work and Organizational Psychology (2014); No. 1, 3-30
Wave Personality Questionnaire

Review
27/30
STARS

Years’ Experience &
Motive

Talent

YEAR GLOBAL RESEARCH PROGRAM

Best in class predictor

1. Potential
2. Work Performance
3. Competencies and Strengths
4. Preferred Culture

Focus
Styles

Profes-
sional
Styles

123 New Wave Norms*

* launched in 2017

Used across
52 Countries

50+
Years’ Experience

3 unique deep-dives driving better decisions

16 REPORT OPTIONS
Wave Questionnaires

There are four flagship Wave questionnaires clients can choose from depending on their selection and development requirements.

Wave Strengths is a suite of five behavioral screening questionnaires suitable for volume recruitment projects.

All questionnaires are driven by the Wave model. This extensively-researched model measures the key characteristics that underpin successful workplace performance.

The model is hierarchical, built around 4 clusters, 12 sections, 36 dimensions and 108 facets.

Professional Styles

- **40** Minutes’ Completion Time
- **12** Reports Available

Wave Professional Styles elicits detailed candidate information, lending itself to high-stakes recruitment and senior level development.

Focus Styles

- **13** Minutes’ Completion Time
- **9** Reports Available

Wave Focus Styles is a shorter version of Professional Styles. It retains 80% of the validity and is suitable for talent shortlisting, hiring and development.
Wave Strengths

Wave Strengths is a powerful suite of behavioral screening questionnaires offering a cost-effective approach to volume recruitment.

### Performance 360

<table>
<thead>
<tr>
<th>Minutes’ Completion Time</th>
<th>Reports Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>3</td>
</tr>
</tbody>
</table>

The Performance 360 online assessment enables a range of relevant individuals to rate a colleague’s performance at work and show how the individual perceives themselves.

### Job Profiler

<table>
<thead>
<tr>
<th>Minutes’ Completion Time</th>
<th>Report Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>1</td>
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</tbody>
</table>

The Job Profiler gathers a number of individual perspectives from relevant stakeholders on what is important for new or existing roles.

### Role Type

- Graduate, Management Trainee, Manager & Professional
- Technical Apprentice, Operational Roles in Manufacturing, Engineering, Construction and Transport
- Sales, Marketing, Business Development & Financial Services
- Contact Center, Customer Service, Hospitality & Leisure
- Clerical & Office

### Questionnaire

- Work Strengths
- Operational Strengths
- Commercial Strengths
- Customer Strengths
- Administrative Strengths

### Test Format

- 20
- 10
- 10
- 10
The Wave questionnaires use work-relevant language to ask candidates what they enjoy doing (motive) and what they think they are good at (talent).

The questionnaires use a unique ‘rate and rank’ format eliciting more detailed information about a candidate’s workplace preferences. This avoids central tendency in reports and flat profiles.

Candidates can complete the questionnaires on desktop and mobile devices.
Report Features

The flagship Wave Expert Reports (available from Focus and Professional Styles) are recognized for their sophisticated level of data, presented in a user and administrator-friendly format.

Response Summary – Illustrates how a candidate has interacted with the questionnaire. In-built checks and balances highlight how favorably a candidate has rated themselves and if there are any inconsistencies to probe.

<table>
<thead>
<tr>
<th>Response Summary</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratings Acquiescence</td>
<td>Highly</td>
<td>Low</td>
<td>Moderate</td>
<td>Moderate</td>
<td>High</td>
<td>Very High</td>
<td>Very Low</td>
<td>Fairly High</td>
<td>Fairly Low</td>
<td>Extremely Low</td>
</tr>
<tr>
<td>Consistency of Rankings</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Normative-Impulsive Agreement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motive-Talent Agreement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

Performance Enhancers
- where the ability to get rapidly to the core of issues and readily identify solutions to problems is highly valued
- where people are encouraged to assume responsibility for important decisions and decisiveness is valued characteristic
- where creativity and innovation are encouraged and radical ideas and solutions welcomed
- where heated debate is valued and people are encouraged to challenge ideas, argue and voice disagreements openly
- where there is a strong results focus and determination to succeed, no matter what, and people are rewarded for achieving outstanding results
- where there is a strong strategic focus, it is seen as desirable to have a clear vision for the future and strategic thinking capability is highly valued
- where the development of theoretical ideas and concepts is encouraged
- where there is the opportunity to take on leadership responsibilities and have control over other people and resources

Performance Inhibitors
- where the ability to get rapidly to the core of issues and readily identify solutions to problems is low
- where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
- where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
- where dissent is frowned upon and people are discouraged from challenging ideas and voicing disagreements
- where the urge to achieve outstanding results is not great and people seldom persist in the face of difficulties
- where the focus is short rather than long term, tactical rather than strategic
- where there is little interest in the application of theoretical ideas and models and people are given little time to explore different options and possibilities
- where there is little opportunity for taking on leadership responsibilities or directing other people

Competency Potential Profile

<table>
<thead>
<tr>
<th>Competency Description</th>
<th>Potential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluating Problems</td>
<td>Fairly High</td>
</tr>
<tr>
<td>Investigating Issues</td>
<td>Fairly High</td>
</tr>
<tr>
<td>Creating Innovation</td>
<td>Extremely High</td>
</tr>
<tr>
<td>Building Relationships</td>
<td>Average</td>
</tr>
<tr>
<td>Communicating Information</td>
<td>Very High</td>
</tr>
<tr>
<td>Providing Leadership</td>
<td>High</td>
</tr>
<tr>
<td>Showing Resilience</td>
<td>Average</td>
</tr>
<tr>
<td>Adjusting to Change</td>
<td>Average</td>
</tr>
<tr>
<td>Giving Support</td>
<td>Very Low</td>
</tr>
<tr>
<td>Processing Details</td>
<td>Extremely Low</td>
</tr>
<tr>
<td>Structuring Tasks</td>
<td>Extremely Low</td>
</tr>
<tr>
<td>Driving Success</td>
<td>Very High</td>
</tr>
</tbody>
</table>

This report gives Chris Park’s areas of greater and lesser predicted potential based on our extensive international database linking Saville Assessment Wave to work performance.

Predicted Culture/Environment Fit – Indicates the aspects of the culture, job and environment likely to enhance or inhibit a candidate’s workplace performance.
The four-page Full Psychometric Profile in the Wave Professional Styles Expert Report dives deep into a candidate’s workplace potential and preferences.

It helps eliminate central tendency (‘flat profiles’ with limited score range) and is extremely powerful for:

- distinguishing between high-caliber candidates
- conducting interviews
- providing feedback
- development and coaching

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### Full Psychometric Profile - Delivery Cluster

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Delivery</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conscientious</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reliable</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Meticulous</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Conforming</td>
<td></td>
<td>3</td>
</tr>
</tbody>
</table>

| Structured |          |       |
| Organized |          | 1     |
| Principled |          | 2     |
| Activity Oriented | | 3     |

| Driven |          |       |
| Dynamic |          | 4     |
| Enterprising | | 5     |
| Striving |          | 6     |
Deep Dives

The Wave assessment is unique in profiling three deep dives which sit beneath overall scores.

Facet Ranges

Highlight where an individual has a more unusual spread or range of scores across three facets.

Motive-Talent Splits

Highlight where there is lack of alignment between an individual's motive and talent on a Wave dimension (Professional Styles) or section (Focus Styles).

Normative-Ipsative Splits

Highlight where there is a significant difference between how an individual has rated and ranked themselves on a Wave dimension (Professional Styles) or section (Focus Styles). This can indicate potential under/over self-evaluation.
Wave Reports - Applications

**Hire Talent**

*Improve Quality of Hire*
Pinpoint the drivers for success, identify the right people for the right roles and maximize talent acquisition metrics.

**Clients use Wave reports for:**
- Defining Success
- Shortlisting Candidates
- Experienced Hires
- Devolved Recruitment

**Build Talent**

*Maximize Talent Effectiveness*
Identify potential, develop performance, create agile teams and improve workplace productivity.

**Clients use Wave reports for:**
- Talent Audits
- Onboarding
- Individual Capability
- Team Effectiveness
- Performance Development
- Engagement & Retention

**Lead Talent**

*Transform Leadership Effectiveness*
Identify, select and develop leaders who will create the most positive impact on your organization and accelerate exceptional results.

**Clients use Wave reports for:**
- Leadership Selection
- Leadership Development
- Identifying Leadership Risk
- Identifying Entrepreneurs
- Identifying Future Leaders
Report Options

The integrated suite of Wave reports are accessible to all individuals involved with Hiring, Building and Leading Talent. Expert reports require Wave accreditation training to confidently interpret the deep level of detail provided, while other reports can be accessed with the support of interactive user guides.

### Professional Styles Expert Report
- **Comprehensive 12-page report** for distinguishing between high-level individuals. Depth of information provided adds rigor to selection decisions and development planning.
  - **Powered by Wave Professional Styles**
  - **Accreditation Training Required**
    - Experienced Hires, Shortlisting Candidates
    - Talent Audits, Performance Development, Engagement & Retention, Individual Capability
    - Leadership Selection, Leadership Development, Identifying Future Leaders

### Focus Styles Expert Report
- **7-page report** exploring the information of the unique deep dives in a summarized format. Ideal for candidate shortlisting, hiring and development.
  - **Powered by Focus Styles**
  - **Accreditation Training Required**
    - Shortlisting Candidates
    - Talent Audits, Performance Development, Engagement & Retention, Individual Capability

### Work Roles Report
- Identifies an individual’s most and least preferred work roles. Practical advice on how to leverage your preferred work roles across teams, projects and colleagues for maximum performance.
  - **Powered by Wave Focus and Professional Styles**
  - **Supporting User Guide Provided**
    - Team Effectiveness, Individual Capability, Engagement & Retention, Performance Development
<table>
<thead>
<tr>
<th>Report Type</th>
<th>Description</th>
<th>Features</th>
</tr>
</thead>
</table>
| Interview Guide     | User-friendly report for recruiters and managers to structure interviews. Uses powerful data to probe areas of concern and verify candidate strengths.                                             | ![Powered by Wave Focus and Professional Styles](image)  
 ![Supporting User Guide Provided](image)  
 Devolved Recruitment, Shortlisting                                    |
| Line Manager Report | Perfect for individuals unfamiliar with psychometrics who are involved in hiring decisions. Illustrates a candidate's behaviors, potential and cultural fit.                                                      | ![Powered by Wave Focus and Professional Styles](image)  
 ![Supporting User Guide Provided](image)  
 Devolved Recruitment                                                    |
| Personal Report     | Candidate report providing high-quality and straightforward feedback. Can stand alone or in conjunction with telephone or face-to-face feedback.                                                                     | ![Powered by Wave Focus and Professional Styles](image)  
 ![Supporting User Guide Provided](image)  
 Applicant feedback (successful and unsuccessful)  
 Coaching                                                               |
| Sales Reports        | Integrated suite of five reports which identifies and develops individuals with the potential to be great sales people.                                                                                       | ![Powered by Wave Professional Styles](image)  
 ![Expert Option Available Requiring Training](image)  
 Experienced Hires, Shortlisting, Devolved Recruitment  
 Individual Capability, Performance Development, Talent Audit, Engagement & Retention |
**Wave Personality Questionnaire**

The first report to go beyond competencies and link behavior to organizational outcomes. Identifies where your leaders are most likely to create impact across nine key business areas.

*Powered by Wave Professional Styles*  
*Accreditation Training Required*

- Leadership Selection, Leadership Development, Identifying Future leaders

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**Entrepreneurial Report**

Powerful predictor of the potential to add value to an organization through entrepreneurial talent and vision.

*Powered by Wave Focus and Professional Styles*  
*Supporting User Guide Provided*

- Identifying Entrepreneurs

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**Leadership Impact Report**

The first report to go beyond competencies and link behavior to organizational outcomes. Identifies where your leaders are most likely to create impact across nine key business areas.

*Powered by Wave Professional Styles*  
*Accreditation Training Required*

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**Onboarding Report**

Accelerates time to productivity of new employees. Aligns strengths and challenge areas against business demands for focused objectives.

*Powered by Wave Focus and Professional Styles*  
*Supporting User Guide Provided*

- Devolved Recruitment
- Onboarding, Engagement & Retention
Wave Personality Questionnaire

**Job Profiler**

Displays the ratings of a range of relevant stakeholders for a colleague's performance, driving powerful feedback and coaching activity.

*Powered by Wave Performance 360*
*Accreditation Training Required*

- Performance Development, Talent Audits, Individual Capability
- Leadership Development

**Performance 360**

**Leadership Impact 360**

Gathers feedback from a range of key stakeholders on a leader's impact across nine critical business areas. A powerful leadership development tool providing a holistic view of leadership impact.

*Powered by Leadership Impact 360*
*Accreditation Training Required*

- Leadership Development

**Leadership Risk**

Identifies unintended risk areas of leadership and how to mitigate them. Provides valuable insight into the influence they can bring to the individual, organization and culture.

*Powered by Wave Professional Styles*
*Supporting User Guide Provided*

- Identifying Leadership Risk
A selection of our clients

Whether it is early-careers recruitment or leadership development, local authority or multinational corporation; we help all our clients Hire, Build and Lead their talent.

Working with us

Global Reach
Representatives in 80 countries and assessments in over 40 languages equip us to support your projects globally.

Customer Service
Our client support team and seven-days-a-week bureau service are committed to exceeding client and candidate expectations.

Pricing
We offer a clear and simple pricing model. Our range of assessments allows the freedom to create a package suited to your requirements and budget.
Tiffany Shortridge, Ph.D.

+1 864 633 9851

tiffany.shortridge@willistowerswatson.com