



# How to use the Environment Fit Report

An interactive journey through the report



## About the Environment Fit Report

The Environment Fit Report provides high quality and straightforward feedback to individuals on the results of a Strengths assessment. The report helps the individual better understand the aspects of the culture, job and environment that are likely to enhance or inhibit their performance in the workplace.

The report is designed to stand alone but could be accompanied by a telephone or face-to-face discussion. It is accessible to individuals without an in-depth understanding of psychometric assessments and is designed for use in recruitment and onboarding. The report is complimentary with the purchase of a Strengths profile report or Interview Guide and can be sent to candidates automatically from the assessment platform, providing an efficient yet highly effective feedback process.

The report can help to:

- **Communicate** feedback in a clear, concise and transparent manner
- **Build** understanding of possible mismatch
- **Develop** self-awareness
- **Encourage** self-development
- **Ensure** candidates receive feedback regardless of time constraints

# The Report

The Environment Fit Report provides information on aspects of the job, environment and culture that are likely to enhance or inhibit an individual's success in the workplace. Feedback is based on an individual's top eight behavioural strengths and the report presents likely performance enhancers and associated performance inhibitors for each one of these strengths.

Page three of the report provides information about the report. The benchmark group used in scoring is also detailed and this is shown in the footer of each page throughout the report.

Predicted Culture/Environment Fit	
Based on extensive Saville Assessment research linking work place culture and the styles of individuals, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Chris Park's success:	
Performance Enhancers	
+	where the ability to get rapidly to the core of issues and readily identify solutions to problems is highly valued
+	where there is a strong results focus and determination to succeed, no matter what, and people are rewarded for achieving outstanding results
+	where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
+	where heated debate is valued and people are encouraged to challenge ideas, argue and voice disagreements openly
+	where energy levels are high, there is a strong action orientation and people are rewarded for taking the initiative and making things happen
+	where creativity and innovation are encouraged and radical ideas and solutions welcomed
+	where there is the opportunity to take on leadership responsibilities and have control over other people and resources
+	where commercialism and entrepreneurialism are valued and the emphasis is on identifying business opportunities and outperforming the competition
Performance Inhibitors	
-	where little value is placed on providing new insights and identifying potential improvements
-	where the urge to achieve outstanding results is not great and people seldom persist in the face of difficulties
-	where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
-	where dissent is frowned upon and people are discouraged from challenging ideas and voicing disagreements
-	where energy levels are low and people show little initiative
-	where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
-	where there is little opportunity for taking on leadership responsibilities or directing other people
-	where the culture is non-commercial, non-competitive and non-profit oriented

About this Report
This report is based upon the Work Strengths assessment, which explores an individual's strengths in critical work areas.
The results are based on a comparison with an international group of over 13,000 professionals and managers.
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 Assessment software systems. It has been derived from the results of a questionnaire completed by the respondent, and reflects the responses they 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.

< Click on the hotspots to zoom in

## Using the Environment Fit Report

### Individuals: Feedback

- Encourage individuals to read through their reports.
- Invite them to consider their performance enhancers:
  - When have they worked in these sorts of environments? What did they enjoy most about these environments? What industries, organisations or jobs might best match these?
- Encourage them to consider their performance inhibitors:
  - When have they worked in these sorts of environments? What impact did it have on their performance? What industries, organisations or jobs might they want to avoid, based on the feedback provided?

### Onboarding: Managers

- Read through the individual's report.
- Consider how similar the working environment is to the individual's performance enhancers, identifying where there is strong fit and how to optimise the environment.
- Check performance inhibitors for potential culture mismatch and consider how to mitigate potential difficulties.
- Is there anything else you can do to create an environment that aligns to their performance enhancers?
- Discuss the report with the individual within their first week and agree on some key action points that will support their onboarding.

## Next Steps

If your organisation already uses Wave, speak to your administrator to access the assessments. If your organisation is new to Wave, contact one of our [consultants](#) to discuss how we can get you set up.

Please also contact one of our [consultants](#) if you are interested in customising the content of the report to align with your competency or values framework.



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Availability:

## Contact Us

If you have any questions, or want to make an enquiry about any of our products or services, please fill in the form and a member of the Saville Assessment team will get in touch as soon as possible.

Full Name

Company

Email

Phone

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