

Assessment Updates Oasys Information

Adding Predicted Culture/Fit to

Wave Focus Styles and Professional Styles Personal Reports

What is it?

















Following feedback and client requests, we have decided to add the information contained within the 'Predicted Culture/Environment Fit' page to the back of Wave Focus Styles and Wave Professional Styles Personal Reports. Currently this information is only available from Focus Styles and Professional Styles within the Expert or Line Manager Reports.

There will be no change to the pricing of the Personal Report in relation to this.

This update will:

- Enable organizations to share culture/fit information with candidates who may not be scheduled to have in-depth expert report feedback
- Provide candidates with valuable information on environment fit for job roles where they are successful or unsuccessful
- Give extra value to users of the Personal Report.



Predicted Culture/Environment Fit	
Based on extensive Saville Assessment research linking the styles of individuals to culture at work, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Jo Wilson's success:	
Performance Enhancers	
	where self confidence is regarded as an asset and people are encouraged to know their own worth and take responsibility for their own workload
	where the ability to make a persuasive case is highly valued and influence is by means of persuasion and negotiation rather than the exercise of authority
	where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
	where there is the opportunity to be the centre of attention and people are aware of one's achievements and status
	where commercialism and entrepreneurialism are valued and the emphasis is on identifying business opportunities and outperforming the competition
	where the ability to explain things clearly and confidently is highly valued and there are frequent opportunities for giving formal presentations
	where energy levels are high, there is a strong action orientation and people are rewarded for taking the initiative and making things happen
	where there are numerous opportunities for making new contacts and developing relationships, and good networking is seen as a key to success
Performance Inhibitors	
	where self confidence is equated with arrogance and denigrated, and people are discouraged from taking control of their own workload
	where influence is by means of command and control rather than by persuasion and negotiation
	where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
	where one is in a low profile position and achievements go unrecognised
	where the culture is non-commercial, non-competitive and non-profit oriented
	where relatively little importance is attached to the ability to explain things well and there are few opportunities for giving presentations
	where energy levels are low and people show little initiative
	where there are few networking opportunities

When will this update be released?

The report update will happen automatically when we release the upgrade. This is currently scheduled for Q1-2020.

Clients will not be required to take any action. If you are mid-way through a project when the change is released, the updated report version will be available to you by downloading the report again from your Oasys platform (it will not need to be regenerated).

Should you require more information on this update, please contact assessment.updates@savilleassessment.com.