Wave Focus Styles

Feedback Form

Feedback given by: _____

Feedback observed by: _____

Setting the Scene

☐ Purpose ☐ Experience When Completing ☐ Agree Objectives ☐ Clarify Potential Next Steps

☐ Time Available ☐ Confidentiality & Data Storage ☐ Past History ☐ Current Role ☐ Aspirations

Saville Assessment Wave

☐ Self Report but Powerful Prediction ☐ Comparison Group ☐ Scores/Scales Explained

☐ Behavioural Styles ☐ Overview of 4 Clusters ☐ Levels of Detail (C=4, S=12, F=36)

Response Summary

☐ Ratings Acquiescence ☐ Consistency of Rankings ☐ N - I Agreement ☐ Motive-Talent Agreement

Explanation

Facet or sections introduced clearly & simply? How easy was move from one area to the next? Correctly described normed scores? Allowed the candidate to talk and thinking time? Ensured understanding? Appropriate language, e.g. self-report language?

Facet Ranges:

training

Motive-Talent Splits:

Normative-Ipsative Splits:

Questioning/Probing Style

Clear work-focussed questions asked? Open question style? Avoiding leading, multiple questions? Prepared to confront/explore? Asked for relevant examples?

Summary of Style

Made links between profile and conversation, and information obtained in introduction? Made links between different report areas? Discussed development needs? Summarised conversation? Open posture and gestures? Active listening Skills? Responsive to candidate? Avoided value judgements?