

## Oasys User Comms

### Launch of 2021 Wave and Work Strengths Norms

### Launch of 2021 Analysis Aptitude Norms

#### Accessing Norms on Oasys

Our new and updated 2021 norms for the Analysis Aptitude range, Wave and Work Strengths will be launching from the 2<sup>nd</sup> March 2021.

For Oasys clients, the new norms will be added to platforms automatically based on the norm levels and regions/countries currently loaded on platforms.

Older norms will initially remain on all platforms but will be 'hidden' from view at the report generation stage. This is to ensure that the new 2021 norms can be easily found and to avoid extremely lengthy lists to scroll through when choosing norms.

Please close off any projects that are using older Wave, Work Strengths or Analysis Aptitude norms, and open new projects using the 2021 norms.

For any integration projects, our Integration Support team will be in contact with you to manage the switch to the 2021 norms.

The following change will appear in Oasys when the new norms are released. The functionality to enable older norms to be viewed in new projects via the tick box will remain on platforms for three months. After this time, only 2021 norms will be available when a new project is created.

#### 'Generate Reports' page:

**Generate Reports: Trial Project**

This screen allows you to select the report options you wish to generate and then find the participants that you can produce the required reports for. Select the options and select 'Find Matching Participants'. Now you have selected the participant you wish to produce the report on, this screen allows you to select the report options you wish to generate.

**Report Options:**

Select the report(s) you require (Use Ctrl + click to select multiple):

Select Report:\*

- Professional Styles Entrepreneurial Potential Report V4
- Professional Styles Expert Coaching Report
- Professional Styles Expert Development Report
- Professional Styles Expert Leadership Risk Report
- Professional Styles Expert Report V4

Select Back

Select the instrument to use for this report:

Report	Instrument
Professional Styles Expert Report V4	Professional Styles (IA)
Swift Analysis Aptitude & Pace (Rx) Report	Swift Analysis Aptitude-Rx (IA)

Select Back

Select the norm group to use for this report:

Report	Instrument	NormGroup	Show old norms, where available
Professional Styles Expert Report V4	Professional Styles (IA)	Professionals & Managers (INT, IA, 2021)	<input type="checkbox"/>
Swift Analysis Aptitude & Pace (Rx) Report	Swift Analysis Aptitude-Rx (IA)	Professionals & Managers (INT, IA, 2021)	<input type="checkbox"/>

Select Back

At the choose Norm Group stage, the user will have available the latest 2021 norms.

If you are mid-project and need to generate a report using an older norm, you can choose the older norm by selecting this box.

## FAQs

### When will the new norms be available?

The new Wave, Work Strengths and Analysis Aptitude norms will be added to platforms from the **2<sup>nd</sup> March 2021**, if you have the relevant Wave and/or Analysis Aptitude instrument.

The International, UK and US norms will be released first (see Appendix for details), followed by regional norms, and then country norms.

### What new norms will be available?

Matrices for the new International, UK and US norms showing their names, sample sizes and reports that they will be available for are shown in the Appendix of this document.

Similar matrices for the regional and country norms will be added to the Members Area once available.

### Which languages will the new norms be available in?

The new International norms can be used with all language versions of the reports. The new regional and country norms that will follow can be used with the relevant report languages.

Note: norms can be generated for any report languages, but will only display translated names and descriptions for relevant report languages

The new norms will be available for translated reports as soon as the norms are launched.

### How different are the new Wave and Work Strengths norms?

We are producing norm comparison documents which will display how the 2017 norms compare to the updated 2021 versions. These will be saved in the Members Area of the website. Overall, the 2021 norms are broadly similar to the 2017 norms.

### How different are the new Analysis Aptitude norms?

We are producing norm comparison documents which display how the 2015 norms compare to the updated 2021 versions. These will be saved in the Members Area of the website. Overall, the 2021 norms are broadly similar to the 2015 norms.

In addition to the current 2015 norms being updated, there will be new core Individual Contributor and Mixed Occupational Group level norms for the Analysis Range.

### Will clients still have access to the old norms?

#### Oasys Clients

The older norms will still be on Oasys platforms but will be 'hidden' from view at the report generation stage to ensure that the new 2021 norms can be easily found. If the older norms are required, they will initially be available to be chosen by using the 'Show old norms' tick box. This functionality will be removed after three months, at which time all new projects must be created using the 2021 norms.

Oasys clients should close off any older projects that are using older norms and open new projects using the 2021 norms.

For any integration projects, we will be in contact with you to manage the switch to the 2021 norms.

## **Bureau Clients**

The Bureau Request Form will reflect the latest available norms and all new projects will be set up using the 2021 norms from the 2<sup>nd</sup> March 2021.

Please advise us if you are about to set up a large project that may run over a lengthy period of time between now and the 2<sup>nd</sup> March 2021.

## **How do we compare candidates between projects using the older norms and the new 2021 norms?**

Candidates should **not** be directly compared using different norms. When setting up new projects and processes for 2021, the new 2021 norms should be used. For projects and processes that are ongoing, please look to identify the point at which norms can be transitioned to 2021, e.g., when you have a new cohort of candidates and do **not** need to compare one candidate to another on a different norm.

We would urge all clients to create new projects each year instead of continually adding candidates to older projects to ensure that they are able to fully benefit from the most up-to-date versions of reports, instruments and data sets.

## **What implications do the 2021 norms have for bespoke reports?**

### **Bespoke report + bespoke model**

If you have a bespoke report with a bespoke model, your report will **not** automatically have the new norms available. This is a manual process which can commence after the general launch on the 2<sup>nd</sup> March 2021. It will be upon request and prioritized by usage. Client requests to update to the 2021 norms for bespoke reports with bespoke models should be sent to your Account Manager and will be done on a like for like replacement basis. Any additional norms would be chargeable.

### **Bespoke report + standard model**

For any bespoke reports which use our standard model, the report will show the 2021 norms by default but you will initially have access to the older norms as per the standard Wave reports.

## **Is it possible to regenerate Wave or Analysis Aptitude reports using new 2021 norms if the report was previously generated using older norms?**

Yes, it is possible to regenerate reports using the 2021 norm for no extra charge.

## **Can I choose not to update to the 2021 norms?**

No, we periodically carry out a phased retirement of our older norms.

The new and updated norms ensure clients benefit from:

- more robust, up-to-date and representative norm groups
- increased face validity

## Where can I find detailed information about the 2021 norms?

Details of the new norms being released can be found in the relevant Wave and Aptitude norm matrices (see Appendix for details). Full norm description documents are currently being finalized and will be available on the Members Area prior to the release of our new norms.

Please direct any questions you may have concerning the launch of our 2021 norms to [assessment.updates@savilleassessment.com](mailto:assessment.updates@savilleassessment.com).

## Appendix

### Wave Professional Styles 2021 Norms – International, UK and US

Core	Norm	Sample Size	Work Roles*	Resilient Agility*	Leadership Impact & Risk*
International	Professionals & Managers	24,827	✓	✓	✓
	Graduates - All	30,470	✓		
	Graduates - Recent	9,652	✓		
	Senior Managers & Executives	18,171	✓	✓	✓
	Individual Contributors	16,337	✓	✓	
	Mixed Occupational Group	24,186	✓		
	Sales	7,863			
UK	Professionals & Managers	11,798	✓	✓	✓
	Graduates - All	15,326	✓		
	Graduates - Recent	2,083	✓		
	Senior Managers & Executives	14,053	✓	✓	✓
	Individual Contributors	8,052	✓	✓	
	Mixed Occupational Group	18,370	✓		
	Sales	1,213			
US	Professionals & Managers	5,910	✓	✓	✓
	Graduates - All	7,551	✓		
	Graduates - Recent	1,019	✓		
	Senior Managers & Executives	4,961	✓	✓	✓
	Individual Contributors	2,760	✓	✓	
	Mixed Occupational Group	10,982	✓		
	Sales	2,023			

\*Where indicated, norms are also available for use with the Work Roles, Resilient Agility, Leadership Impact and Leadership Risk reports. The Sales reports are only available for use with the Sales norms. All other Professional Styles reports are available with any of the listed norms.

## Wave Focus Styles 2021 Norms – International, UK and US

Core	Norm	Sample Size	Work Roles*	Resilient Agility*
International	Professionals & Managers	31,197	✓	✓
	Graduates - All	41,697	✓	
	Graduates - Recent	10,623	✓	
	Senior Managers & Executives	7,690	✓	✓
	Individual Contributors	18,793	✓	✓
	Mixed Occupational Group	46,214	✓	
UK	Professionals & Managers	5,782	✓	✓
	Graduates - All	3,983	✓	
	Graduates - Recent	1,268	✓	
	Senior Managers & Executives	2,464	✓	✓
	Individual Contributors	3,344	✓	✓
	Mixed Occupational Group	10,616	✓	
US	Professionals & Managers	2,949	✓	✓
	Graduates - All	3,963	✓	
	Graduates - Recent	685	✓	
	Senior Managers & Executives	1,303	✓	✓
	Individual Contributors	1,359	✓	✓
	Mixed Occupational Group	6,082	✓	

\*Where indicated, norms are also available for use with the Work Roles and Resilient Agility reports. All other Focus Styles reports are available with any of the listed norms.

## Work Strengths 2021 Norms – International, UK and US

Core	Norm	Sample Size
International	Professionals & Managers	14,468
	Graduates - All	19,731
	Graduates - Recent	8,640
	Individual Contributors	9,232
	Mixed Occupational Group	28,007
UK	Professionals & Managers	3,643
	Graduates - All	6,891
	Graduates - Recent	3,148
	Individual Contributors	6,458
	Mixed Occupational Group	11,084
US	Professionals & Managers	1,186
	Graduates - All	1,551
	Graduates - Recent	596
	Individual Contributors	873
	Mixed Occupational Group	2,252

## Analysis-Rx Tests 2021 Norms – International, UK and US

Core	Norm	Sample Size	Swift Analysis Aptitude-Rx	Swift Analysis Verbal & Numerical-Rx	Verbal Analysis Aptitude-Rx	Numerical Analysis Aptitude-Rx	Diagrammatic Analysis Aptitude-Rx
International	Graduates - All	23,191	✓	✓	✓	✓	✓
	Graduates - Recent	7,960	✓	✓	✓	✓	✓
	Professionals & Managers	13,148	✓	✓	✓	✓	✓
	Senior Managers & Executives	9,484	✓	✓	✓	✓	✓
	English as an Additional Language Group	5,887	✓	✓	✓	✓	✓
	Mixed Occupational Group	27,907	✓	✓	✓	✓	✓
	Individual Contributors	8,080	✓	✓	✓	✓	✓
UK	Graduates - All	17,635	✓	✓	✓	✓	✓
	Graduates - Recent	9,658	✓	✓	✓	✓	✓
	Professionals & Managers	9,242	✓	✓	✓	✓	✓
	Senior Managers & Executives	2,164	✓	✓	✓	✓	✓
	Mixed Occupational Group	10,737	✓	✓	✓	✓	✓
	Individual Contributors	5,670	✓	✓	✓	✓	✓
	Graduates - All	2,551	✓	✓	✓	✓	✓
US	Graduates - Recent	845	✓	✓	✓	✓	✓
	Professionals & Managers	1,536	✓	✓	✓	✓	✓
	Senior Managers & Executives	760	✓	✓	✓	✓	✓
	Mixed Occupational Group	3,075	✓	✓	✓	✓	✓
	Individual Contributors	1,087	✓	✓	✓	✓	✓



## Swift Executive Aptitude-Rx and Abstract Reasoning Aptitude-Rx 2021 Norms – International, UK and US

Core	Norm	Sample Size	Swift Executive Aptitude-Rx	Abstract Reasoning Aptitude-Rx
International	Graduates - All	11,761	✓	✓
	Graduates - Recent	5,504	✓	✓
	Professionals & Managers	7,137	✓	✓
	Senior Managers & Executives	6,618	✓	✓
	English as an Additional Language Group	3,067	✓	✓
	Mixed Occupational Group	14,012	✓	✓
	Individual Contributors	5,606	✓	✓
UK	Graduates - All	4,373	✓	✓
	Graduates - Recent	1,006	✓	✓
	Professionals & Managers	1,586	✓	✓
	Senior Managers & Executives	2,588	✓	✓
	Mixed Occupational Group	5,411	✓	✓
	Individual Contributors	1,442	✓	✓
US	Graduates - All	1,785	✓	✓
	Professionals & Managers	675	✓	✓
	Senior Managers & Executives	1,175	✓	✓
	Mixed Occupational Group	1,395	✓	✓