

# Differences between Professional Styles & Focus Styles



At Saville Assessment, we are passionate about supporting our Wave user community and committed to ensuring you get the most out of your assessments.

We run a regular program, bringing together Wave users to share hints and tips around interpreting and feeding back different profiles and to discuss any other points of interest we might come across when using the tool, creating a great sense of community in which to learn from each other. Sessions focus on specific topics and we have turned the key learnings from each topic into a library of Wave Hints & Tips.

The current guide summarizes hints and tips for: Choosing between Professional Styles and Focus Styles.

If you are an accredited Wave user and would like to be a part of this community or book on to an upcoming session, please contact:

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If you are not already Wave trained and would like to be, please contact **info@savilleassessment.com** for information about accreditation courses.

1

**Focus Styles** is a lighter-touch, more compact instrument that maintains high levels of validity as compared to Professional Styles. It retains the deep dive features and can be used in both selection and development.

2

Key differentiators are completion time difference and the depth of the output. Focus Styles has a much shorter completion time and it can provide a more concise 1-page profile showing results at the section and facet levels while retaining the deep dive feature.

3

The Competency Potential Profile is also available in the Focus Styles Expert and Line Manager reports. Unique scoring principles enable the potential scores on the Competency Potential Profile to account for high rating acquiescence and improve predictability by including validity boosters. These principles also apply to the development of the Focus Styles Competency Potential Profile which means that an assessment user can expect to see similar profiles regardless of whether a candidate has completed Professional Styles or Focus Styles.

4

Focus Styles can generate results against the same suite of reports as Professional Styles, with the exception of the reports against the Sales and Leadership Impact models which are only available with Professional Styles.

- Available reports for Focus Styles include: Expert Report, Personal Report, Line Manager Report, Interview Guide, Onboarding Report, Coaching Report, Development Report, Work Roles Report, Building Resilience Agility and the Entrepreneurial Report.

5

**It is good practice to consider the following factors when deciding which instrument to use:**

- Role level** – Use the Focus Styles for less senior roles where there is less of a need for an in-depth set of results.
- Stakes of the decision** – If being used for a high-stakes selection decision, Professional Styles, with its higher validity, is typically used. When being used for internal team development work, Focus Styles can be preferred.
- Time requirement** – Focus Styles has a shorter completion time which can improve engagement levels with the assessment particularly for very busy candidates / participants.
- Cost** – Focus Styles reports are 80% of the cost of Professional Styles reports.

# 6

**In addition to practical factors, also think about the broader objectives of the talent program. The guiding questions below can help you consider the depth required in the report outputs.**

- What are the main aims of the talent program?
- How could the use of assessments help achieve those aims?
- What would you like to get out of assessments?

# 7

**Focus Styles feedback sessions typically require less time (usually around 30 – 45 minutes) and it is likely that you can cover all facets within the profile. This is also a useful consideration where there are fewer trained feedback providers, as the lesser time demand can mean that they are able to feedback to more candidates.**

# 8

**When planning for and delivering Focus Styles feedback sessions, apply best-practice feedback principles as you would in Professional Styles sessions. Be prepared to see more facet ranges on the profile due to the facets under a section in Focus Styles being more distinct than when facets are grouped under dimensions in Professional Styles.**

- While in a Professional Styles feedback, you might describe facet ranges as points of uniqueness for that individual; for Focus Styles you might use them to bring out the narrative underneath a section which can be more meaningful than the overall section score. Be sure to use open questions to encourage reflection, which can provide greater context to improve the feedback experience.