

Considerations when feeding back a generally critical profile

Low Ratings Acquiescence & splits
where Normative is **lower** than
Ipsative



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: Feeding back on an overly critical profile.

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:

Sakshi.bansal@savilleassessment.com

If you are not already Wave trained and would like to be, please contact

info@savilleassessment.com for information about accreditation courses.

Low Ratings Acquiescence (RA) can link to a number of things:

1

- A lower level of self-confidence (look at Self-Assured on the profile),
- A generally more pessimistic outlook (look at Positive on the profile),
- A tendency to set very high standards (look at Meticulous and Striving on the profile)
- How they've used the scale i.e. used the full range and so dipped down into disagree more than most, or avoided using the full range and used the top rating less than most.

2

Continue to remind them that they have been very critical in their self-ratings as they've worked their way through and whilst the questionnaire does mitigate for this a little, it would still have had an impact on the profile.

3

Focus on where the 'I' sits and treat that as perhaps a truer reflection of where they sit on the dimension.

4

Try to take them away from the numbers and the comparison to the norm; instead, focus on their own story.

5

Be cognizant of the fact, however, that we do see a link between ratings acquiescence and external ratings/performance at work. Those with higher ratings acquiescence are perceived as more effective as work. Good questions to ask:

- Is there a lack of self-belief coming into play and how does this impact them in their role?
- If you don't believe in yourself, how will others believe in you?

6

Explore the impact on teams or team performance. They may see themselves as perfectionists with very high standards and say this is what has got them their success so far. But how does this work when leading others?

7

Sometimes individuals respond in this way as they do not want to come across as arrogant/overly self-promoting. Exploring this can uncover interesting themes such as a fear of others' judgment. It might be that they do have strong self-belief and the problem may be more around the articulation of it.

- Look at the Self-Assured dimension to – sometimes we do see low RA with high scores on Self-Assured. It can also be helpful to look at the Self-Promoting dimension here too.

8

Think about the culture of the team or organization that the individual sits in too; how this impacts the way someone perceives 'excellence' for example.