



Diving deeper into team development and group analytics



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: Diving deeper into team development and group analytics

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.

Group Analytics

1

The Group Analytics feature on Oasys enables you to dive deeper into a group. This can provide you with an extra tool for analysis and insight into trends within your applicants or employees and can also be used to help facilitate group development sessions.

2

You can use the group analytics feature with the majority of reports: Wave Expert, Leadership Impact, Leadership Risk, Work Roles, Building Resilient Agility and Aptitude reports. It's free to use once you've generated 3 or 5 reports (depending on which report), and you can pull in individuals from different projects together to see an overview of the group and look at their collective strengths and challenge areas.

3

Contexts where the group analytics feature might be useful:

- Work Roles group overview for team development
- Leadership Impact and Risk group overviews for senior team development
- Wave Professional Styles group overviews for team development
- Aptitude or Wave group overviews for looking for trends in applicants
- Looking at a newly-formed team and their preferences
- Look at two teams that are going to have to work together on a particular project or coming together more permanently e.g. M&A
- Where you need to create a shared sense of purpose or facilitate better communication

Tips for using Group Analytics for Team Development

4

Points to think about when looking at strength/challenge/risk areas:

- Who recognizes them and who may be less aware of them?
- What is the impact on the group and on the wider business?
- Where does this cause conflict?
- What links would you make between the different areas?
- How might some of the group's behaviors come together and manifest?
- What actions might you suggest the group take?

5

Start the session by scene setting. Ask the group to identify or rank which areas are most important in relation to business objectives before reviewing the results.

6

When analyzing the results of the group overview, in addition to focusing on the top/bottom areas on their own, also consider the impact of the combination of top and bottom areas.

7

When interpreting the results of a group overview, consider the role level of those identified as sitting within the top/bottom areas. For example, the impact of having the most junior members of team as innovators can be very different than if the innovators are the leaders and decision makers.

8

Establish the boundaries of anonymity upfront. Request consent and ensure that all participants are comfortable to share their most-preferred/strength and least-preferred/challenge areas before doing so. Balance the benefits of knowing individuals' top/bottom areas with the risks of an unwilling participant disengaging with the team session.

It's a good idea to conduct the 1:2:1 feedback sessions ahead of the group session not only to establish rapport with the individual participants, but it also gives people a chance to understand in greater depth what they are consenting to.

9

Specific to Behavioral or Leadership Impact Overviews that make use of histograms: Individuals with low RA are likely to end up in the challenge / bottom areas more. Ensure there is an awareness of this to help manage expectations.

10

If you need to export the images in order to use them outside of the analytic, you are able to do this by using to download button in the top right of each screen shot. Note you are only able to download the image that is currently displayed on the screen.