

Behavioral Profile User Guide

STRENGTHS

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This User Guide sets out the recommended use of this report. If you have any questions about appropriate uses of this report and how to get the most out of it, please ensure you speak to a specialist who is qualified to use the full range of Saville Assessment Wave tools.

About the Behavioral Profile

The Behavioral Profile is generated following the completion of the Work Strengths questionnaire. The Work Strengths questionnaire has a wide variety of applications, such as volume screening or talent auditing, which involve compiling data from large numbers of individuals. In these cases the data is processed through dashboards, merit lists and other formats appropriate for group analysis and reports. These are often designed on a case by case basis to meet specific organizational needs and where such applications are of interest, advice should be sought from one of our consultants.

The Work Strengths Behavioral Profile is based on one individual's responses, providing information about their competency potential, highlighting strengths and potential challenge areas against 12 key performance areas.

The Behavioral Profile is accessible without an in-depth understanding of psychometric assessments.

Benefits

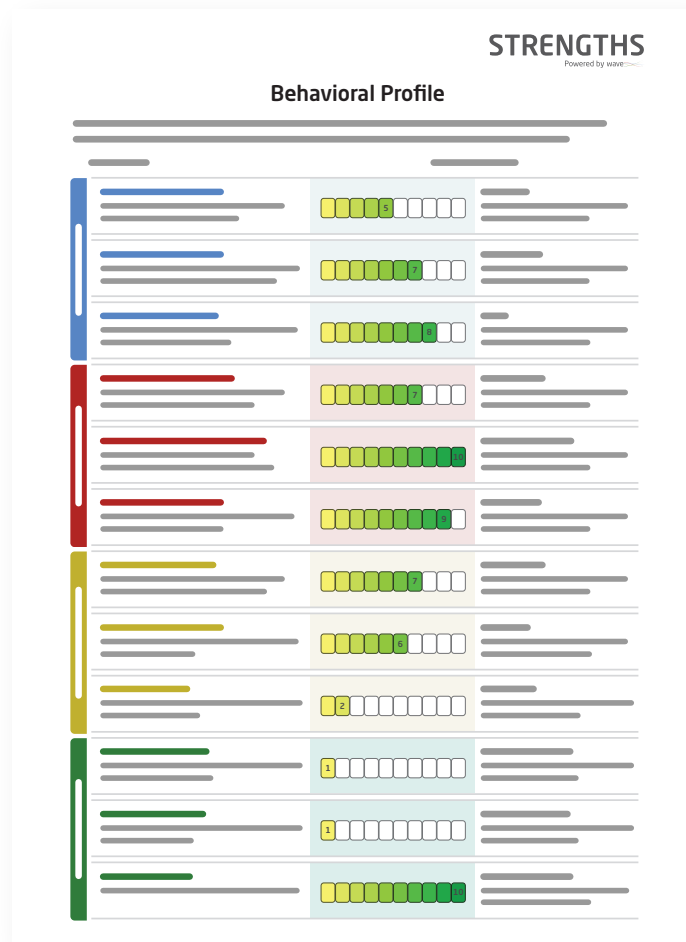
- Access psychometric data without the need for formal training
- Add rigor to screening processes
- Aid shortlisting processes by quickly identifying an individual's likely strengths and challenge areas

Availability

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Work Strengths

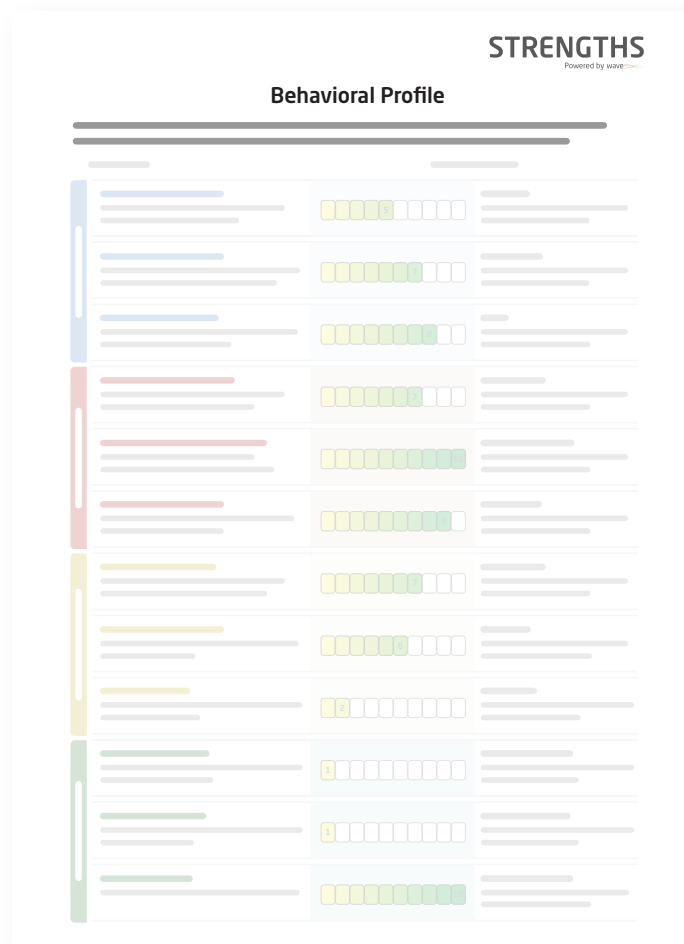


The Report

Behavioral Profile

Page 2 displays the individual's Behavioral Profile. This includes the following information about the subject of the report:

1. Ratings Acquiescence
2. Consistency of Rankings
3. Summary of areas of greater and lesser potential



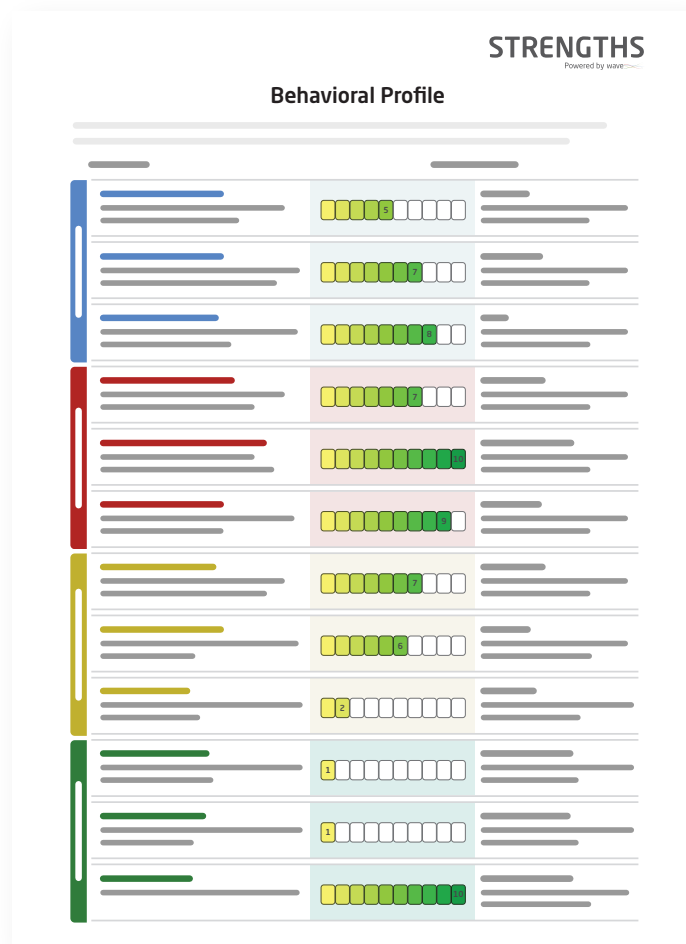
1 - Ratings Acquiescence

The Ratings Acquiescence score provides an indication of how positive or critical an individual has been in their self-ratings when completing the Work Strengths Questionnaire. A score of seven and above means they have been more positive than is typical of the comparison group. A score of four and below means they have been more critical than is typical of the comparison group. Scores of five and six are average and indicate the individual has neither been overly lenient nor overly critical in their self-ratings.

2 - Consistency of Rankings

The Consistency of Rankings score provides an indication of how consistently someone has rank ordered similar characteristics across the profile.

A score of seven and above means they have been more consistent in how they have ranked behaviors than is typical of the comparison group. A score of four and below means they have been less consistent than is typical of the comparison group.



3 – Summary of areas of greater and lesser potential

The remainder of page 2 provides an indication of an individual's likely potential across 12 different competencies from the Work Strengths model. For each of the 12 sections, the three underlying dimensions are also shown with associated scores in brackets.

Highs and lows are likely to be presented for each candidate due to the nature of the questionnaire, forcing candidates to make decisions between different behavioral styles.

TOP TIPS

- Whilst all 12 sections are presented to provide a comprehensive picture of an individual, you should focus on competencies relevant to the role.
- This section of the report can be customized to an organization's competency, values or leadership framework. For more details, please contact one of our consultants.



3 – Summary of areas of greater and lesser potential

The assessment scores relate to the behavioral questionnaire that the individual completed. These scores use benchmarking and provide an indication as to how somebody is likely to perform in comparison to the benchmark group.

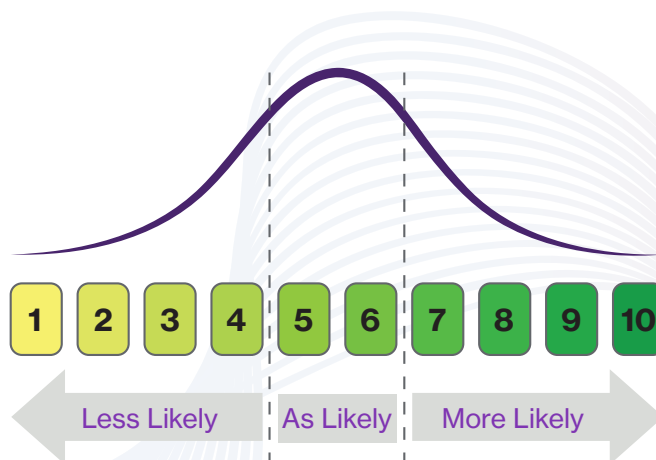
TOP TIPS

Profiles are scored using a benchmark to give them meaning. Where an individual scores a seven and above, their responses to the questionnaire suggest they see this as an area of strength and it is likely that they have high potential in this area.

Where an individual scores a four and below, their responses to the questionnaire suggest that they do not see this as an area of strength and they are likely to have lower potential in this area.

Scores of five and six are considered average when compared with the benchmark group.

The verbalizers (ranging from “Extremely Low” to “Extremely High”) give more meaning to the scoring.



Using the Behavioral Profile

When using the Behavioral Profile, we recommend that you:

1 Consider the individual's role

Think about the tasks the individual needs to perform, and how they need to perform them. Identify the competencies from the Behavioral Profile which are most critical to the role.

2 Consider the individual's fit*

Look at the individual's scores in the critical areas. Are there any elements of the role their profile suggests they are likely to excel or struggle in?

3 Explore their strengths and challenge areas in relation to the role and their fit

When selecting candidates into a role, this would typically be done through a structured interview. Ask questions to probe examples where they have demonstrated their behaviors in the workplace. Have they got examples which validate their high potential areas? Are they able to give examples of managing their low potential areas? You may want to consider using the Work Strengths Interview Guide which generates these questions, and the associated probes, for you.

*When using Work Strengths for selection, after considering the individual's fit you may decide there are enough concerns that you do not want to progress with their application. Where you are taking this decision based on the Behavioral Profile alone, you are advised to discuss your decision with a specialist who is qualified to use the full range of Saville Assessment Wave tools.



About Saville Assessment, a WTW Company

Our mission is to transform assessment around the world. We enable organizations to identify potential, accelerate performance and achieve outstanding results. Our portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture. With representatives in over 80 countries we are transforming how organizations Hire, Build and Lead talent globally.



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