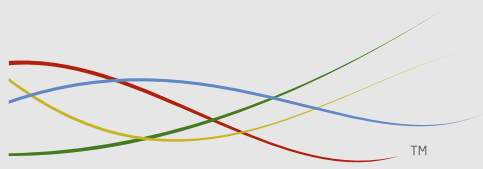




Diving Deeper into Ratings Acquiescence

wave



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

We offer regular articles and webinars, as well as a range of useful guides and materials in our Client Resource Area, to help you confidently use our tools to transform your selection and development activities.

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

We also offer Leadership Impact Masterclasses for Wave-trained individuals, visit www.savilleassessment.com/accreditation-training for more info.

1

Ratings Acquiescence (RA) refers to how positive an individual has been in their self-ratings when responding to a Wave Personality Questionnaire. A participant who uses the right side of the scale more when responding to the questionnaire (agree/strongly agree) will have higher RA than one who uses the left side of the scale more when responding to the questionnaire (disagree/strongly disagree).

2

High RA can link to a number of things:

- A higher level of self confidence (look at Self Assured on the profile),
- A generally more positive outlook (look at Positive on the profile),
- Specific context e.g. recruitment, especially if high stakes, does see higher RA, compared to development.

3

Very high RA, if combined with very low consistency of rankings (CR) could be a bit of a red flag i.e. someone might have tried to 'fake good'. Explore general sense of self awareness / self perception and other reasons for potential low CR - e.g.

- Have they had a recent change in role that has meant they are re evaluating where their strengths and challenge areas are?
- How much opportunity have they had to explore their strengths and challenge areas generally?
- Those earlier on in their careers might have had less opportunity and so are less sure of where their strengths and challenge areas lie.

4

Remember that RA is linked to performance at work; those with higher RA are more likely to be rated as more effective by colleagues; it could have other unintended consequences though as certain combinations of higher scoring areas can lead to 'risk' behaviors forming (it can be helpful to use the Leadership Risk report in combination with the Expert report when looking at those in more senior roles).

5

The Competency Potential Profile (in the Professional Styles Expert Report) and the Leadership Impact Potential Prediction (in the Leadership Impact Expert Report) control for RA to some degree by placing greater weight on a participant's ipsative responses. This data can therefore provide helpful insight when a participant has either very high or very low RA.

6

If an individual has very high or very low RA it is likely they will have low normative ipsative agreement and more N-I splits on their profile. In these cases N-I splits take on additional significance.



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