

Environment Fit 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 Environment Fit Report

The Environment Fit Report provides high quality and straightforward feedback to individuals following the completion of the Work Strengths questionnaire. The report helps the individual better understand the aspects of the culture, job and environment that are likely to enhance or inhibit their performance in the workplace.

The report is designed to be sent directly to candidates as a form of feedback following a recruitment process or can be used to aid the onboarding process alongside the Onboarding Report. The report is accessible to individuals without an in-depth understanding of psychometric assessments and is designed to stand alone or can be accompanied by a telephone or face-to-face discussion. The report is complimentary with the purchase of a Behavioral Profile or Interview Guide.

Benefits

- Provides an efficient and highly effective feedback process when sent directly to candidates
- Ensures candidates receive feedback regardless of time constraints
- Quickly identifies how to create an environment which will enhance an individual's chances of success

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Work Strengths

The Report

Predicted Culture/Environment Fit

The Predicted Culture/Environment Fit provides a list of performance enhancers and their corresponding performance inhibitors. Considering performance enhancers and inhibitors helps to understand how well the individual's work demands line up with their preferences.

Performance enhancers are aspects of the culture, job and environment that are likely to enhance success. These are based on the individual's highest eight behavioral dimension scores on the Work Strengths questionnaire.

Performance inhibitors are aspects of the culture, job and environment that are likely to inhibit success. These are the reverse of the performance enhancers.



TOP TIPS

- Share this page with the individual and give them an opportunity to discuss the performance enhancers and inhibitors with you. This often leads to a rich discussion about the sort of environment in which they will thrive and how it can be created for their role.

Using the Environment Fit Report

1 Individual Feedback

- Encourage individuals to read through their report.
- Invite them to consider their performance enhancers:
 - When have they worked in these sorts of environments?
 - What did they enjoy most about these environments?
 - Which industries, organizations or jobs might best match these?
- Encourage them to consider their performance inhibitors:
 - When have they worked in these sorts of environments?
 - What impact did it have on their performance?
 - Which industries, organizations or jobs might they want to avoid, based on these inhibitors.

2 Onboarding Considerations for Managers

- Read through the individual's report.
- Consider how similar the working environment is to the individual's performance enhancers, identifying where there is strong fit and how to optimize the environment.
- Check performance inhibitors for potential culture mismatch and consider how to mitigate potential difficulties.
- Is there anything else you can do to create an environment that aligns to their performance enhancers?
- Discuss this report or the Onboarding Report with the individual within their first week and agree on some key action points that will support their onboarding process.



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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