



Work Roles Report Jo Wilson



Focus

Styles

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## About this Report

This report is based upon the Wave® Styles assessment, which explores an individual's motives, preferences, needs and talents in critical work areas.

The results are based on a comparison with an international group of over 31,000 professionals and managers.

Since the questionnaire is a self-report measure, the results reflect the individual's selfperception. Our extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, due consideration must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months, depending upon circumstances.

The report was produced using Saville Assessment software systems. It has been derived from the results of an assessment completed by the respondent, and reflects the responses they made.

This report has been generated electronically. Saville Assessment do not guarantee that it has not been changed or edited. We can accept no liability for the consequences of the use of this report, howsoever arising.

The application of this assessment is limited to Saville Assessment employees, agents of Saville Assessment and clients authorised by Saville Assessment.

# Introduction

The Work Roles model presents eight work roles. This report outlines which work roles Jo Wilson is most and least likely to adopt based on responses to the Wave Styles assessment.

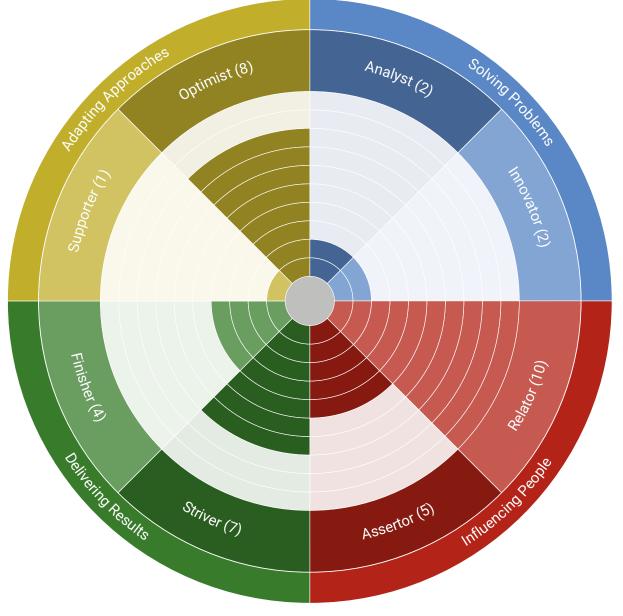
Solving Problems		
Analyst		
Analysts use their intellect and expertise to break down and evaluate information. They seek the right answer.	Innovators take a creative approach to problem solving, and often develop long-term strategies.	

Influencing People		
Relator	Assertor	
Relators actively communicate with others and can help improve social interaction.	Assertors take control of situations and coordinate people. They prefer to be the leader.	

Adapting Approaches		
Optimist Supporter		
Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.	Supporters attend to the needs of others, and prefer a team-oriented approach.	

Delivering Results	
S Finisher	Striver
Finishers focus on getting things completed to a high standard, and pay attention to detail.	Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

#### Your Work Roles



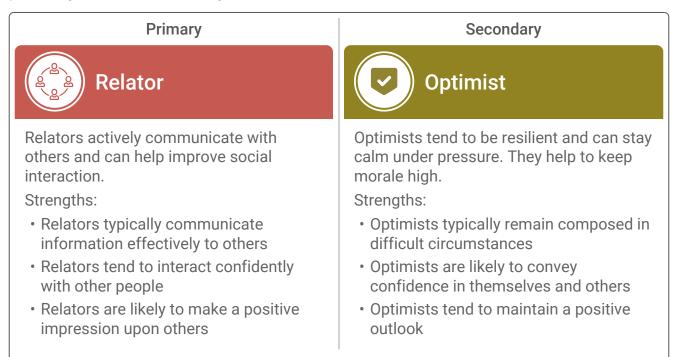
Your Work Roles ranked in order of preference:

Relator	Primary role
Optimist	Secondary role
Striver	
Assertor	
Finisher	
Analyst	
Innovator	
Supporter	Less preferred roles

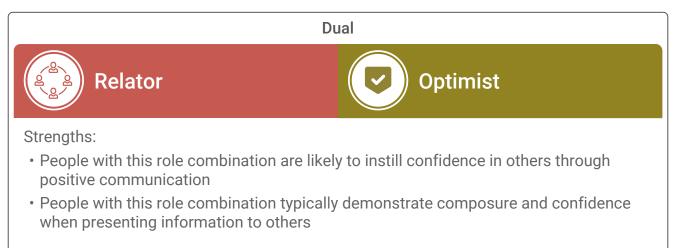
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# Your Preferred Work Roles

Your primary role is likely to be your strongest work role; this is the role which you are most likely to adopt. In certain situations, you may prefer adopting your secondary work role ahead of your primary work role. Each of your preferred roles has associated strengths that can positively contribute towards your effectiveness.

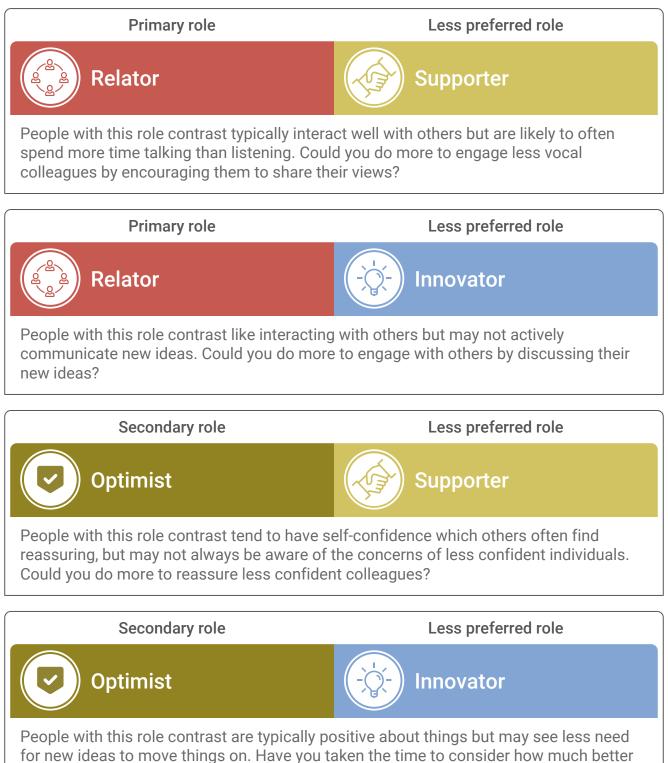


Your primary and secondary work roles combine to create your dual role. This combination also has associated strengths that are likely to be valuable in the workplace.



### Your Contrasting Work Roles

Your work roles can be better understood when the contrasts between your two preferred (primary and secondary) and two least preferred work roles are considered.



## Making the Most of Your Work Roles

Your effectiveness in the workplace can be improved by making the most of your Primary, Secondary and least preferred roles.

Using your most preferred roles to best effect	
	Relator
	<ul> <li>Look for opportunities to present new work to a wider range of important stakeholders</li> <li>Establish new contacts with individuals that are adept at providing support, resources or have relevant expertise</li> <li>Highlight both your own work and the achievements of others to your colleagues</li> </ul>
	Optimist
	<ul> <li>Help others stay calm and composed in situations where they are likely to become stressed</li> </ul>
	<ul> <li>Take time to help less confident colleagues realise the value of their particular contribution</li> </ul>
	<ul> <li>Be sure to openly reinforce positive messages, particularly when pessimism or negativity is being expressed by others</li> </ul>
Using your least preferred roles to best effect	

#### Using your least preferred roles to best effect

	Innovator
	<ul> <li>Encourage others to participate in activities such as idea generation and sharing sessions</li> <li>Check that ideas are future-proofed by clarifying with others that they fit with long-term trends and direction</li> <li>Discuss what the most important issues are with colleagues and confirm that any new solution takes account of these issues</li> </ul>
	Supporter
(And a second se	<ul> <li>Regularly ask colleagues how they are and how they are feeling about key work issues</li> <li>Involve others when a task will benefit from wider input alongside your continued personal involvement</li> <li>Take time when meeting somebody new to find out a little bit about them to help establish an initial connection</li> </ul>

# Working with Different Roles

It is useful to consider how you can work more effectively with people who have other work roles.

	Supporter
A CONTRACT OF THE OWNER OWNER OF THE OWNER OF THE OWNER OF THE OWNER OWNER OF THE OWNER OWNE	<ul> <li>Work with Supporters to widen their network of influence</li> <li>Assist Supporters to get people to work constructively together in a positive atmosphere</li> </ul>
	Innovator
	<ul> <li>Assist Innovators to communicate and present their ideas more clearly</li> <li>Help Innovators increase the enthusiasm for, and acceptance of, new ideas</li> </ul>
	Analyst
	<ul> <li>Work with Analysts to summarise their findings into the points that need communicating</li> <li>Enable Analysts to see positive benefits and help them put any problems</li> </ul>
	in perspective
	Finisher
	<ul> <li>Assist Finishers by communicating key project milestones</li> <li>Help Finishers stay focused and positive in delivering work on time and to a high standard</li> </ul>
	Assertor
	• Find ways to help Assertors develop relationships with key stakeholders and increase their influence over others
	<ul> <li>Work with Assertors to help them lead people effectively through times of difficulty</li> </ul>
	Striver
	<ul> <li>Help Strivers communicate new opportunities with greater clarity</li> <li>Reinforce Strivers' belief that even their most demanding goals are achievable</li> </ul>

## Working with the Same Roles

It is useful to consider how you can work more effectively with people who have the same work roles as you.

Other Optimists
<ul> <li>Provide other Optimists with more opportunities to communicate their confidence and enthusiasm to different stakeholders</li> <li>Share your enthusiasm with other Optimists to lift morale</li> <li>Be aware of a tendency in other Optimists to overlook the key risks or pitfalls</li> </ul>
Other Relators
<ul> <li>Help other Relators to communicate their message more positively</li> <li>Work with other Relators to communicate important messages to the widest possible audience</li> <li>Look out for other Relators spending too much time on communication that doesn't deliver any clear benefit</li> </ul>