wave

Work Roles Report
Chris Park

Professional

Styles

Contents

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 24,000 professionals and managers.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perception. 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 Chris Park 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.

Innovator
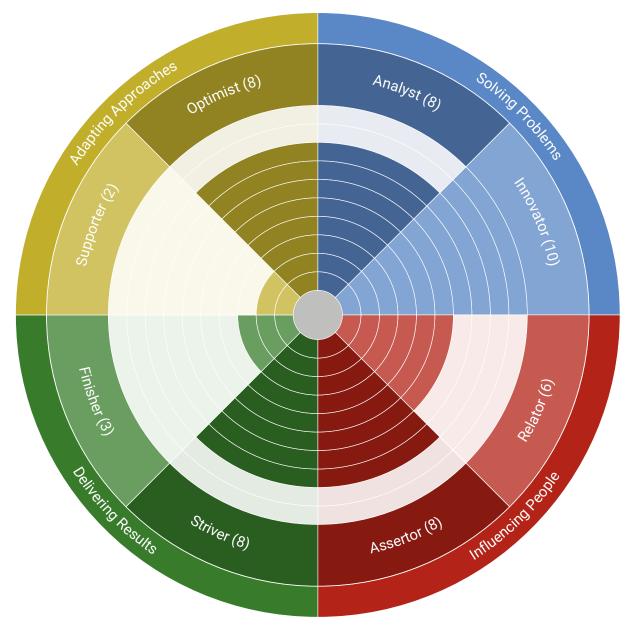Innovators take a creative approach to problem solving, and often develop long-term strategies.

Influencing People

Relator
Relators actively communicate with others and can help improve social interaction.

Assertor
Assertors take control of situations and coordinate people. They prefer to be the leader.

Adapting Approaches

Optimist
Optimists tend to be resilient and can stay calm under pressure. They help to keep morale high.

Supporter
Supporters attend to the needs of others, and prefer a team-oriented approach.

Delivering Results

Finisher
Finishers focus on getting things completed to a high standard, and pay attention to detail.

Striver
Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.

Your Work Roles

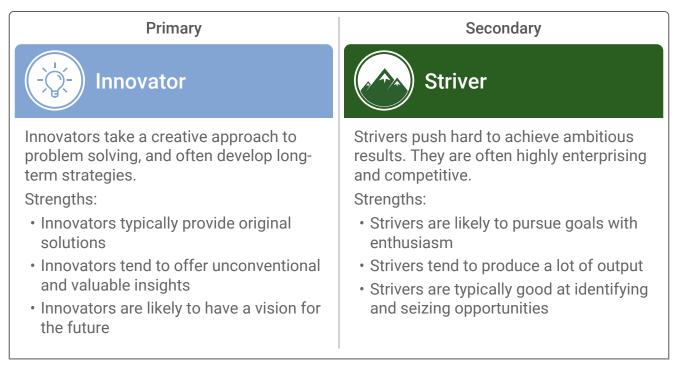Your Work Roles ranked in order of preference:

🔆 Innovator	Primary role	
⛰ Striver	Secondary role	

Assertor

Analyst

Optimist

Relator

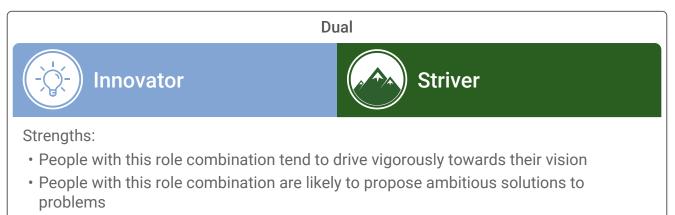|		
⏱ Finisher	Less preferred roles	
🤝 Supporter		

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.

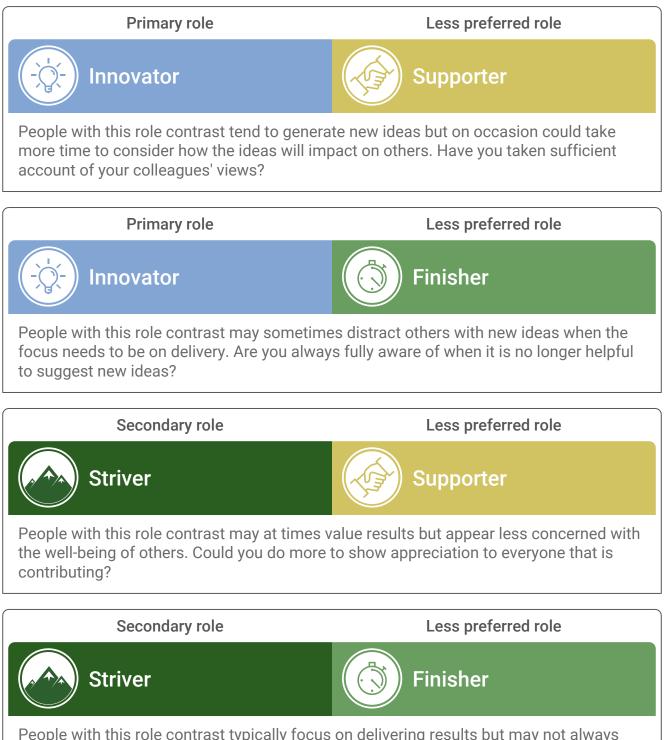| Primary	Secondary
Innovator	**Striver**
Innovators take a creative approach to problem solving, and often develop long-term strategies.	Strivers push hard to achieve ambitious results. They are often highly enterprising and competitive.
Strengths:	Strengths:
• Innovators typically provide original solutions	• Strivers are likely to pursue goals with enthusiasm
• Innovators tend to offer unconventional and valuable insights	• Strivers tend to produce a lot of output
• Innovators are likely to have a vision for the future	• Strivers are typically good at identifying and seizing opportunities

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.

Dual

Innovator   **Striver**

Strengths:
- People with this role combination tend to drive vigorously towards their vision
- People with this role combination are likely to propose ambitious solutions to problems

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.

Primary role	Less preferred role
Innovator	Supporter

People with this role contrast tend to generate new ideas but on occasion could take more time to consider how the ideas will impact on others. Have you taken sufficient account of your colleagues' views?

Primary role	Less preferred role
Innovator	Finisher

People with this role contrast may sometimes distract others with new ideas when the focus needs to be on delivery. Are you always fully aware of when it is no longer helpful to suggest new ideas?

Secondary role	Less preferred role
Striver	Supporter

People with this role contrast may at times value results but appear less concerned with the well-being of others. Could you do more to show appreciation to everyone that is contributing?

Secondary role	Less preferred role
Striver	Finisher

People with this role contrast typically focus on delivering results but may not always adhere to a rigorous or systematic approach. Can you increase efficiency and achieve more by doing things in a different way?

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

Innovator

- Use your creativity to improve established approaches as well as providing completely new ideas
- Help others understand how well ideas fit into longer-term trends or goals
- Ensure the focus is placed on the issues that matter and that any new ideas directly address these

Striver

- Spend more time considering where you should really concentrate your efforts
- Seek to increase efficiency and output where it will deliver significant added value
- Consider what you can do to develop new opportunities which provide a greater benefit to your colleagues and the organisation

Using your least preferred roles to best effect

Finisher

- Check critical information yourself carefully and slowly and ask someone else to double-check it
- Be clear on the key milestones and work with others to ensure the deadline is met
- Identify the actions required to move things forward and start with one action

Supporter

- Regularly ask colleagues how they are and how they are feeling about key work issues
- Involve others when a task will benefit from wider input alongside your continued personal involvement
- Take time when meeting somebody new to find out a little bit about them to help establish an initial connection

Working with Different Roles

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

Supporter

- Provide Supporters with ideas that will help other people in their work
- Encourage Supporters to be more productive and reach more demanding targets

Finisher

- Work with Finishers to find more efficient and effective ways of doing things
- Keep Finishers focused and don't let them get distracted by less important tasks

Relator

- Discuss relevant new perspectives with Relators which they can use to engage others in conversation
- Focus Relators on interactions with stakeholders that will achieve results

Optimist

- Inspire Optimists by highlighting ideas that have real future potential and can generate wider enthusiasm
- Direct Optimists' enthusiasm towards the pursuit of challenging goals

Analyst

- Provide ideas to encourage Analysts to think more widely
- Push Analysts to do analysis which provides a clear and tangible benefit

Assertor

- Present Assertors with different ideas and perspectives which are likely to inform future direction
- Challenge Assertors to push work along further and faster

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 Strivers

- Present other Strivers with new possibilities, new opportunities and new routes to market
- Agree with other Strivers on an important goal which is difficult to achieve and work hard to reach it
- Look out for other Strivers who have goals that clash with your own

Other Innovators

- Focus other Innovators on ideas that make a real difference to key outcomes at work
- Talk through ideas with other Innovators to produce new and different perspectives
- Make sure the best ideas from conversations with other Innovators are captured by writing them down