



Saville
assessment

Wave Feedback Help Sheet

Setting the Scene

- Purpose
- Experience when completing (How did you find completing the questionnaire?)
- Agree objectives
- Time available
- Confidentiality (of the report and your session)
- Clarify potential next steps
- Current role and aspirations

Helpful questions:

What do you currently do/ could you tell me about your role?

Where do you see some of your strengths?

Are there any particular areas you know you want to work on?

Saville Assessment



Use the About this Report section and the Executive Summary Profile (in Professional Styles) or Psychometric Profile (in Focus Styles) to pick out some key points.

- Self report but powerful prediction
- Comparison group
- Scores/ Scales explained
- Behavioral styles
- Overview of the 4 clusters
- Levels of detail
 - 4 clusters, 12 sections, 36 dimensions and 108 facets in Professional Styles
 - 4 clusters, 12 sections and 36 facets in Focus Styles: no dimensions

Response Summary

- Ratings Acquiescence
- Consistency of Rankings
- Motive-Talent Agreement
- Normative-Ipsative Agreement

Use the report verbalizers, read these straight from the report. Check understanding with the feedback recipient.

Explanation

Start with the overall sten marker and relate it to the comparison group using self-report language “You’ve described yourself/ your responses indicate/ your responses suggest...”.

For example:

Overall, you’ve indicated that you see yourself as being less Evaluative than the comparison group, how does that sound to you? /How does that sit with you? / How does that resonate with you?/ What are your thoughts on this?

You can then read the facets exactly as they are from the report.

For example:

You’ve indicated that you have little interest in analysing information, you’re unlikely to ask probing questions and you’ve said that you’re not particularly focused on finding solutions.

Facet Ranges

When introducing facet ranges, try to explain what the dashes on the profile show.

For example:

“You can see from the dashes here that there’s a spread in your responses for this area. On one hand you’ve indicated... whereas on the other hand your responses suggest...”

OR

“You have a range in your responses from...to....” - being sure to use the report verbalizers rather than mentioning sten numbers, as numbers can feel a little off-putting to a candidate when describing personality.

Motive-Talent Splits

First describe what the M and T markers mean, how they relate to the comparison group, check understanding and then ask some questions to explore what they mean.

For example:

“We see the M and T markers on your profile and what this tells us is that there’s a difference between how you’ve described your interest/drive/motive in this area and how you view your talent in this area.

Whilst you’ve described your interest in being Insightful as more than the comparison group, you’ve said that you see yourself as slightly less talented at being insightful than the comparison group.

How does this sound to you? (pause for candidate response)

How important is it in your role to be Insightful?/ How much does being Insightful matter to you?”

Normative-Ipsative Splits

Explain what the N and I markers mean. Normative relates to free ratings, Ipsative refers to the ranking of the behaviors.

For example:

“When you had free choice and could rate freely you indicated that you see yourself as slightly less Factual than others in the comparison group. However, when you were forced to prioritize this behavior you said that you see yourself as being as Factual as others in the comparison group.

Check understanding.

What do you think about this? (pause for candidate’s response)

Ask a question to understand more about what this split means to the candidate.

Could you tell me about when you are more or less likely to take a factual approach?/ When is it important in your role to take a Factual approach?”

Questioning/Probing Style

For example:

Check understanding.

“How does this sound to you? What do you think about this? Do you recognize this in yourself?”

Also ask follow up questions:

“Could you tell me about a time you have.../ how important is X to you? When have you needed to.../ What are the benefits of.../ what feedback have you received about....?”

Style

- **Demonstrate active listening**
- **Link between different areas on profile**
- **Build rapport**
- **Avoid value judgments/ subjectivity**





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