Next

wave

Career Guidance Report
Kateryna Kalashnykova

Focus

Styles

Introduction

Overview

This section of the report presents your relative strengths and limitations rank ordered into four groups. Your first three behavioral effectiveness areas are referred to as 'Signature Strengths' and indexed with four symbols. The next three are referred to as 'Supporting Strengths' and indexed with three symbols. The next three areas are referred to as 'Lesser Strengths' and indexed with two symbols. The final three areas are referred to as 'Challenge Areas' and indexed with one symbol.

Signature Strengths

This section of the report covers your top three strengths. 'Know your Strength' explains the special contribution that you bring to the workplace. 'Your Culture/Environment Fit' outlines which organizational cultures are likely to align with your values and needs, which in turn should lead to job satisfaction. 'Maximize your Strength' gives you tips on how to deploy your strengths for maximum impact. 'Use your Strength Wisely' provides some caveats and warnings on how heavy reliance on your strengths might become disadvantageous. Finally, 'Competitive Advantage at Interview from your Strength' provides tips on how to prepare for interviews.

Challenge Areas

This section of the report covers your bottom three behavioral effectiveness areas. 'Know your Challenge Area' outlines which behaviors you are likely to find difficult to consistently demonstrate. 'Potentially Unsuitable Cultures/Environments' outlines the working environments you are likely to find stressful, which in turn may reduce your job satisfaction and performance at work. 'Working with your Challenge Area' gives you tips on how to develop this area. 'Turning your Challenge Area into an Asset' provides an alternative, positive angle on your area of challenge.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is based on your behavioral strengths. Different behavioral strengths underpin each of these career areas.

Career Area Fit

This section of the report presents your top three career areas. For each of the three career fields, your degree of strength is shown for the related behavioral areas.

Overview

This page provides an overview of your relative strengths, which are grouped into four categories featuring three strengths each. The list of strengths is presented in order from your strongest 'Signature Strength' to the area of greatest challenge for you. The implications for 'Signature Strengths' and 'Challenge Areas' are described in more detail on the pages that follow.

Signature Strengths

Providing Leadership	◉◉◉◉	Page 4
Building Relationships	◉◉◉◉	Page 5
Evaluating Problems	◉◉◉◉	Page 6

Supporting Strengths

Investigating Issues	◉◉◉◎
Showing Resilience	◉◉◉◎
Adjusting to Change	◉◉◉◎

Lesser Strengths

Driving Success	◉◉◎◎
Communicating Information	◉◉◎◎
Structuring Tasks	◉◉◎◎

Challenge Areas

Giving Support	◉◎◎◎	Page 7
Creating Innovation	◉◎◎◎	Page 8
Processing Details	◉◎◎◎	Page 9

Signature Strength

Providing Leadership

Know your Strength

You are more ready than others to take a role leading and inspiring others. This is an important predictor of future leadership success and potential at work.

Your Culture/Environment Fit

You are likely to favor workplace cultures in which you are able to have a role where you can quickly gain influence and authority over others. You may not like to be closely managed by your boss and will expect some latitude and freedom to direct others. Your preference to adopt a dominant role means that at times you will be taking on authority for staff, which can be a highly rewarding experience, but also intensely demanding.

Maximize your Strength

As leadership roles are something that you are ready to assume, you may be more tempted than others to jump into roles that are associated with greater responsibility. It is, however, important to consider whether the role is part of what you want to achieve in your career and whether it is best suited to you. Ask yourself whether you have the expertise in the subject area to fulfil the role more effectively than others.

Use your Strength Wisely

You are likely to want to take on leadership roles and leaders like to be in charge. However, the most effective leadership involves developing and encouraging leadership qualities in others. To do this, you will sometimes have to surrender control, empower others and motivate them to achieve. Think carefully where to exercise control and where to give others an opportunity to develop themselves.

Competitive Advantage at Interview from your Strength

Good examples of leading others are likely to be sought from interviewers and being able to describe an occasion where your leadership had a positive impact on a project is likely to be viewed favorably. Think through in advance exactly what you did in your role as a leader of a group or project. What did you do to work with staff in order to clarify your aims or mission of what needed to be achieved? How did you harness their skills and commitment? What did you do to motivate them? How did you deal with any concerns or issues? How did you show your commitment to other people? What was the outcome of your leadership?

Signature Strength

Building Relationships

◎◎◎◎

Know your Strength

You are likely to be more active in developing relationships, interacting with others and getting yourself noticed than other people. This is important for your career as it will provide you with more opportunities through a wider circle of contacts than others are likely to develop.

Your Culture/Environment Fit

You are likely to thrive where there are lots of opportunities to meet and spend time with other people and to build new relationships. In a quiet or more individualistic environment where people spend little time engaging with others you are likely to find your work less rewarding and enjoyable.

Maximize your Strength

Learn from others who build relationships and get results by seeing how they do this most effectively. Simple things can make a difference, such as asking well-established contacts/friends to make an introduction to someone else or strengthening an important work relationship by going out of your way to provide extra help or support for that person.

Use your Strength Wisely

Time spent engaging with others is important at work, however, it is important that you spend the time wisely and ensure that you are investing enough time with the people that matter. It is a natural tendency to spend time with the people at work whose company you enjoy most, but it is also important to consider how best to use some of your relationship building capability in order to get your job done more effectively and to further your career. However, you should be careful not to overdo this as overt displays of self-promotion can be received negatively.

Competitive Advantage at Interview from your Strength

Be clear about what it is that you do which makes the difference. It may be difficult to describe what makes you different from others in how you relate to people. Ask trusted confidants how they would describe you. Much of your capacity for building relationships may be judged in the interview, based not just on what you say but also how you act.

Evaluating Problems

Know your Strength

Your depth of analytical capability provides you with the opportunity to understand information in greater depth than the majority of other people. This is likely to provide you with a sound platform from which to evaluate problems, argue a point of view based on facts and decide on the most appropriate course of action given a number of alternatives.

Your Culture/Environment Fit

You are likely to enjoy working in cultures where the pursuit of intellectual activities and a factual basis for doing things are considered fundamental to the effective delivery of work, and where those around you can speak knowledgeably about the facts.

Maximize your Strength

There are a number of specific ways in which you might be able to improve your analytical skills even further. You can improve your specialist knowledge of an area, learn from someone who has even stronger analytical capabilities than you or learn from a practitioner in your area about the practical issues that really matter.

Use your Strength Wisely

Your analytical capabilities provide you with an intellectual focus in your work that others will often lack. It is, however, important that you appreciate the difference in approach you have from others. When you communicate with less analytical people you should be aware that they may only want a summary of your analysis and they are less likely to be interested in complexities of all of the issues. Beware not to let your analysis hold you back from action; consider when it is more important to act rather than spend time analyzing. Where the analysis is relatively unimportant to the outcome, think how to minimize the amount of time you spend on analysis to ensure you reach your objective in good time.

Competitive Advantage at Interview from your Strength

Think of a time when the analysis you have conducted had far reaching consequences. In particular, if you can demonstrate some aspect of your analysis that others would have missed, this is likely to be well received by interviewers. Unless asked, do not spend long on the real detail of the analysis, but focus on what you found and what the implications were.

Next

Challenge Area

Giving Support

Know your Challenge Area

Your primary focus at work is unlikely to be on supporting or attending to other people. At times, you may be perceived by others as self-focused and they may think that you do not place sufficient emphasis on the people issues.

Potentially Unsuitable Cultures/Environments

You may find it frustrating to work in very supportive and accepting environments where even sub-standard performance is evaluated in a positive light and criticism is kept to a minimum.

Working with your Challenge Area

The fact that you are not always the most supportive person is not necessarily a problem unless the tendency is very pronounced and other people find you difficult to work with. Be aware that giving support to others is something that is, to a certain extent, expected of most people at some time or another. Particularly insensitive behavior may alienate some people so make sure to take some time considering how you could support other people at work. You may also need to be aware that some people may see you as creating unnecessary rivalries or hostility if you do not spend time supporting and attending to others.

Turning your Challenge Area into an Asset

While you are likely to be less sympathetic than many other people, you can choose to give genuine support selectively and effectively. Work out when giving support is likely to lead to improvements in someone's performance at work and when attending to people's needs is particularly desirable in order to improve their morale or satisfaction. You might also want to bear in mind that people who are very supportive of others all the time may be seen as soft and lacking in drive, or even overly obliging, and you are unlikely to come across in this way. By being objective and measured in your approach to supporting others you may also retain more time to focus on other important aspects of your work.

Challenge Area

Creating Innovation

Know your Challenge Area

You are not likely to focus on the production of new ideas or original suggestions. While you may build on other people's ideas, you are unlikely to generally prefer radical new ways of doing things.

Potentially Unsuitable Cultures/Environments

While you may find very creative cultures and people interesting, you may find it difficult to match the innovative input of other people in such an environment. You may also find it frustrating working in environments where generating ideas and innovation dominates over delivering results.

Working with your Challenge Area

The fact that you are less creative than many others may mean that you are more prepared to focus on tried and tested approaches and immediately workable solutions. It is still important, however, that you recognize good ideas and creativity, as well as encouraging and supporting innovation wherever possible. People can be sensitive and it is important to be diplomatic at times when criticizing their ideas.

Turning your Challenge Area into an Asset

Your focus on tried and tested methods can help to ensure that you take some time to consider new ideas and be sure that new suggestions and approaches are likely to be successful before they are implemented. You may also be effective at integrating new items with existing methods, as opposed to more creative people who may be tempted to completely change things and could inadvertently compromise existing and effective processes as a result.

Challenge Area

Processing Details

Know your Challenge Area

Working with details, procedures and finishing things off are not likely to be things you see as high priorities in your work. However, you should recognize that in some contexts processing details can be very important and failure to process details adequately can have serious consequences.

Potentially Unsuitable Cultures/Environments

Environments which require the accurate and efficient processing of a large amount of data, or where there are tight regulations and processes to follow, may leave you feeling frustrated and bored. In such environments you may find a lack of autonomy and may feel constrained in such a way that you do not feel able to make effective contributions.

Working with your Challenge Area

From time to time, you may encounter tasks that require rigorous checking and/or where specific processes or procedures need to be followed. It is important that you recognize when these occasions occur and try to plan sufficient time to ensure that you can get the necessary checks finished within the required timelines. It may be that there is a better way for you to do this than simply checking it yourself, for example, engaging other people to help you with the process. In addition, ensure that you do not agree to work on a checking task which is counterproductive given the return that is gained for putting in the checking effort.

Turning your Challenge Area into an Asset

Through a lack of interest in working with details, you may have more time to think more widely about the important issues and to focus on the "bigger picture". This is likely to leave you free to assess what really are the most productive and important activities at any given time.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements. For example, if you work in marketing and you have a career alignment to Communication & Public Relations, it is likely that these are the aspects of marketing to which you are particularly well-suited.

Career Area	Rating
Industrial Design, Architecture & Environment	●●●●●●●●●●●
Consulting & Business Management	●●●●●●●●●●●
Sales, Marketing & Business Development	●●●●●●●●●●
Communication & Public Relations	●●●●●●●●●●
Finance & Accounting	●●●●●●●●
Human Resources, Training & Coaching	●●●●●●●
Research & Development	●●●●●●
Creative Design & Advertising	●●●●●
Technology & Engineering	●●●●
Administration, Quality Control & Data Processing	●●●
Health & Customer Service	●●
Operations, Logistics & Production	●

Next

Career Area Fit

This section of the report presents your top three career areas. It further details the key strengths which underpin each of the three career areas. These strengths are based on typical requirements for jobs in each career area. Your level of strength is indicated against these typical job role requirements.

1 Career Area: Industrial Design, Architecture & Environment

Jobs in this field often require analytical thinking and problem solving abilities. Composure and maturity are often important when operating machinery and equipment or working outdoors. Roles in this field frequently require an insightful yet practical approach, and learning from observation.

Typical Job Role Requirements		Your Strengths
Evaluating Problems	◎◎◎◎	Signature Strength
Showing Resilience	◎◎◎◎	Supporting Strength
Investigating Issues	◎◎◎◎	Supporting Strength

2 Career Area: Consulting & Business Management

Jobs in this field require high levels of drive, motivation, commercial awareness and tenacity. In addition, leadership qualities are required to make important decisions and direct the work of others. Planning, organizing, coordinating and prioritizing work, as well as swift execution of action are often central to such roles.

Typical Job Role Requirements		Your Strengths
Driving Success	◎◎◎◎	Lesser Strength
Providing Leadership	◎◎◎◎	Signature Strength
Structuring Tasks	◎◎◎◎	Lesser Strength

3 Career Area: Sales, Marketing & Business Development

Jobs in this field require assertiveness and self-confidence. In addition, orientation towards the achievement of goals, entrepreneurial drive and dynamism are key to performance in this career area. Persuasive articulation of arguments is also important for negotiating and closing deals.

Typical Job Role Requirements		Your Strengths
Providing Leadership	◎◎◎◎	Signature Strength
Driving Success	◎◎◎◎	Lesser Strength
Communicating Information	◎◎◎◎	Lesser Strength

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 mixed occupational group of over 46,000 individuals.

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 authorized by Saville Assessment.