

Expert Report Bradley Narainsamy



Professional
Styles

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About this Report

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

The results are based on a comparison with a group of 1,852 professionals and managers and are presented on a 1 to 10 Sten scale.

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 Consulting 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 Consulting 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 Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to Assessment Report

This report provides information on motives, preferences, needs and talents, based on Bradley Narainsamy's responses to the Styles questionnaire.

Executive Summary Profile

The Executive Summary Profile outlines the 12 main sections of the profile, grouped under the four major cluster headings of Thought, Influence, Adaptability and Delivery. Beneath each of the 12 section headings information is given on the three underlying dimensions - 36 dimensions in total.

Full Psychometric Profile

The Full Psychometric Profile focuses on the 36 Professional Styles dimensions, which are arranged under four main cluster headings (Thought, Influence, Adaptability and Delivery), with one page devoted to each cluster. Each cluster breaks down into three sections (12 in total), each consisting of three dimensions. These 36 dimensions are each comprised of three underlying facets (108 in total), with verbal descriptions of the facet scores shown underneath the dimension title.

Summary Psychometric Profile

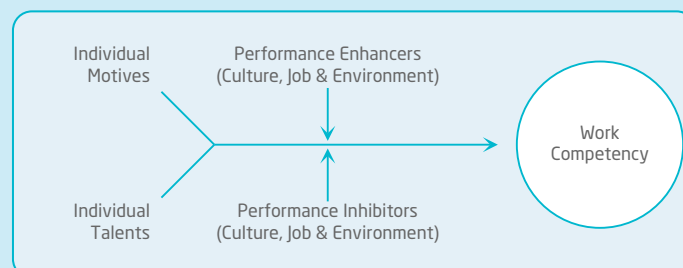
The Summary Psychometric Profile gives an overview of the 36 Styles dimensions of the profile on one page. It highlights where there is a facet range, and where motive or talent is higher (whichever is higher is indicated by M or T) and where normative or ipsative is higher (whichever is higher is indicated by an N or I).

Competency Potential Profile

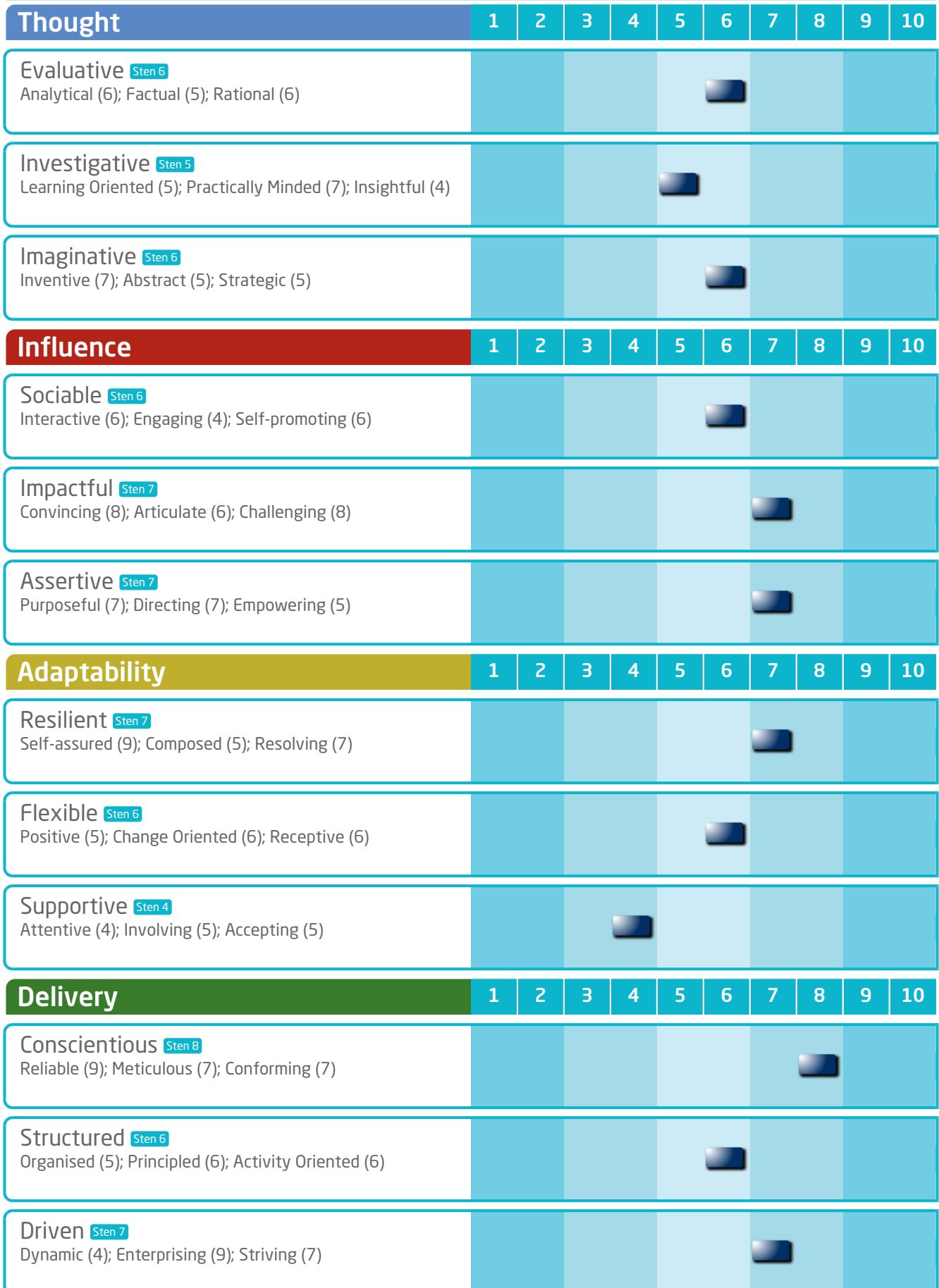
The Competency Potential Report is based on links established between the 108 facets of the Styles questionnaire and a detailed, independent assessment of work performance on over 1,000 professionals. Based on real data, this gives a unique prediction of Bradley Narainsamy's likely strengths and limitations in 12 key performance areas. Underlying components of performance are reflected in the verbal descriptions and scores under each of the 12 competency headings. This prediction should be interpreted against key work requirements as established through job analysis or competency profiling methods. Highly positive profiles may reflect an unrealistically positive self-view whilst low scoring profiles may reflect an overly critical self-view. In such cases, it is particularly important to verify the results against other information.

Predicted Culture/Environment Fit

The Predicted Culture/Environment Fit Report gives an indication of the aspects of the culture, job and environment that are likely to enhance or inhibit a person's success. Saville Consulting's groundbreaking research suggests that people's motives and talents interact in important ways with culture, job and environment characteristics to help determine their work performance and competency.



Executive Summary Profile



Full Psychometric Profile - Overview

This full psychometric profile provides a detailed assessment of Bradley Narainsamy's responses to the Professional Styles questionnaire.

It begins with a summary of response patterns followed by an explanation of the profile structure. The next few pages report on the results of the four major clusters.

Response Summary

	1	2	3	4	5	6	7	8	9	10
Ratings Acquiescence Overall, more positive in self-ratings than many people										
Consistency of Rankings Less consistent in rank ordering of characteristics than many people										
Normative-Ipsative Agreement Overall, there is a fairly high degree of alignment between normative and ipsative scores										
Motive-Talent Agreement Overall, the degree of alignment between Motive and Talent scores is typical of most people										

Profile Breakdown

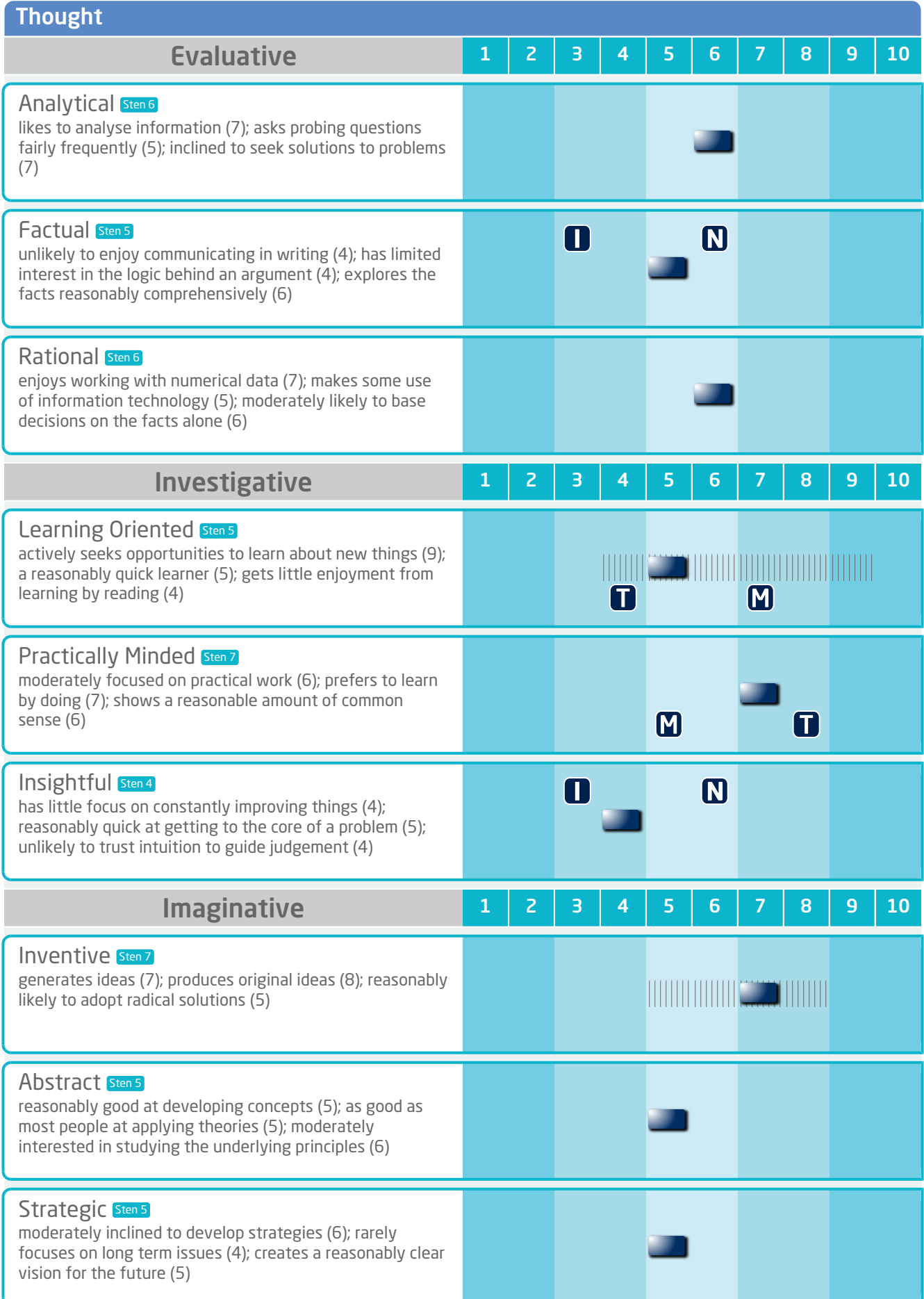
Saville Consulting's extensive research indicates the best predictor of performance at work is generally the score indicated by the sten marker (combined normative-ipsative). Information is also provided on subtle differences highlighted by the profile:-

||||| **Facet Range.** Where the range of facet scores within any dimension is of three stens or more, this is indicated both by hatching on the dimension scale and the provision of individual facet scores in brackets alongside each verbal facet description.

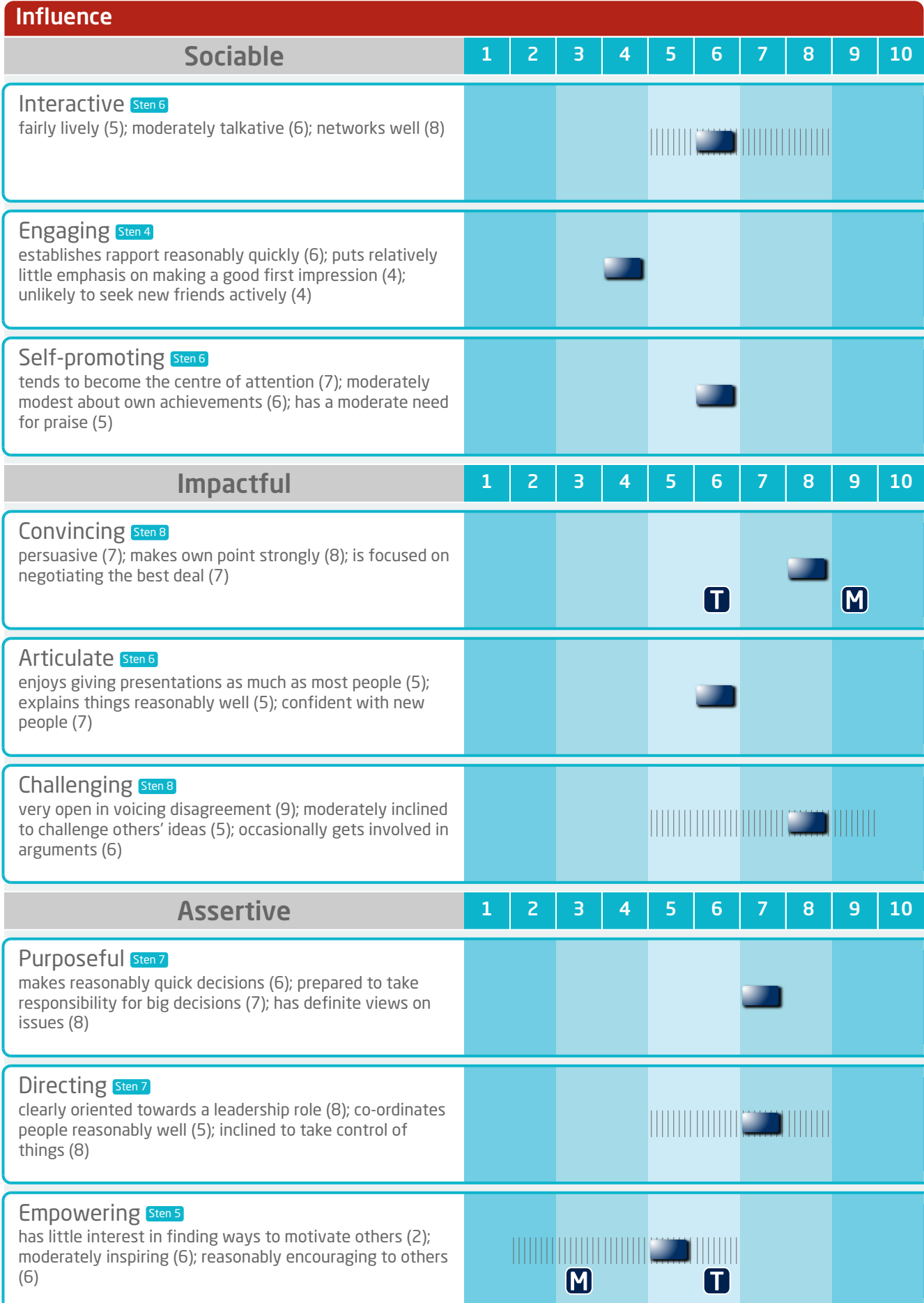
N - I Normative-Ipsative Split. Differences between normative (rating) and ipsative (ranking) scores of three stens or more are indicated by the markers **N** and **I**, respectively. Where ipsative scores are higher than normative ones, the person may have been overly self critical in their normative self descriptions. If normative scores are higher than ipsative, it may mean that the person has been less self critical and has possibly exaggerated their normative description. This provides specific areas for further verification, rather than one unspecified measure of social desirability.

M - T Motive-Talent Split. Differences between motive and talent scores of three stens or more on a given dimension are indicated by the markers **M** and **T**, respectively. Such differences may suggest an incentive to develop in given areas, or indicate areas where environmental influences are having a strong impact.

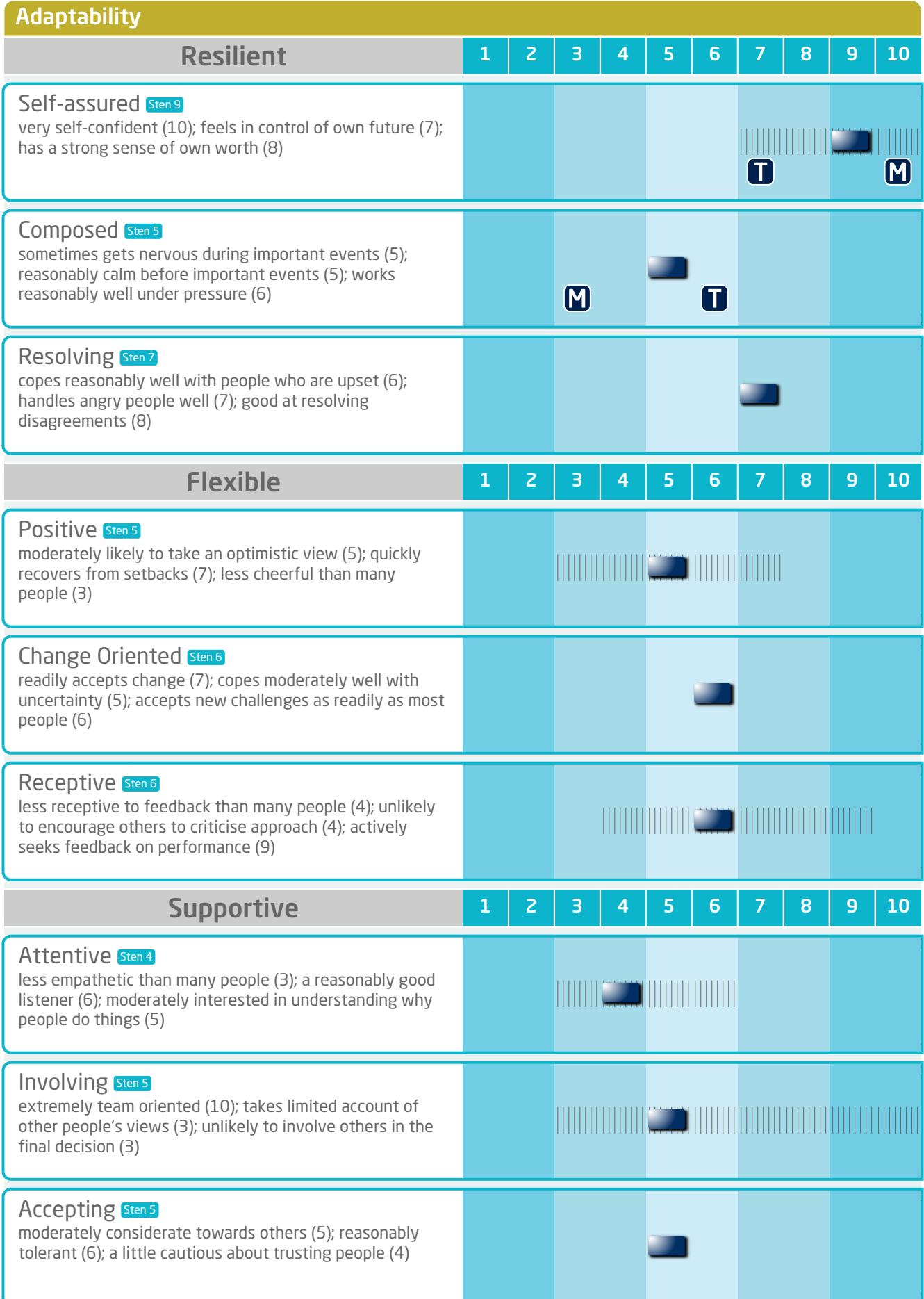
Full Psychometric Profile - Thought Cluster



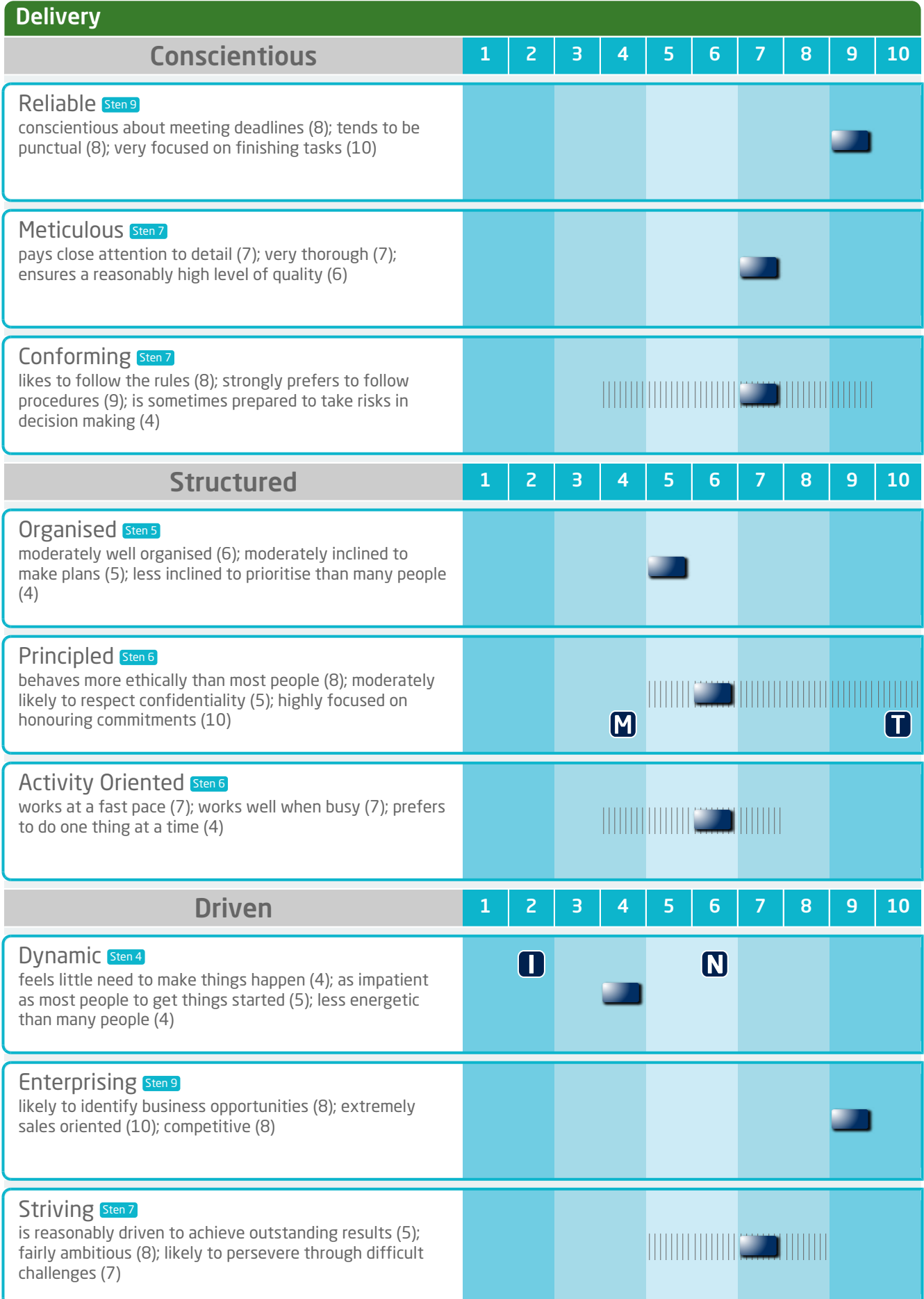
Full Psychometric Profile - Influence Cluster



Full Psychometric Profile - Adaptability Cluster



Full Psychometric Profile - Delivery Cluster








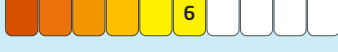




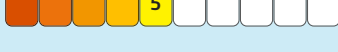

Summary Psychometric Profile

Acquiescence (7) Consistency (3) N-I Agreement (7) M-T Agreement (6)

Higher split shown		1	2	3	4	5	6	7	8	9	10	Splits
Thought	Analytical											
	Factual											N
	Rational											
	Learning Oriented											M
	Practically Minded											T
	Insightful											N
	Inventive											
	Abstract											
	Strategic											
	Interactive											
Influence	Engaging											
	Self-promoting											
	Convincing											M
	Articulate											
	Challenging											
	Purposeful											
	Directing											
	Empowering											T
	Self-assured											M
	Composed											T
Adaptability	Resolving											
	Positive											
	Change Oriented											
	Receptive											
	Attentive											
	Involving											
	Accepting											
	Reliable											
	Meticulous											
	Conforming											
Delivery	Organised											
	Principled											T
	Activity Oriented											
	Dynamic											N
	Enterprising											
	Striving											

Competency Potential Profile

This report gives Bradley Narainsamy's areas of greater and lesser predicted potential based on our extensive international database linking Saville Consulting Wave to work performance.

Competency Description		Potential
Solving Problems	Evaluating Problems Examining Information (6); Documenting Facts (3); Interpreting Data (6)	 Average higher potential than about 40% of the comparison group
	Investigating Issues Developing Expertise (6); Adopting Practical Approaches (7); Providing Insights (5)	 Average higher potential than about 60% of the comparison group
	Creating Innovation Generating Ideas (6); Exploring Possibilities (5); Developing Strategies (4)	 Average higher potential than about 40% of the comparison group
Influencing People	Building Relationships Interacting with People (5); Establishing Rapport (4); Impressing People (7)	 Average higher potential than about 40% of the comparison group
	Communicating Information Convincing People (7); Articulating Information (5); Challenging Ideas (7)	 Fairly High higher potential than about 75% of the comparison group
	Providing Leadership Making Decisions (8); Directing People (6); Empowering Individuals (4)	 Average higher potential than about 60% of the comparison group
Adapting Approaches	Showing Resilience Conveying Self-Confidence (9); Showing Composure (5); Resolving Conflict (7)	 High higher potential than about 90% of the comparison group
	Adjusting to Change Thinking Positively (4); Embracing Change (6); Inviting Feedback (6)	 Average higher potential than about 40% of the comparison group
	Giving Support Understanding People (4); Team Working (4); Valuing Individuals (4)	 Fairly Low higher potential than about 25% of the comparison group
Delivering Results	Processing Details Meeting Timescales (7); Checking Things (7); Following Procedures (7)	 Fairly High higher potential than about 75% of the comparison group
	Structuring Tasks Managing Tasks (4); Upholding Standards (6); Producing Output (6)	 Average higher potential than about 40% of the comparison group
	Driving Success Taking Action (4); Seizing Opportunities (9); Pursuing Goals (7)	 Fairly High higher potential than about 75% of the comparison group

Predicted Culture/Environment Fit

Based on extensive Saville Consulting research linking the styles of individuals to culture at work, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Bradley Narainsamy's success:

Performance Enhancers

- ⊕ where commercialism and entrepreneurialism are valued and the emphasis is on identifying business opportunities and outperforming the competition
- ⊕ where self confidence is regarded as an asset and people are encouraged to know their own worth and take responsibility for their own workload
- ⊕ where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
- ⊕ where there is a strong results focus and determination to succeed, no matter what, and people are rewarded for achieving outstanding results
- ⊕ where importance is attached to punctuality and completing tasks to deadline and reliability is clearly valued
- ⊕ where real importance is attached to the maintenance of high quality standards and close attention to detail
- ⊕ where people are down to earth and there is an emphasis on practical, hands-on activity and the application of common sense
- ⊕ where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised

Performance Inhibitors

- ⊖ where the culture is non-commercial, non-competitive and non-profit oriented
- ⊖ where self confidence is equated with arrogance and denigrated, and people are discouraged from taking control of their own workload
- ⊖ where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
- ⊖ where the urge to achieve outstanding results is not great and people seldom persist in the face of difficulties
- ⊖ where there is a culture that allows deadlines to be passed and tasks are often left unfinished
- ⊖ where the maintenance of quality standards and attention to detail are not considered a priority
- ⊖ where the emphasis is on theory rather than practice and there is little opportunity for involvement in practical tasks
- ⊖ where people are not expected to comply with rules and regulations, there are no clearly established procedures and there is a high degree of risk