

Predicted Culture/Environment Fit

Based on extensive Saville Consulting people and culture audit data, this report highlights the aspects of the culture, job and environment that are likely to enhance or inhibit Vik Patel's success:

Performance Enhancers

- ⊕ where inspirational leadership is valued and sought after, and there are numerous opportunities for motivating, inspiring and encouraging other people
- ⊕ where the ability to explain things clearly and confidently is highly valued and there are frequent opportunities for giving formal presentations
- ⊕ where there are numerous opportunities for making new contacts and developing relationships, and good networking is seen as a key to success
- ⊕ where there is an emphasis on analyzing and solving problems and problem solving ability is really valued
- ⊕ where creativity and innovation are encouraged, and radical ideas and solutions welcomed
- ⊕ where it is important to make an immediate, positive impact and be able to establish new relationships quickly
- ⊕ where there is a strong strategic focus, it is seen as desirable to have a clear vision for the future and strategic thinking capability is highly valued
- ⊕ where the development of theoretical ideas and concepts is encouraged

Performance Inhibitors

- ⊖ where people are largely self motivated and do not require encouragement or inspiration from external sources
- ⊖ where relatively little importance is attached to the ability to explain things well and there are few opportunities for giving presentations
- ⊖ where there are few networking opportunities
- ⊖ where there are few opportunities for analyzing and solving problems
- ⊖ where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
- ⊖ where there is no requirement to make a good first impression and building relationships is not encouraged
- ⊖ where the focus is short rather than longer term, tactical rather than strategic
- ⊖ where there is little interest in the application of theoretical ideas and models, and people are given little time to explore different options and possibilities

About this Report

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

The results are presented on a 1 to 10 'Sten' scale based on a comparison with a mixed occupational group.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perceptions. Nevertheless, our extensive research has shown it to be a valid measure of how people will operate in the workplace.

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 valid for 12 to 24 months, depending upon circumstances.

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

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