



# Types Report for Mr Stephen Gotz



Focus

Styles

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## About this Report

This report is based upon the Styles assessment which explores an individual's behavioural tendencies in a number of work relevant areas.

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

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 provide a valid overview of the respondent's behavioural tendencies at work for 12 to 24 months, depending upon circumstances.

The report was produced using Saville Consulting software systems. It has been derived from the results of a questionnaire 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 questionnaire is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

## Introduction to the Types Report

This report outlines the typical approach of Stephen Gotz at work based on responses to the Saville Consulting Wave Styles questionnaire.

### Saville Consulting Wave™ Types

Research has shown that the Saville Consulting Wave™ Types are powerful predictors of performance in a range of key areas.

Note: Typologies are useful generalisations about people. However, generalisations by their nature make it inevitable that respondents will identify more closely with some aspects of the description of their type than others.

### Styles Assessment

The report draws on the four Clusters in the Styles assessment that cover three Sections each:

**Thought**

Evaluative, Investigative, Imaginative

**Influence**

Sociable, Impactful, Assertive

**Adaptability**

Resilient, Flexible, Supportive

**Delivery**

Conscientious, Structured, Driven

### People & Task Types

This report integrates results in the 'People' Clusters (Influencing People and Adapting Approaches) into four People Types, and results on the 'Task' Clusters (Solving Problems and Delivering Results) into four Task Types.

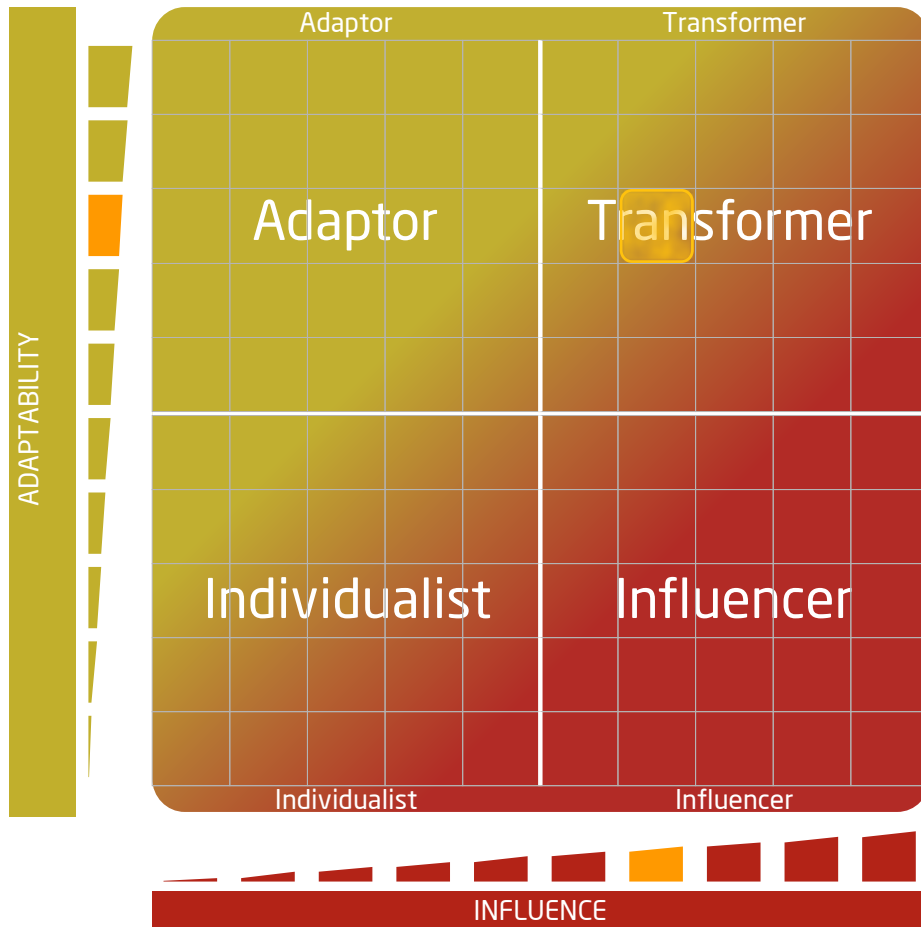
The People Type for Stephen Gotz is shown on the following page, followed by the Task Type.

On the Type chart the distance from each axis indicates how clear or differentiated the type is. Scores close to the corners of the chart indicate that the type is very clear and that the type description will apply very consistently. Scores next to an axis suggest that the individual may adopt the behaviours associated with either side of the axis.

### Saville Consulting Wave™ Types Implications

Saville Consulting Wave™ Types have implications for behaviour in leadership roles, team/peer interaction, change management and synergies with various organisational cultures.

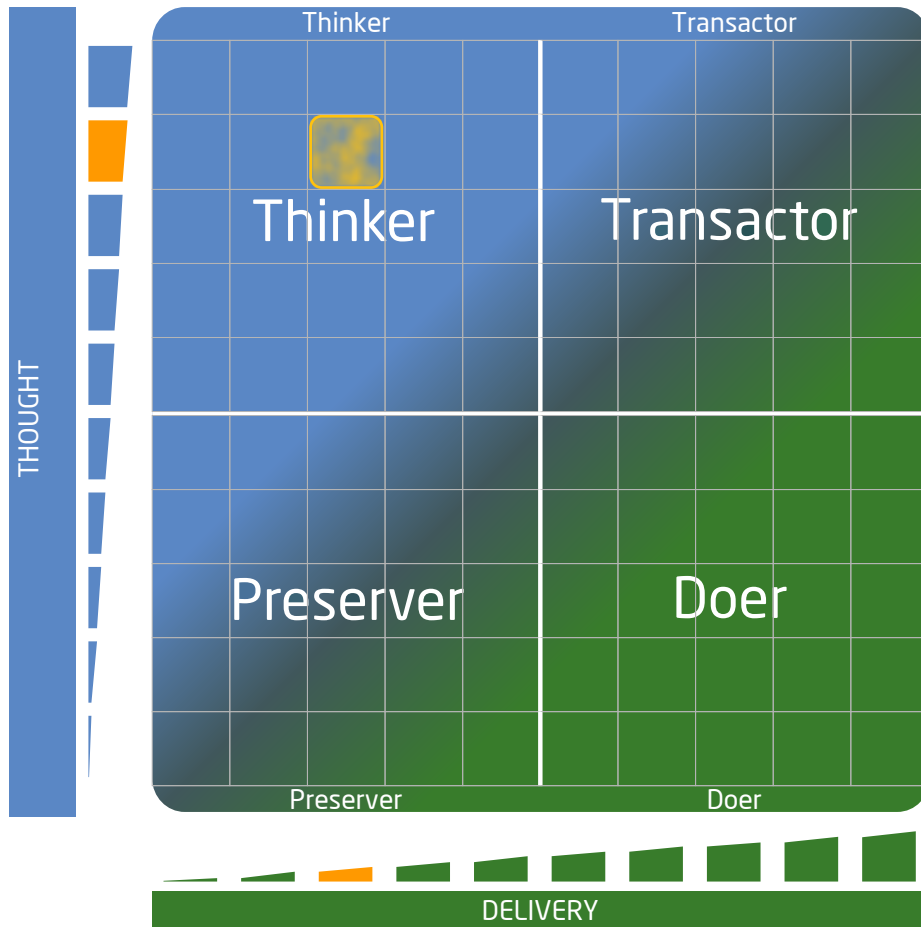
# People Type



## Transformer

Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact. As the results are reasonably well differentiated, Stephen Gotz is likely to typically adopt this type, but may sometimes adopt other types.

# Task Type



## Thinker

Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results. As the results are well differentiated from other types, Stephen Gotz is likely to consistently adopt this type and only rarely adopt other types.

## Transformer-Thinker

Transformer-Thinkers show great flexibility and a thirst for change. They have an enquiring and challenging approach which is balanced by supportiveness for their colleagues and teams.

### Leadership Style

- Transformer-Thinkers provide a very flexible and accommodating approach to leading teams.
- They are persuasive individuals capable of inspiring others to give their best.
- Their thoughtful analysis and insights often leads others to seek their views.
- Leaders of this type are often visionaries rather than implementers and may at times struggle to deliver.

### Team & Peer Interaction

- They enjoy team work and harmonious relationships, and influencing others to their point of view.
- People with this approach are likely to be supportive and positive in team or peer processes.
- Transformer-Thinkers are likely to be enthusiastic about new projects and ideas. They are eager to discuss things but less likely to put ideas into action.

### Managing Change

- Transformer-Thinkers present a very powerful profile for leading and facilitating change.
- Their resilience, flexibility and communicative style, coupled with sound judgement of situations, are powerful assets to any organisational change initiative.
- They can be exceptional sponsors of change, who think ahead and inspire people with their enthusiasm.
- Their caring and insightful approach to people can make it difficult for them to take tough action that hurts the feelings of others.

### Cultural Synergies & Maximising Potential

- Transformer-Thinkers like to discuss their many plans and ideas but their enthusiasm may not be matched by their meticulousness in finishing tasks.
- They require stimulating work that provides scope for innovation and time for discussion - pressure to get results may reduce motivation.
- Transformer-Thinkers prefer environments where a clear vision for the future and sound judgement are valued.
- They are best suited to more fluid cultures where people are generally supportive of each other.

# Saville Consulting Wave™ Types Model

## People Types

<p><b>Adaptor</b>                  Adaptors are supportive, resilient and flexible in response to change. They are quiet and accommodating.</p>	<p><b>Transformer</b>                  Transformers combine interpersonal sensitivity with powerful social networks and definite leadership impact.</p>
<p><b>Individualist</b>                  Individualists are task rather than people-focused. They prefer environments where their specialist expertise is valued.</p>	<p><b>Influencer</b>                  Influencers excel at communicating their message. They enjoy using power and single-mindedly pursue their goals.</p>

## Task Types

<p><b>Thinker</b>                  Thinkers get straight to the core of a problem to find solutions. They may pursue ideas at the expense of accomplishing results.</p>	<p><b>Transactor</b>                  Transactors combine thoughtful analysis with the driven pursuit of goals. They enjoy challenges and can be relied upon to deliver results.</p>
<p><b>Preserver</b>                  Preservers adopt conventional approaches to their work and prefer a steady work pace.</p>	<p><b>Doer</b>                  Doers approach their work with dynamism and conscientiousness. They prefer action over intellectualised debate.</p>