



YSC Potential Guide Report for Joe Bloggs

About this Report

This report is based upon the YSC Potential Guide powered by Saville Consulting Wave™.

The questionnaire explores an individual's approach to work in a number of relevant areas.

The results are based on a comparison with a large group of professionals. The scores are expressed on a 1 to 10 scale where 1 is low and 10 is high.

Since the questionnaire is a self-report measure, the results reflect the individual's self-perceptions. Nevertheless, our research has shown it to be a valid predictor 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 approach to work for 12 to 24 months, depending upon circumstances.

The report was produced using the Saville Consulting Oasys software system. It has been derived from the results of a questionnaire completed by the respondent, and reflects the responses made by them.

The YSC Potential Guide developed in 2006 by Saville Consulting UK Ltd and YSC Ltd is exclusively available through YSC (<http://www.ysc.com>).



Introduction to Assessment Report

This report provides information on motives, preferences, needs and talents, based on Joe Bloggs's responses to the YSC Potential Guide questionnaire.

The Nature of Potential

This report section outlines the nature of the YSC Potential Model which is based on extensive research into the characteristics that underpin potential for high level roles.

YSC Potential Guide Model

This page outlines the Judgement, Drive and Influence Clusters of the model and how they are broken down into 10 areas.

Overview

The Response Summary shows response sets while the Profile Breakdown explains the elements of the Profile Summary and Cluster Profiles that are unique to Saville Consulting Wave reporting.

Profile Summary

The Profile Summary displays scores on the 10 areas of the model.

Cluster Profiles

Each Cluster Profile displays scores on the areas underlying that Cluster and feature behavioural indicators that verbalise responses to the facets of the YSC Potential Guide.

How to use this Report

The YSC Potential Guide is intended for use in the following contexts: to support decision-making in recruitment; in coaching individuals and helping them plan their development; in helping individuals plan and manage their careers; to support team development; for benchmarking groups and auditing potential at an organisational level.

Use of this report is restricted to individuals that have received specific training in Saville Consulting Wave and the application of the YSC Potential Guide. It is important to remember that the report is concerned with potential – NOT with current performance (e.g. narrow accomplishment of given objectives, conformity or compliance with prescribed rules).

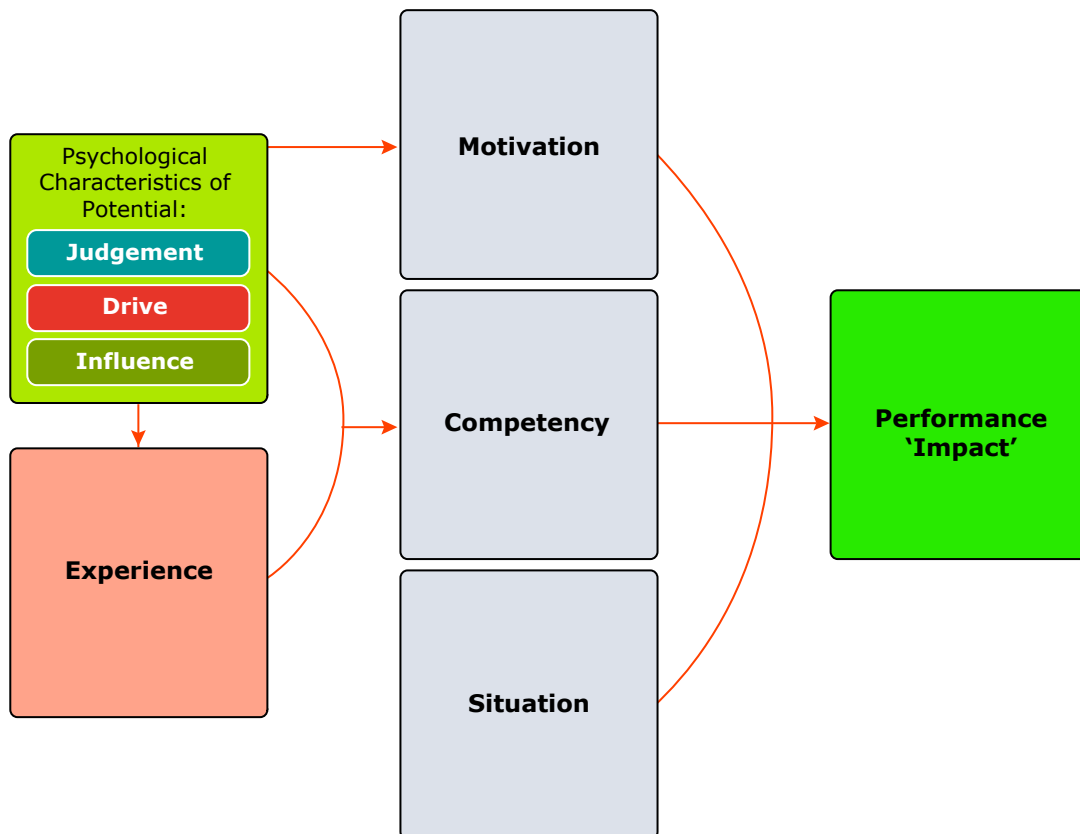
All material, including 'hard' and 'soft' reports must be stored securely and only be accessible to trained users or other authorised individuals. YSC and Saville Consulting believe that close adherence to these ethical standards is important to protect and preserve individuals' rights; and to ensure successful use of such instruments.

The Nature of Potential

When we talk about 'potential', we are talking about the personal qualities needed by individuals to succeed. These personal qualities are not management competencies, but rather are the traits which underlie such competencies. The YSC Potential Guide assesses how individuals see themselves against these personal qualities, which are broadly represented in three strands: Judgement, Drive and Influence.

The Guide is there to help individuals and organisations begin to build up a picture of a person's strengths and weaknesses against the personal qualities; and the contexts they are likely to suit as a result. Furthermore, the Guide is also there to act as a useful springboard to help people think about the really big strengths they need to leverage; and the 'gaps' they may need to gear some of their development planning towards.

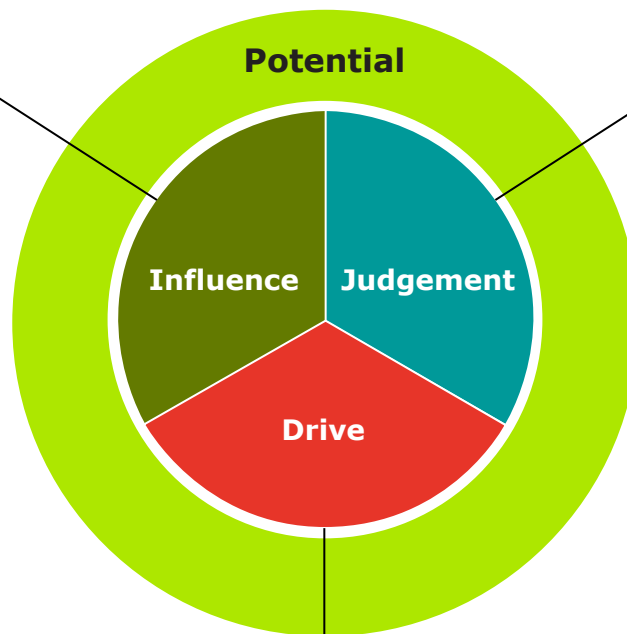
How Potential Relates to Performance and Competency



YSC Potential Guide Model

- **Self-Awareness** – Accurately understanding personal strengths and weaknesses; and the situations that will and won't suit them. Using self-insight to manage their behaviour.
- **Environmental Radar** – Knowing how to get things done within the organisation.
- **Range of Influence** – Drawing actively on a range of interpersonal skills in a way that allows them to have influence.

- **Problem Finding** – Spotting issues early so that new opportunities and problems can be seen ahead of time.
- **Analytical Rigour** – Adopting a sharp, rigorous approach to problems.
- **Framing Issues** – Generating new perspectives for understanding situations that allow a more creative approach to be followed.
- **Problem Resolution** – Moving comfortably between decisiveness and reflection; and recognising that any view taken may change in light of changing evidence.



- **Ambition** – Drawing fully on their attributes to 'leave a mark'. Driven by a need for self-realisation and broad impact, rather than just delivering results.
- **Self-Assurance** – A positive orientation to dealing with obstacles and problems. A deep-seated belief in their ability to achieve a goal.
- **Initiative** – Setting and pursuing a path (intellectually and behaviourally) without guidance. Finding new goals and new ways of achieving established goals.

Overview

This page provides a summary of Joe Bloggs's responses to the YSC Potential Guide questionnaire. It summarises response patterns on the rating (normative) and the ranking (ipsative) tasks, their alignment and also shows the alignment of Motives and Talents.

Response Summary

	1	2	3	4	5	6	7	8	9	10
Ratings Acquiescence Overall, neither overly lenient nor critical in self-ratings						■				
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 slightly less than for most people				■						

Profile Breakdown

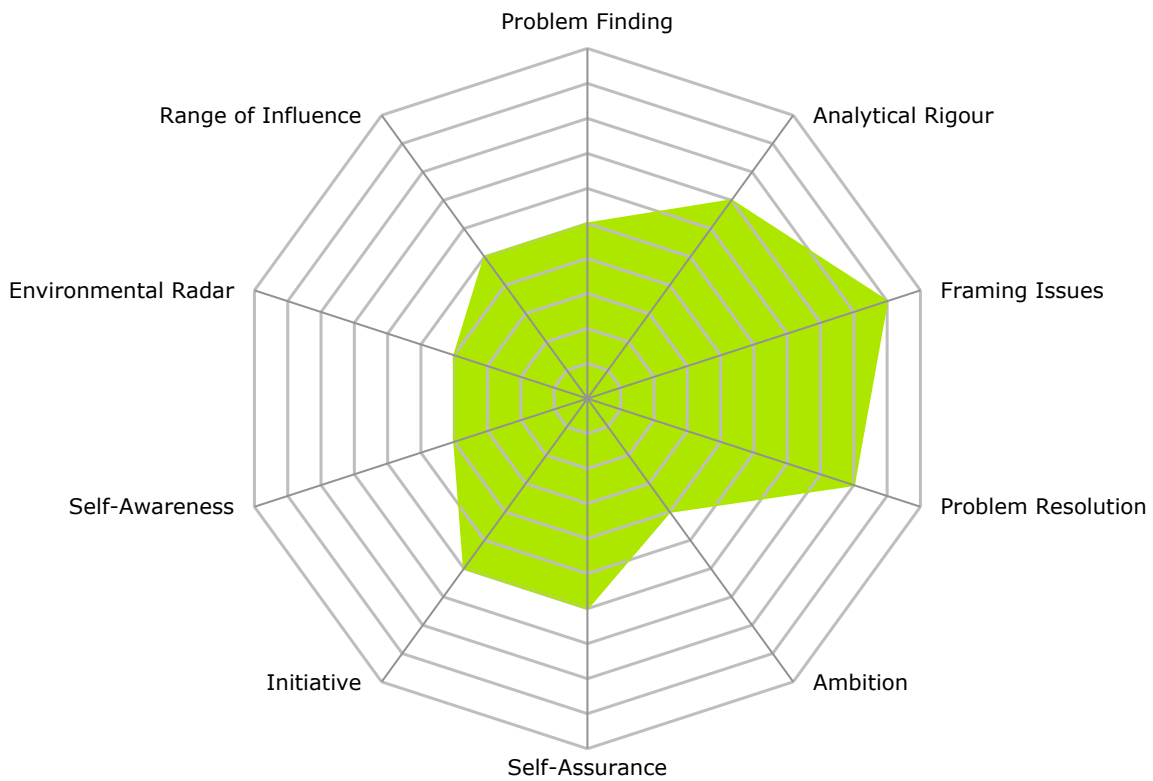
The Profile Breakdown explains the Facet Range, Normative-Ipsative Split and Motive-Talent Split features that are unique to Saville Consulting Wave reporting:-

Facet Range. Where the range of facet scores within any dimension is of 3 stens or more, this is indicated by hatching.

Normative-Ipsative Split. Differences between Normative (rating) and Ipsative (ranking) scores of 3 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.

Motive-Talent Split. Differences between Motive and Talent scores of 3 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.

Profile Summary



Judgement (8)

Utilising rational and intuitive thinking

- Problem Finding (5)
- Analytical Rigour (7)
- Framing Issues (9)
- Problem Resolution (8)

Drive (6)

Striving to make a broad impact

- Ambition (4)
- Self-Assurance (6)
- Initiative (6)

Influence (4)

Selecting and shaping situations

- Self-Awareness (4)
- Environmental Radar (4)
- Range of Influence (5)

Judgement (8)

Problem Finding

1 2 3 4 5 6 7 8 9 10

Spotting issues early so that new opportunities and problems can be seen ahead of time.



reasonably likely to identify problems (5), moderately inclined to identify business opportunities (6), reasonably quick at getting to the core of a problem (5), reasonably focused on understanding the core of a problem (6), a reasonably quick learner (5), shows very little interest in monitoring changes (2), moderately inclined to prioritise issues (6)

Analytical Rigour

1 2 3 4 5 6 7 8 9 10

Adopting a sharp, rigorous approach to problems.



moderately interested in analysing information (5), enjoys working with numerical data (7), moderately interested in the logic behind an argument (5), explores the facts reasonably comprehensively (6), very interested in studying the underlying principles (9), moderately inclined to anticipate problems (5), pays close attention to detail (7), ensures a reasonably high level of quality (6), inclined to adjust views based on new information (8)

Framing Issues

1 2 3 4 5 6 7 8 9 10

Generating new perspectives for understanding situations that allow a more creative approach to be followed.



generates lots of ideas (9), good at developing concepts (8), clarifies complex issues (7), takes a long term view (8), creates a clear vision for the future (8), very inclined to develop strategies (9), asks probing questions fairly frequently (5), reasonably interested in exploring alternative perspectives (5), likely to test out ideas (7)

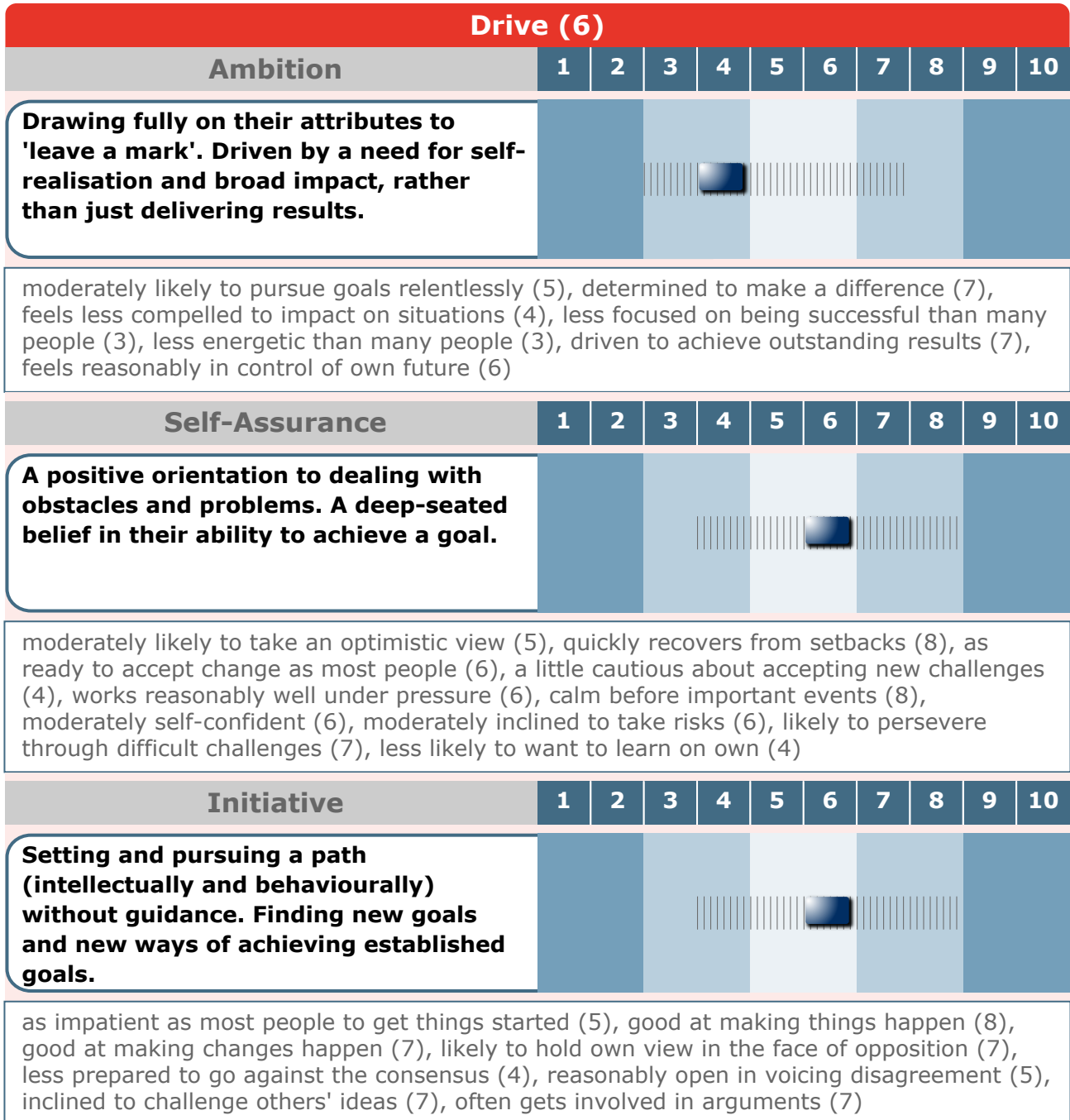
Problem Resolution

1 2 3 4 5 6 7 8 9 10

Moving comfortably between decisiveness and reflection; and recognising that any view taken may change in light of changing evidence.



prepared to take responsibility for big decisions (7), makes reasonably quick decisions (6), inclined to seek solutions to problems (8), often identifies ways to improve things (7), copes moderately well with uncertainty (6), concerned to exercise good judgement (8)

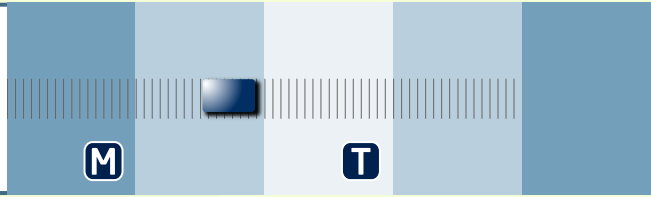


Influence (4)

Self-Awareness

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Accurately understanding personal strengths and weaknesses; and the situations that will and won't suit them. Using self-insight to manage their behaviour.



learns from receiving feedback (8), receptive to feedback from others (7), less inclined than most to learn from past experiences (1), unaware of own motivators (1), less aware of own strengths (3), reasonably aware of own limitations (5)

Environmental Radar

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Knowing how to get things done within the organisation.

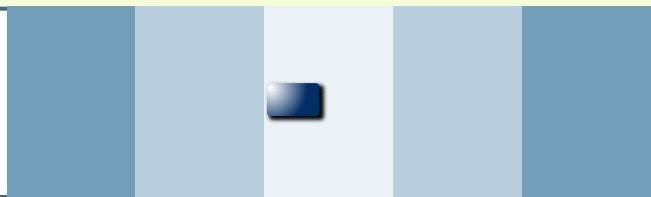


moderately interested in understanding why people do things (5), less interested in the culture of an organisation than many people (4), moderately interested in understanding how organisations work (6), rarely notices how situations develop (1), less aware of political issues at work (4), unlikely to listen attentively for long (2), as empathetic as most people (6), moderately interested in networking (6)

Range of Influence

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Drawing actively on a range of interpersonal skills in a way that allows them to have influence.



has limited interest in finding ways to motivate others (4), moderately inspiring (5), reasonably encouraging to others (5), establishes rapport reasonably quickly (6), reasonably focused on maintaining relationships (5), reasonably good at resolving disagreements (5), moderately persuasive (6), reasonably assertive in putting own points across (6)



Releasing the power
of people

YSC LONDON

The YSC Building
50 Floral Street, London
WC2E 9DA, UK

☎ + 44 (0)20 7520 5555

☎ + 44 (0)20 7520 5556

YSC SCOTLAND

19 Rutland Square
Edinburgh, EH1 2BB
Scotland, UK

☎ + 44 (0)131 228 7940

☎ + 44 (0)131 228 7949

YSC GERMANY

Kokkolastr. 1
40882 Ratingen
Deutschland

☎ +49 (0) 2102 892690

☎ +49 (0) 2102 8926999

YSC JOHANNESBURG

21 Marikana Crescent
Morningside, Johannesburg
South Africa

☎ +27 7 1686 2116

YSC NEW YORK

295 Madison Avenue,
40th Floor, New York,
NY 10017, USA

☎ +1 212 661 9888

☎ +1 212 661 9889

YSC SYDNEY

66 Gloucester Street
The Rocks
NSW 2000, Australia

☎ + 61 2 9252 3332

☎ + +61 2 9252 3722

YSC HONG KONG

Suite 1901, Tower II
Lippo Centre, 89 Queensway
Hong Kong

☎ + 852 2804 6006

☎ + 852 2804 6898

www.ysc.com