Wave Personality Questionnaires

The most powerful predictors of workplace performance and potential

Predicting Performance & Potential

The Wave personality questionnaires are the most powerful predictors of workplace performance and potential.

As the market-leading personality assessment, Wave is recognized for:

- possessing the highest validity*

- using the best scoring format to forecast workplace performance**

- being the only tool to identify alignment between work motives and talents

- having the most up-to-date norms for better benchmarking

"The Wave 'deep-dives' have provided Prudential with useful information and a high level of validity to add the rigor required and reduce the risk of bad hiring decisions at a senior level."

PRUDENTIAL

"Saville Assessment have produced a range of Wave reports that are truly innovative and provide a clear insight into what good looks like for our key roles."

Virgin media

"We are constantly impressed by the value Wave adds to the business. We use the tool and associated reports with our talent throughout their time with us. The fact we are talking the same language at recruitment, onboarding and development means our approach to talent is consistent and better aligned.

This presents a powerful force for the business."

RICOH
imagine. change.

* Project Epsom: How Valid is your Questionnaire? (2008)
** European Journal of Work and Organizational Psychology (2014); No. 1, 3-30

The
British
Psychological
Society

Review
27/30
STARS

2
YEAR GLOBAL
RESEARCH
PROGRAM

Best in class predictor

1 Potential
2 Work Performance
3 Competencies and Strengths
4 Preferred Culture

50+
Years' Experience

123 New
Wave Norms*

* launched in 2017

Used across
52
Countries

Motive
&
Talent

Focus
Styles

Profes-
sional
Styles

16
REPORT OPTIONS

3 unique
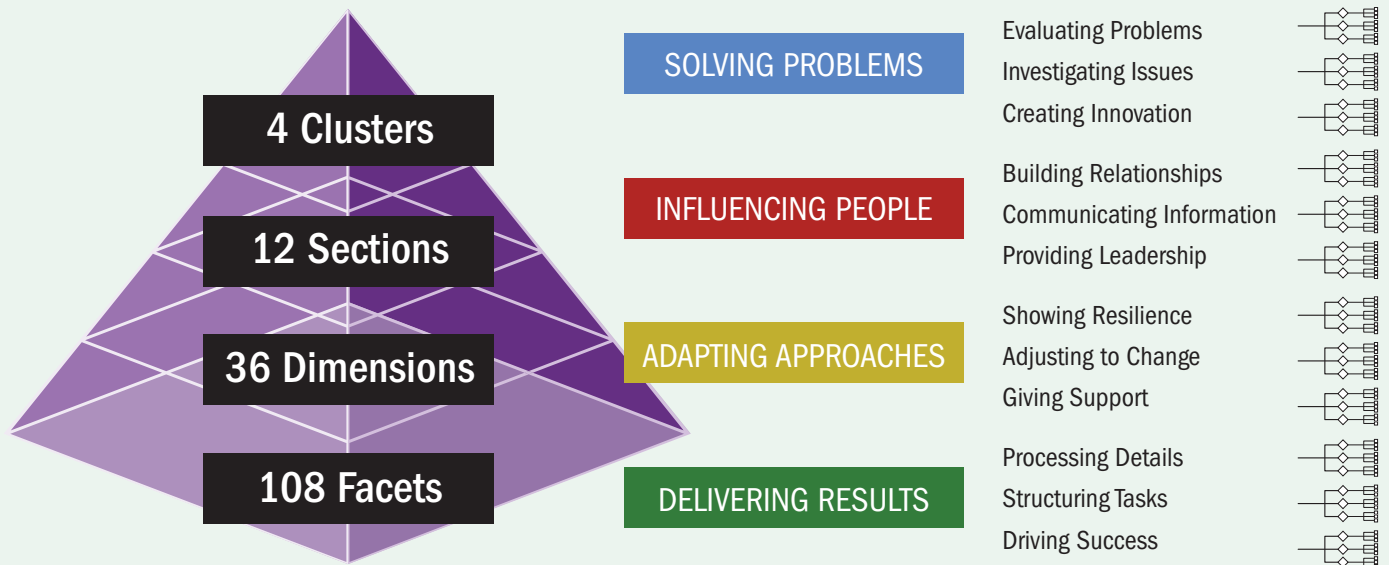
deep-dives
driving better
decisions

Wave Questionnaires

There are four flagship Wave questionnaires clients can choose from depending on their selection and development requirements.

Wave Strengths is a suite of five behavioral screening questionnaires suitable for volume recruitment projects.

All questionnaires are driven by the Wave model. This extensively-researched model measures the key characteristics that underpin successful workplace performance.

The model is hierarchical, built around 4 clusters, 12 sections, 36 dimensions and 108 facets.

4 Clusters	
12 Sections	
36 Dimensions	
108 Facets	

SOLVING PROBLEMS
- Evaluating Problems
- Investigating Issues
- Creating Innovation

INFLUENCING PEOPLE
- Building Relationships
- Communicating Information
- Providing Leadership

ADAPTING APPROACHES
- Showing Resilience
- Adjusting to Change
- Giving Support

DELIVERING RESULTS
- Processing Details
- Structuring Tasks
- Driving Success

Professional Styles

40 Minutes' Completion Time

12 Reports Available

Wave Professional Styles elicits detailed candidate information, lending itself to high-stakes recruitment and senior level development.

Focus Styles

13 Minutes' Completion Time

9 Reports Available

Wave Focus Styles is a shorter version of Professional Styles. It retains 80% of the validity and is suitable for talent shortlisting, hiring and development.

Performance 360

10 Minutes' Completion Time

3 Reports Available

The Performance 360 online assessment enables a range of relevant individuals to rate a colleague's performance at work and show how the individual perceives themselves.

Job Profiler

10 Minutes' Completion Time

1 Report Available

The Job Profiler gathers a number of individual perspectives from relevant stakeholders on what is important for new or existing roles.

Wave Strengths

Wave Strengths is a powerful suite of behavioral screening questionnaires offering a cost-effective approach to volume recruitment.

Role Type	Questionnaire	Test Format	
Graduate, Management Trainee, Manager & Professional	Work Strengths	🖥️	⏱️ 20
Technical Apprentice, Operational Roles in Manufacturing, Engineering, Construction and Transport	Operational Strengths	🖥️	⏱️ 10
Sales, Marketing, Business Development & Financial Services	Commercial Strengths	🖥️	⏱️ 10
Contact Center, Customer Service, Hospitality & Leisure	Customer Strengths	🖥️	⏱️ 10
Clerical & Office	Administrative Strengths	🖥️	⏱️ 10

Candidate Experience

The Wave questionnaires use work-relevant language to ask candidates what they enjoy doing (motive) and what they think they are good at (talent).

The questionnaires use a unique 'rate and rank' format eliciting more detailed information about a candidate's workplace preferences. This avoids central tendency in reports and flat profiles.

Candidates can complete the questionnaires on desktop and mobile devices.

Report Features

The flagship Wave Expert Reports (available from Focus and Professional Styles) are recognized for their sophisticated level of data, presented in a user and administrator-friendly format.

Response Summary – Illustrates how a candidate has interacted with the questionnaire. In-built checks and balances highlight how favorably a candidate has rated themselves and if there are any inconsistencies to probe.

Competency Profile Page – Provides a unique prediction of a candidate's likely strengths and limitations across 12 key performance areas. Presented in a candidate-friendly format to frame feedback positively.

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 Highly consistent in rank ordering of characteristics										●
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					●					

Performance Enhancers

- ⊕ where the ability to get rapidly to the core of issues and readily identify solutions to problems is highly valued
- ⊕ where people are encouraged to assume responsibility for important decisions and decisiveness is a valued characteristic
- ⊕ where creativity and innovation are encouraged and radical ideas and solutions welcomed
- ⊕ where heated debate is valued and people are encouraged to challenge ideas, argue and voice disagreements openly
- ⊕ where there is a strong results focus and determination to succeed, no matter what, and people are rewarded for achieving outstanding results
- ⊕ 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
- ⊕ where there is the opportunity to take on leadership responsibilities and have control over other people and resources

Performance Inhibitors

- ⊘ where little value is placed on providing new insights and identifying potential improvements
- ⊘ where the responsibility for major decisions rests with other people and there is little opportunity to influence the outcome
- ⊘ where conventional attitudes prevail, traditional approaches are preferred and people are discouraged from generating new ideas
- ⊘ where dissent is frowned upon and people are discouraged from challenging ideas and voicing disagreements
- ⊘ where the urge to achieve outstanding results is not great and people seldom persist in the face of difficulties
- ⊘ 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
- ⊘ where there is little opportunity for taking on leadership responsibilities or directing other people
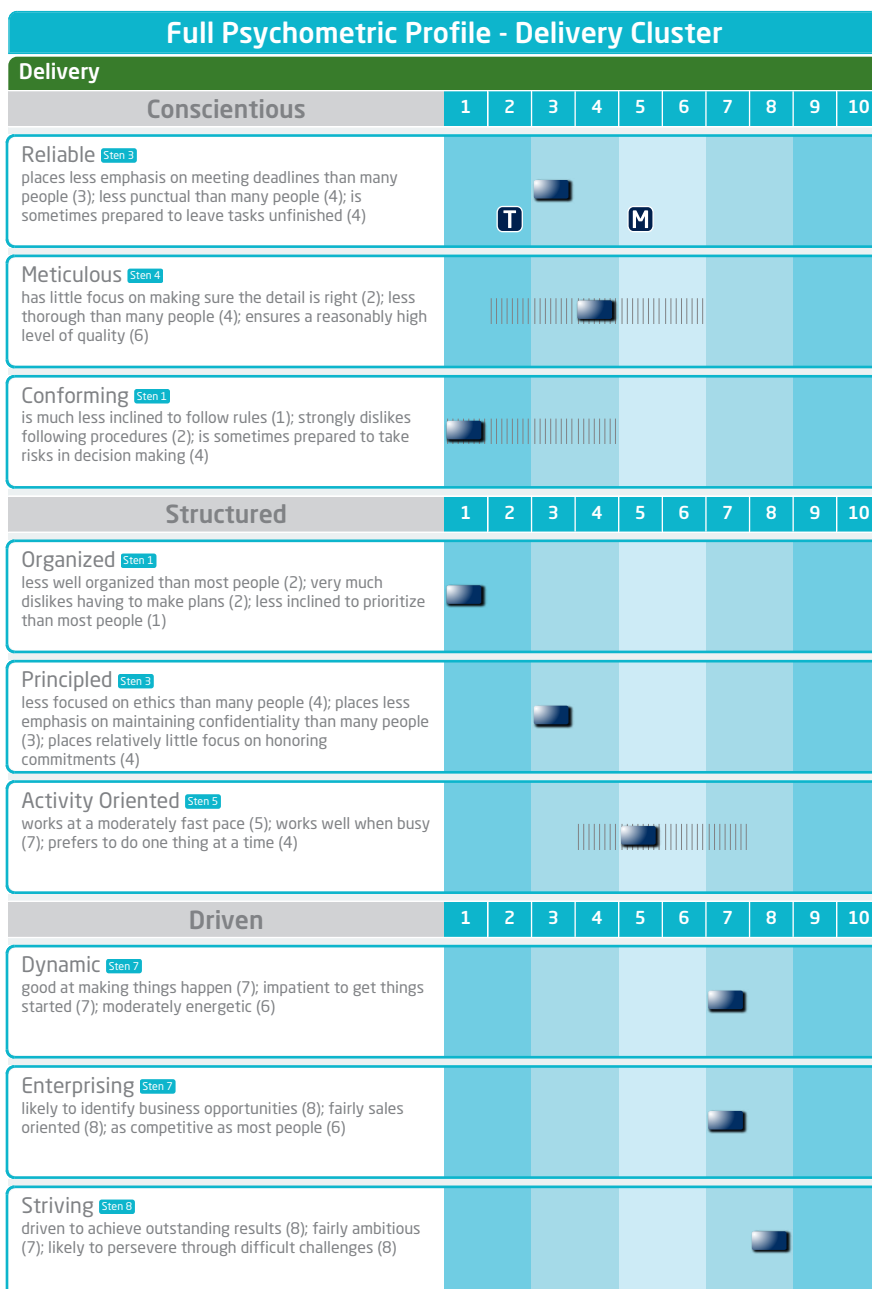
Competency Potential Profile

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

	Competency Description	Potential	
Solving Problems	**Evaluating Problems** Examining Information (8); Documenting Facts (6); Interpreting Data (6)	7	**Fairly High** higher potential than about 75% of the comparison group
	Investigating Issues Developing Expertise (6); Adopting Practical Approaches (3); Providing Insights (10)	7	**Fairly High** higher potential than about 75% of the comparison group
	Creating Innovation Generating Ideas (10); Exploring Possibilities (9); Developing Strategies (9)	10	**Extremely High** higher potential than about 99% of the comparison group
Influencing People	**Building Relationships** Interacting with People (5); Establishing Rapport (3); Impressing People (8)	5	**Average** higher potential than about 40% of the comparison group
	Communicating Information Convincing People (8); Articulating Information (5); Challenging Ideas (10)	9	**Very High** higher potential than about 95% of the comparison group
	Providing Leadership Making Decisions (10); Directing People (8); Empowering Individuals (6)	8	**High** higher potential than about 90% of the comparison group
Adapting Approaches	**Showing Resilience** Conveying Self-Confidence (7); Showing Composure (7); Resolving Conflict (4)	6	**Average** higher potential than about 60% of the comparison group
	Adjusting to Change Thinking Positively (7); Embracing Change (6); Inviting Feedback (3)	6	**Average** higher potential than about 60% of the comparison group
	Giving Support Understanding People (3); Team Working (2); Valuing Individuals (3)	2	**Very Low** higher potential than about 5% of the comparison group
Delivering Results	**Processing Details** Meeting Timescales (2); Checking Things (3); Following Procedures (1)	1	**Extremely Low** higher potential than about 1% of the comparison group
	Structuring Tasks Managing Tasks (1); Upholding Standards (2); Producing Output (4)	1	**Extremely Low** higher potential than about 1% of the comparison group
	Driving Success Taking Action (8); Seizing Opportunities (8); Pursuing Goals (9)	9	**Very High** higher potential than about 95% of the comparison group

Predicted Culture/Environment Fit – Indicates the aspects of the culture, job and environment likely to enhance or inhibit a candidate's workplace performance.

The four-page Full Psychometric Profile in the Wave Professional Styles Expert Report dives deep into a candidate's workplace potential and preferences.

It helps eliminate central tendency ('flat profiles' with limited score range) and is extremely powerful for:

- distinguishing between high-caliber candidates
- conducting interviews
- providing feedback
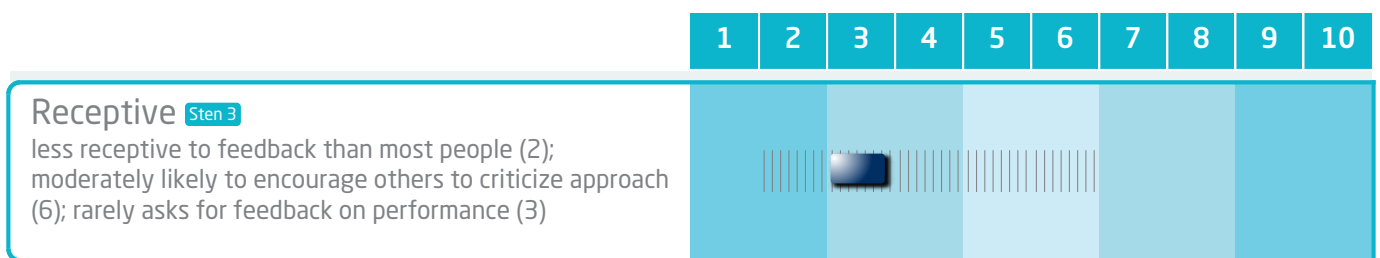- development and coaching

Full Psychometric Profile - Delivery Cluster

Delivery

Conscientious	1	2	3	4	5	6	7	8	9	10

Reliable Sten 3
places less emphasis on meeting deadlines than many people (3); less punctual than many people (4); is sometimes prepared to leave tasks unfinished (4)
(marker T at 2, marker at 3, marker M at 5)

Meticulous Sten 4
has little focus on making sure the detail is right (2); less thorough than many people (4); ensures a reasonably high level of quality (6)
(marker at 4)

Conforming Sten 1
is much less inclined to follow rules (1); strongly dislikes following procedures (2); is sometimes prepared to take risks in decision making (4)
(marker at 1)

Structured	1	2	3	4	5	6	7	8	9	10

Organized Sten 1
less well organized than most people (2); very much dislikes having to make plans (2); less inclined to prioritize than most people (1)
(marker at 1)

Principled Sten 3
less focused on ethics than many people (4); places less emphasis on maintaining confidentiality than many people (3); places relatively little focus on honoring commitments (4)
(marker at 3)

Activity Oriented Sten 5
works at a moderately fast pace (5); works well when busy (7); prefers to do one thing at a time (4)
(marker at 5)

Driven	1	2	3	4	5	6	7	8	9	10

Dynamic Sten 7
good at making things happen (7); impatient to get things started (7); moderately energetic (6)
(marker at 7)

Enterprising Sten 7
likely to identify business opportunities (8); fairly sales oriented (8); as competitive as most people (6)
(marker at 7)

Striving Sten 8
driven to achieve outstanding results (8); fairly ambitious (7); likely to persevere through difficult challenges (8)
(marker at 8)

Deep Dives

The Wave assessment is unique in profiling three deep dives which sit beneath overall scores.

Facet Ranges

Highlight where an individual has a more unusual spread or range of scores across three facets.
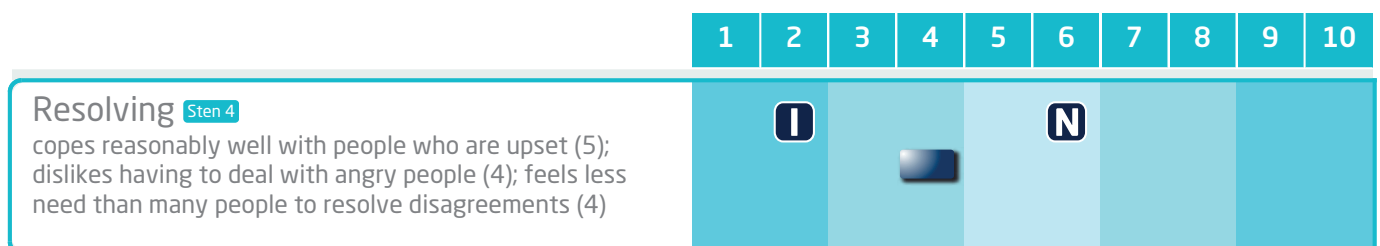
1	2	3	4	5	6	7	8	9	10

Receptive Sten 3
less receptive to feedback than most people (2);
moderately likely to encourage others to criticize approach
(6); rarely asks for feedback on performance (3)

Motive-Talent Splits

Highlight where there is lack of alignment between an individual's motive and talent on a Wave dimension (Professional Styles) or section (Focus Styles).

1	2	3	4	5	6	7	8	9	10

Self-assured Sten 6
less self-confident than many people (4); feels in control
of own future (7); has a strong sense of own worth (7)

M   T

Normative-Ipsative Splits

Highlight where there is a significant difference between how an individual has rated and ranked themselves on a Wave dimension (Professional Styles) or section (Focus Styles). This can indicate potential under/over self-evaluation.

1	2	3	4	5	6	7	8	9	10

Resolving Sten 4
copes reasonably well with people who are upset (5);
dislikes having to deal with angry people (4); feels less
need than many people to resolve disagreements (4)

I   N

Wave Reports - Applications

Hire Talent

Improve Quality of Hire

Pinpoint the drivers for success, identify the right people for the right roles and maximize talent acquisition metrics.

Clients use Wave reports for:

- Defining Success
- Shortlisting Candidates
- Experienced Hires
- Devolved Recruitment

Build Talent

Maximize Talent Effectiveness

Identify potential, develop performance, create agile teams and improve workplace productivity.

Clients use Wave reports for:

- Talent Audits
- Onboarding
- Individual Capability
- Team Effectiveness
- Performance Development
- Engagement & Retention

Lead Talent

Transform Leadership Effectiveness

Identify, select and develop leaders who will create the most positive impact on your organization and accelerate exceptional results.

Clients use Wave reports for:

- Leadership Selection
- Leadership Development
- Identifying Leadership Risk
- Identifying Entrepreneurs
- Identifying Future Leaders

Report Options

The integrated suite of Wave reports are accessible to all individuals involved with Hiring, Building and Leading Talent. Expert reports require Wave accreditation training to confidently interpret the deep level of detail provided, while other reports can be accessed with the support of interactive user guides.
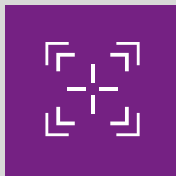
Professional Styles Expert Report

Comprehensive 12-page report for distinguishing between high-level individuals. Depth of information provided adds rigor to selection decisions and development planning.

Powered by Wave Professional Styles

Accreditation Training Required

Experienced Hires, Shortlisting Candidates

Talent Audits, Performance Development, Engagement & Retention, Individual Capability

Leadership Selection, Leadership Development, Identifying Future Leaders
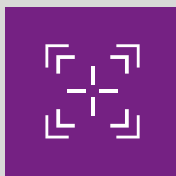
Focus Styles Expert Report

7-page report exploring the information of the unique deep dives in a summarized format. Ideal for candidate shortlisting, hiring and development.

Powered by Focus Styles

Accreditation Training Required

Shortlisting Candidates

Talent Audits, Performance Development, Engagement & Retention, Individual Capability

Work Roles Report

Identifies an individual's most and least preferred work roles. Practical advice on how to leverage your preferred work roles across teams, projects and colleagues for maximum performance.

Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

Team Effectiveness, Individual Capability, Engagement & Retention, Performance Development
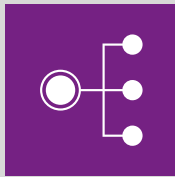
Interview Guide

User-friendly report for recruiters and managers to structure interviews. Uses powerful data to probe areas of concern and verify candidate strengths.

Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

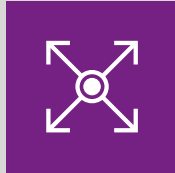Devolved Recruitment, Shortlisting

Line Manager Report

Perfect for individuals unfamiliar with psychometrics who are involved in hiring decisions. Illustrates a candidate's behaviors, potential and cultural fit.

Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

Devolved Recruitment

Personal Report

Candidate report providing high-quality and straightforward feedback. Can stand alone or in conjunction with telephone or face-to-face feedback.

Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

Applicant feedback (successful and unsuccessful)

Coaching

Sales Reports

Integrated suite of five reports which identifies and develops individuals with the potential to be great sales people.

Powered by Wave Professional Styles

Expert Option Available Requiring Training

Experienced Hires, Shortlisting, Devolved Recruitment

Individual Capability, Performance Development, Talent Audit, Engagement & Retention

Development Report

Illustrates capability and possible overplayed strengths. Actionable advice and development tips to achieve workplace potential.

Powered by Wave Focus and Professional Styles and Wave Performance 360

Supporting User Guide Provided

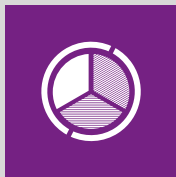Performance Development, Individual Capability

Entrepreneurial Report

Powerful predictor of the potential to add value to an organization through entrepreneurial talent and vision.

Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

Identifying Entrepreneurs

Leadership Impact Report

The first report to go beyond competencies and link behavior to organizational outcomes. Identifies where your leaders are most likely to create impact across nine key business areas.

Powered by Wave Professional Styles

Accreditation Training Required

Leadership Selection, Leadership Development, Identifying Future leaders

Onboarding Report

Accelerates time to productivity of new employees. Aligns strengths and challenge areas against business demands for focused objectives.
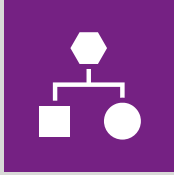
Powered by Wave Focus and Professional Styles

Supporting User Guide Provided

Devolved Recruitment

Onboarding, Engagement & Retention

Job Profiler

Shows several stakeholder perspectives as to what 'good' looks like. Objectively defines key behaviors for benchmarking from 'Not Important' to 'Critical'.

Powered by Job Profiler

Supporting User Guide Provided

Defining Success, Devolved Recruitment

Performance 360

Displays the ratings of a range of relevant stakeholders for a colleague's performance, driving powerful feedback and coaching activity.
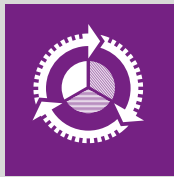
Powered by Wave Performance 360

Accreditation Training Required

Performance Development, Talent Audits, Individual Capability

Leadership Development

Leadership Impact 360

Gathers feedback from a range of key stakeholders on a leader's impact across nine critical business areas. A powerful leadership development tool providing a holistic view of leadership impact.

Powered by Leadership Impact 360

Accreditation Training Required

Leadership Development

Leadership Risk

Identifies unintended risk areas of leadership and how to mitigate them. Provides valuable insight into the influence they can bring to the individual, organization and culture.

Powered by Wave Professional Styles

Supporting User Guide Provided

Identifying Leadership Risk

A selection of our clients

Whether it is early-careers recruitment or leadership development, local authority or multinational corporation; we help all our clients Hire, Build and Lead their talent.

Working with us

Global Reach

Representatives in 80 countries and assessments in over 40 languages equip us to support your projects globally.

Customer Service

Our client support team and seven-days-a-week bureau service are committed to exceeding client and candidate expectations.

Pricing

We offer a clear and simple pricing model. Our range of assessments allows the freedom to create a package suited to your requirements and budget.

Saville Assessment
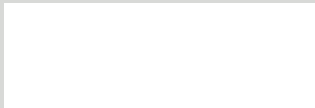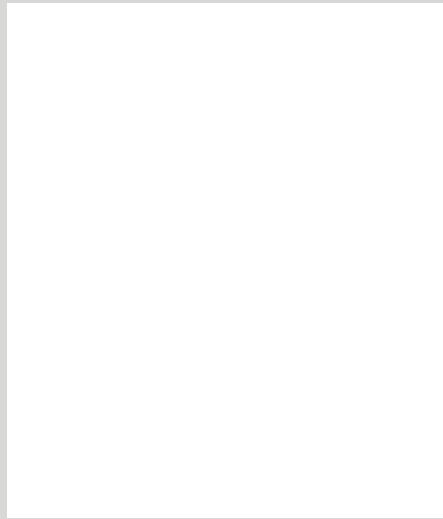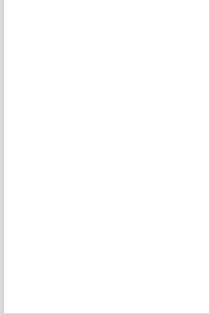
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Saville Assessment

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