



MY Self Premium Report
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Introduction

The following report is based on your completion of the MY Self questionnaire. It provides an insight into your behavioural effectiveness at work and the career areas to which your own particular strengths are likely to fit.

MY Self Overview

This section of the report presents your relative strengths and limitations rank ordered into four groups. Your first three behavioural effectiveness areas are referred to as 'Signature Strengths' and indexed with four MY symbols. The next three are referred to as 'Supporting Strengths' and indexed with three MY symbols. The next three areas are referred to as 'Lesser Strengths' and indexed with two MY symbols. The final three areas are referred to as 'Challenge Areas' and indexed with one MY symbol.

Signature Strengths

This section of the report covers your top three strengths. 'Know your Strength' explains the special contribution that you bring to the work place. 'Your Culture/Environment Fit' outlines which organisational cultures are likely to align with your values and needs, which in turn should lead to job satisfaction. 'Maximise your Strength' gives you tips on how to deploy your strengths for maximum impact. 'Use your Strength Wisely' provides some caveats and warnings on how heavy reliance on your strengths might become disadvantageous. Finally, 'Competitive Advantage at Interview from your Strength' provides tips on how to prepare for interviews.

Challenge Areas

This section of the report covers your bottom three behavioural effectiveness areas. 'Know your Challenge Area' outlines which behaviours you are likely to find difficult to consistently demonstrate. 'Potentially Unsuitable Cultures/Environments' outlines the working environments you are likely to find stressful, which in turn may reduce your job satisfaction and performance at work. 'Working with your Challenge Area' gives you tips on how to develop this area. 'Turning your Challenge Area into an Asset' provides an alternative, positive angle on your area of challenge.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements.

Career Area Fit

This section of the report presents your top three career areas. For each of the three career fields, your degree of strength is shown for the related behavioural areas.




MY Self Overview

This page provides an overview of your relative strengths, which are grouped into four categories featuring three strengths each. The list of strengths is presented in order from your strongest 'Signature Strength' to the area of greatest challenge for you. The implications for 'Signature Strengths' and 'Challenge Areas' are described in more detail on the pages that follow.




Signature Strengths

Driving Success		Page 4
Building Relationships		Page 6
Providing Leadership		Page 7




Supporting Strengths

Adjusting to Change	
Communicating Information	
Evaluating Problems	

Lesser Strengths

Giving Support	
Creating Innovation	
Investigating Issues	

Challenge Areas

Structuring Tasks		Page 8
Showing Resilience		Page 9
Processing Details		Page 10

Signature Strength

Driving Success



Know your Strength

You make clear contributions and are likely to work harder than many others to drive activities and make things happen. This is an important skill as it often makes the difference between the success or failure of an ambitious project. From a personal point of view, it can also be a strength which underpins long-term high potential in your career.

Your Culture/Environment Fit

You are likely to suit cultures where reward is based on merit for tangible achievements and where the delivery of outcomes is highly valued. You may be dissatisfied and frustrated by self-satisfied workplace cultures where the present level of success and achievement is seen as sufficient and further improvements are not sought. Nevertheless, if given sufficient freedom you might still be able to have a positive impact and improve such working environments.

Maximise your Strength

Think where your efforts can make a real difference to the organisation and to your own career. You may be tempted to accept all available challenges but sometimes it can be helpful to take some time to consider what will make a real difference and so merits putting a lot of effort into. It may be helpful to categorize challenges either as easy wins or hard-fought battles. You can go for as many easy wins as you are capable of, but might want to carefully consider which hard-fought battles are worth pursuing. Recognising which battles are worth fighting because few others are likely to succeed in the area in question is a skill common to many successful individuals and can lead to important competitive advantages.

Use your Strength Wisely

Others could find your strength overpowering or unsettling, so you may need to spend time trying to get other people to clearly understand your goals and intentions. Failure to do so might result in resentment or the development of unhealthy rivalries. It is worth remembering that other people may be content to do a satisfactory job without investing the same amount of time and effort as you to achieve success. As you may be prepared to work intensely for very long periods of time you should make sure not to neglect your own welfare, as well as that of other people. Try to make time for other social, intellectual and physical activities which could help alleviate the pressure of your preferred style of work.

Competitive Advantage at Interview from your Strength

Describe in detail what differences you have made and specifically what the resultant benefits were for the organisation or end-user. Be clear to describe the extra effort you put in (e.g. hours worked, inconveniences suffered) and why you thought that putting in the extra effort was important and contributed to your success.

Signature Strength

Driving Success



Competitive Advantage at Interview from your Strength

Interviewers like to see candidates who are realistic about their achievements, who can clearly articulate what was not successful, what they did to rectify any problems encountered and how they would avoid making the same mistakes in the future. Your active and driven style could give the impression that you are neglecting to focus on other important aspects of workplace performance, for example relationships with colleagues or the ability to evaluate information before taking action. Try to show how your achievements helped other people and what you did to ensure that the relevant people were aligned with your goals. You may need to convince the interviewer(s) that you are considering all relevant factors and not taking action without prior consideration, so explaining how you planned your activities before getting started is likely to be helpful.

Signature Strength

Building Relationships



Know your Strength

You are likely to be more active in developing relationships, interacting with others and getting yourself noticed than other people. This is important for your career as it will provide you with more opportunities through a wider circle of contacts than others are likely to develop.

Your Culture/Environment Fit

You are likely to thrive where there are lots of opportunities to meet and spend time with other people and to build new relationships. In a quiet or more individualistic environment where people spend little time engaging with others you are likely to find your work less rewarding and enjoyable.

Maximise your Strength

Learn from others who build relationships and get results by seeing how they do this most effectively. Simple things can make a difference, such as asking well-established contacts/friends to make an introduction to someone else or strengthening an important work relationship by going out of your way to provide extra help or support for that person.

Use your Strength Wisely

Time spent engaging with others is important at work, however, it is important that you spend the time wisely and ensure that you are investing enough time with the people that matter. It is a natural tendency to spend time with the people at work whose company you enjoy most, but it is also important to consider how best to use some of your relationship building capability in order to get your job done more effectively and to further your career. However, you should be careful not to overdo this as overt displays of self-promotion can be received negatively.

Competitive Advantage at Interview from your Strength

Be clear about what it is that you do which makes the difference. It may be difficult to describe what makes you different from others in how you relate to people. Ask trusted confidants how they would describe you. Much of your capacity for building relationships may be judged in the interview, based not just on what you say but also how you act.

Signature Strength

Providing Leadership



Know your Strength

You are more ready than others to take a role leading and inspiring others. This is an important predictor of future leadership success and potential at work.

Your Culture/Environment Fit

You are likely to favour workplace cultures in which you are able to have a role where you can quickly gain influence and authority over others. You may not like to be closely managed by your boss and will expect some latitude and freedom to direct others. Your preference to adopt a dominant role means that at times you will be taking on authority for staff, which can be a highly rewarding experience, but also intensely demanding.

Maximise your Strength

As leadership roles are something that you are ready to assume, you may be more tempted than others to jump into roles that are associated with greater responsibility. It is, however, important to consider whether the role is part of what you want to achieve in your career and whether it is best suited to you. Ask yourself whether you have the expertise in the subject area to fulfil the role more effectively than others.

Use your Strength Wisely

You are likely to want to take on leadership roles and leaders like to be in charge. However, the most effective leadership involves developing and encouraging leadership qualities in others. To do this, you will sometimes have to surrender control, empower others and motivate them to achieve. Think carefully where to exercise control and where to give others an opportunity to develop themselves.

Competitive Advantage at Interview from your Strength

Good examples of leading others are likely to be sought from interviewers and being able to describe an occasion where your leadership had a positive impact on a project is likely to be viewed favourably. Think through in advance exactly what you did in your role as a leader of a group or project. What did you do to work with staff in order to clarify your aims or mission of what needed to be achieved? How did you harness their skills and commitment? What did you do to motivate them? How did you deal with any concerns or issues? How did you show your commitment to other people? What was the outcome of your leadership?

Challenge Area

Structuring Tasks



Know your Challenge Area

You are likely to be less well organised than many people and may generally avoid making plans of how to approach your work. You may have a tendency not to complete tasks until deadlines are near and a high degree of structure is not likely to play an integral role in your approach to your work.

Potentially Unsuitable Cultures/Environments

You are unlikely to be well-suited to environments in which there are many different activities that need to be organised and co-ordinated. Similarly, environments in which there are inflexible deadlines may not suit you. You are likely to find it frustrating if you are required to work on specific tasks in a very structured way without having the flexibility to change your approach as you see fit.

Working with your Challenge Area

Breaking a task down into sub-components can simplify a process and dealing with the different components individually may help develop your organisational and prioritisation skills. Many other people are likely to prefer to take a more structured approach than you, so they may be able to help provide structure around your activities. You could seek assistance from someone who is more structured than you to help you prioritise the delivery of sub-components according to their individual deadlines.

Turning your Challenge Area into an Asset

Working in a less structured and organised way than many people may allow you to be more flexible in your work. When not relying heavily on structured procedures, you may have more opportunities to adapt your approaches to the specific demands of the current situation. Working without structure may also free you of potentially limiting constraints and allow you to develop novel solutions to problems and take non-standard approaches. It may be useful to recall examples of when an unstructured approach has been successful for you in the past, perhaps in a situation where it allowed you to react to something unanticipated which later proved particularly important. Because many other people are likely to be more structured than you, working in tandem with someone who is more structured may provide a useful combination of creativity and process.

Challenge Area

Showing Resilience



Know your Challenge Area

You are likely to become more anxious than many people before important events and you may take longer than other people to recover from setbacks.

Potentially Unsuitable Cultures/Environments

Your tendency to become anxious means that you may not be well-suited to cultures where you feel there exists a high level of pressure. You are also unlikely to be well-suited to environments where setbacks are likely to be frequent. Workplace cultures where people have a tendency to come into conflict or develop rivalries with one another may sometimes add to the pressure you feel at work.

Working with your Challenge Area

You should be aware that other people may feel less anxious under pressure than you do, so working with others in times of high pressure may be helpful. At times of high pressure, you may be able to reduce your levels of anxiety through preparation and planning for possible issues or objections you may face. Spend some time thinking about the type of situations and factors which cause you anxiety and focus on individually addressing these as best you can. It would also be useful to make others aware of their responsibilities so that you are not taking on too many responsibilities yourself. If something is causing you a great deal of concern, it may be more appropriate for someone else to assume responsibility for that particular task as other people may not be daunted by the same issues as you.

Turning your Challenge Area into an Asset

Other people may feel pressure less than you but you can harness your heightened levels of concern to better prepare for potentially negative outcomes. Your sensitivity in certain contexts may lead to you noticing a potential problem which other people may have missed. Planning for worst-case scenarios before an important event can be an asset which minimises the chance of something going seriously wrong. Equally, your sensitivity to pressure and conflict may allow you to better recognise similar concerns shared by other people. You may be well-positioned to understand and respond to other people's concerns and so interact more effectively with them.

Challenge Area

Processing Details



Know your Challenge Area

Working with details, procedures and finishing things off are not likely to be things you see as high priorities in your work. However, you should recognise that in some contexts processing details can be very important and failure to process details adequately can have serious consequences.

Potentially Unsuitable Cultures/Environments

Environments which require the accurate and efficient processing of a large amount of data, or where there are tight regulations and processes to follow may leave you feeling frustrated and bored. In such environments you may find a lack of autonomy and may feel constrained in such a way that you do not feel able to make effective contributions.

Working with your Challenge Area

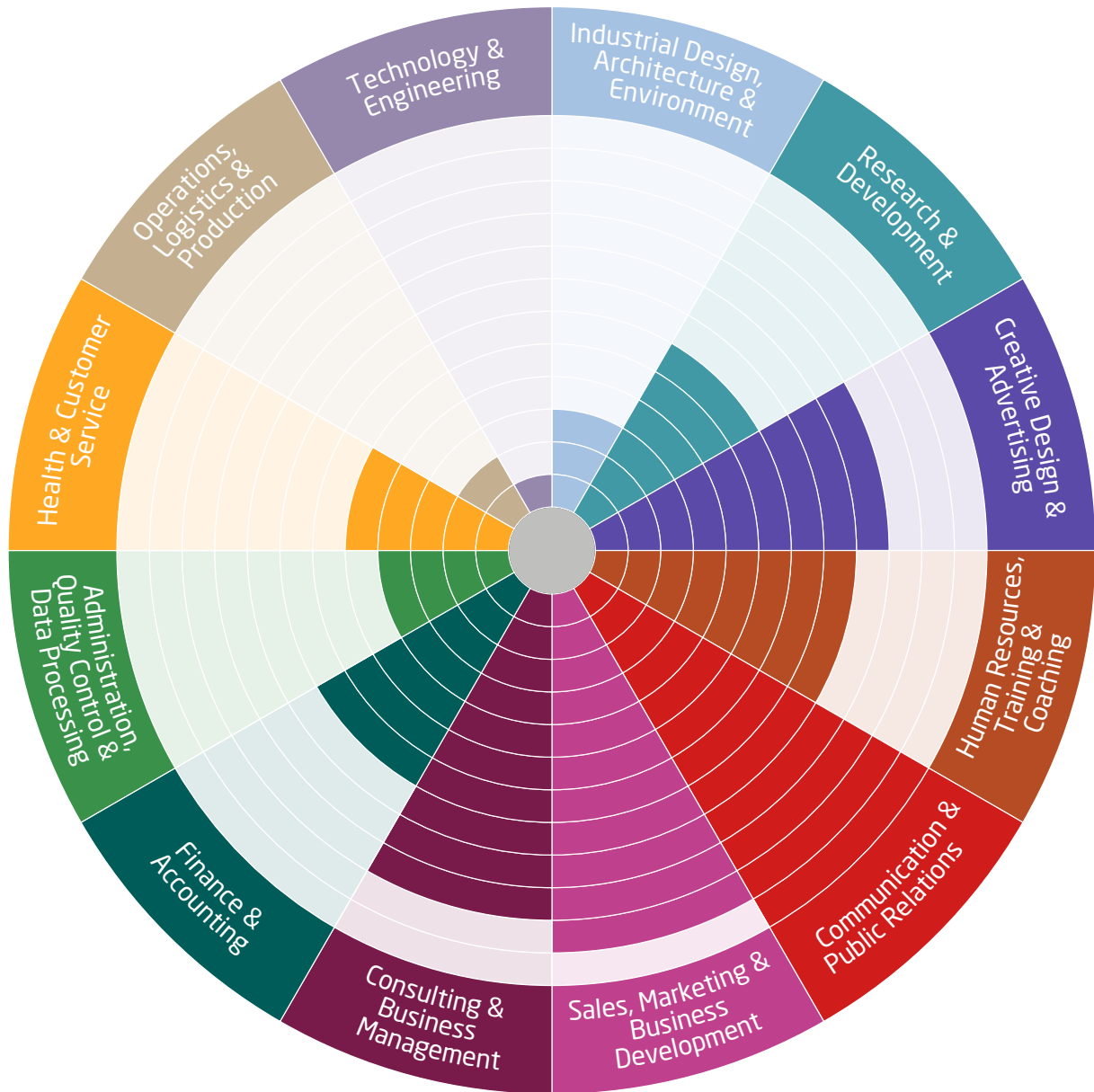
From time to time, you may encounter tasks that require rigorous checking and/or where specific processes or procedures need to be followed. It is important that you recognise when these occasions occur and try to plan sufficient time to ensure that you can get the necessary checks finished within the required timelines. It may be that there is a better way for you to do this than simply checking it yourself, for example, engaging other people to help you with the process. In addition, ensure that you do not agree to work on a checking task which is counterproductive given the return that is gained for putting in the checking effort.

Turning your Challenge Area into an Asset

Through a lack of interest in working with details you may have more time to think more widely about the important issues and to focus on the "bigger picture". This is likely to leave you free to assess what really are the most productive and important activities at any given time.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements.






Career Area Fit

This section of the report presents your top three career areas. It further details the key strengths which underpin each of the three career areas. These strengths are based on typical requirements for jobs in each career area. Your level of strength is indicated against these typical job role requirements.

1 Career Area: Communication & Public Relations

Jobs in this field tend to require information to be communicated in a clear and articulate manner. Given the service nature of many such roles, an optimistic and flexible approach with receptiveness to feedback is usually critical to performance. Many roles in this career area involve interaction with a wide range of people, including the public. A capacity to engage positively with others and to make people feel comfortable is also important.

Typical Job Role Requirements	Your Strengths
Communicating Information	 Supporting Strength
Adjusting to Change	 Supporting Strength
Building Relationships	 Signature Strength

2 Career Area: Sales, Marketing & Business Development

Jobs in this field require assertiveness and self-confidence. In addition, orientation towards the achievement of goals, entrepreneurial drive and dynamism are key to performance in this career area. Persuasive articulation of arguments is also important for negotiating and closing deals.

Typical Job Role Requirements	Your Strengths
Providing Leadership	 Signature Strength
Driving Success	 Signature Strength
Communicating Information	 Supporting Strength

3 Career Area: Consulting & Business Management

Jobs in this field require high levels of drive, motivation, commercial awareness and tenacity. In addition, leadership qualities are required to make important decisions and direct the work of others. Planning, organising, co-ordinating and prioritising work, as well as swift execution of action are often central to such roles.

Typical Job Role Requirements	Your Strengths
Driving Success	 Signature Strength
Providing Leadership	 Signature Strength
Structuring Tasks	 Challenge Area

About this Report

Your responses have been compared with a group of 1,240 international professionals and managers and then rank ordered.

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