

Personality Questionnaires - Wave®

1 test completion - up to 13 assessment reports

Use the most predictive personality tests to predict performance and potential. Useful for both recruitment and development.

Free reports for candidates and hiring manager.

The following reports can be generated based on Wave Focus Styles (13 minutes) and/or Wave Professional Styles (40 minutes).

Expert Report

The most detailed report. Information on talent & motivation, normative & ipsative answers, competency potential on 36 competencies and description of preferred company culture.

Personal Report

Summary based on a person's test completion. Can be shared with the test person.

Line Manager Report

Covers a person's competency potential and preferred company culture. Can be shared with e.g. hiring manager.

Interview Guide

Structures the competency-based interview and reduces bias with a user-friendly report. Useful for recruitment.

Onboarding Report

Accelerates and streamlines the onboarding process as well as strengthens the collaboration between the new employee, hiring manager and the organization.

Leadership Impact Report

Gives a unique prediction of likely strengths and limitations on 9 key impact areas covering 18 leadership styles.

Leadership Risk Report

Identifies potential risks associated with specific leadership behavior and highlights how these risks can be handled in relation to the impact they have on the individual, the organization and the culture.

Sales Report

Covers a person's potential to perform in a sales role and identifies 8 different sales styles and potential for sales leadership.

Work Roles Report

Identifies which primary and secondary roles (out of 8 different work roles) a person prefers to take in the collaboration with others and which roles are least preferred.

Entrepreneurial Report

Identifies entrepreneurial potential, including 21 entrepreneurial competencies that successful startups must be able to navigate in.

Development Report

A structured approach for preparing a development plan within 36 work related competency areas including concrete advice for action related to both significant strengths and development areas.

Coaching Report

Provides a quick overview of how to reach targets by yourself or in collaboration with the manager, based on the most significant strengths and areas of potential challenges.

Building Resilient Agility

Focuses on 4 key drivers of resilient agility, each of which is underpinned by 5 behavioral dimensions.

What do Clients say?

"The personality test Wave contributes to ensuring high standard recruitment and development processes across our organization both in- and outside Denmark. We also ensure consistency in candidate assessment through our employees' participation in Saville Consulting Danmark's Danish and international test certification training."

Christian Jørgensen,
Head of Recruitment, People & Development, Ørsted