



Sova Trait Report

Sova Sample

10/05/2021

Profile

LEADING AND WORKING WITH OTHERS

Prefers to work independently and expresses themselves if they disagree with others	Cooperative	Agreeable and enjoys cooperating with others, sensitive to their needs
May take time to warm to others and tolerate different perspectives	Empathy	Empathises easily with others, enjoys listening and building rapport
Has clear expectations of others and lets them develop independently	Supporting	Supportive and helps others to develop and grow
Communicates with a trusted group, may be uncomfortable initiating new contacts	Connecting	Communicates with a wide range of people, readily initiating contact with others
Prefers to work at a steady pace and take a cautious approach	Dynamic	Driven and seeks out new challenges, makes decisions quickly
Prefers to follow instructions and avoids pushing their views on others	Influential	Prefers to take the lead and enjoys influencing others

ORGANISATION AND THINKING STYLE

Avoids competition and setting specific goals, prefers to take things as they come	Goal-focused	Motivated by challenging goals, self-disciplined and competitive
Takes a spontaneous approach, less focused on detail and accepts small mistakes	Structured	Diligently plans and organises tasks, committed to delivering and ensuring accuracy
Adopts an intuitive approach to solving problems, less interested in data or analysis	Analytical	Adopts an analytical approach to evaluating situations, uses data to help solve problems
Enjoys taking a practical approach focused on operational details, likely to avoid complex problems	Complex Thinking	Enjoys working with complex situations, exploring different perspectives and techniques
Prefers to use tried and tested approaches rather than experimenting with new techniques	Creativity	Creative in approach, enjoys innovating and finding new solutions to problems
Takes time to adapt to new circumstances, has firm views and prefers a predictable routine	Adaptability	Adapts readily to new situations, taking a flexible approach and enjoying variety

INTERACTING AND MANAGING EMOTIONS

Readily compliments others and willing to bend rules to get things done	Straightforward	Communicates in a straightforward and candid manner, adhering closely to rules and guidelines
Enjoys their status and qualities being recognised by others	Status Avoidance	Avoids situations which highlight their status or uniqueness
Enjoys talking about their successes and receiving attention from others	Modesty	Modest in their dealings with others, avoids being the centre of attention
May be pessimistic and take some time to recover from setbacks or criticism	Resilience	Responds positively to setbacks, quickly recovering from challenges or criticism
Shows their feelings readily and experiences anxiety when under pressure	Emotional Control	Stays composed and controls feelings under pressure
Prefers to have support and advice from others	Independence	Independent and self-reliant, needing little support from others

RESPONSE STYLES

Tended to respond self-critically; preferences may be more accentuated than the results suggest.	Social Desirability	Presented themselves positively; preferences may be less accentuated than the results suggest.
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Cooperative

You will typically be cooperative in your approach when working with others and comfortable working both independently and in a team. You should be able to maintain a good balance between demonstrating sensitivity to the needs of others and ensuring tasks get done, without letting the feelings of individuals affect your actions.

Empathy

Empathising with other people may not always come easily to you and you can find it challenging to tolerate the imperfections of others. You may at times find it tiring to listen to others talking about their problems or differing perspectives, which could mean you take more time to build rapport or a connection with others.

Supporting

You are likely to be more task than people focused and probably someone who does not invest too much time directly supporting others, preferring to let individuals develop independently. You are likely to have clear expectations of those around you and will not easily be distracted from tasks by people's concerns.

Connecting

When it comes to connecting with others, you will be reasonably comfortable initiating contact with new acquaintances. You will probably strike a balance between communicating with your trusted group of friends and colleagues and interacting with a wider network when required.

Dynamic

Being someone who is reasonably driven, you will seek out new challenges and activities to undertake as much as most others. You will balance making quick decisions with taking time to carefully consider possibilities when there are important consequences to your decisions.

Influential

You are happy to take the lead in situations where you feel confident or are in your comfort zone. You will be happy to influence and persuade individuals but will probably not go out of your way to put across a differing viewpoint to others.

Goal-focused

You are able to find a balance between being driven to achieve goals and taking things as they come. As someone who is reasonably focused in pursuing defined goals, you are likely to focus on a limited number of goals that are perhaps most important to you.

Structured

When it comes to organising, you will be reasonably planned and methodical when approaching tasks. You will demonstrate good attention to detail as much as most people but may be willing to accept small mistakes or changing timelines, depending upon the tasks. You will seek to deliver on commitments wherever possible.

Analytical

You enjoy using data and statistics as much as most people and will choose where you use this type of information to help solve problems. Being reasonably interested in critically evaluating situations, you will balance using a combination of intuition and a data-driven approach to solve problems.

Complex Thinking

When it comes to dealing with complex problems, you prefer taking a practical approach, rather than working with conceptual ideas. You will prefer to focus on the operational details to solve complex problems and are likely to be less interested in having to learn about new approaches and techniques.

Creativity

You generally strike a balance between using tried and tested approaches to solve problems and appreciating the benefit of new and innovative solutions. You are reasonably comfortable to experiment with new ideas and approaches and will challenge convention if the situation allows it.

Adaptability

Adapting to new situations and environments is something you enjoy as much as most other people. You will enjoy some variety, but like to have elements of a stable environment around you. You are likely to be reasonably flexible and open-minded to change.

Straightforward

You are as straightforward and candid in your style as most other people. You will seek to be open and honest with your opinions but will also be comfortable to provide less candid feedback or views where required. Others should value both your honesty and sincerity.

Status Avoidance

Recognition of your unique qualities or status is something you may enjoy from time to time, but you don't go out of your way to seek this. You are fairly self-sufficient and do not predominantly need recognition or reassurance from others to achieve your goals.

Modesty

You are reasonably modest about your successes and achievements. Although you would probably not necessarily go out of your way to seek praise or recognition from others, you are comfortable if others give you due appreciation.

Resilience

Recovering from times of stress or when faced with pressurised situations or setbacks is something you are able to do about as quickly as most other people. You will be reasonably optimistic and resilient when responding to challenges and be sensitive to criticism as much as most others.

Emotional Control

When it comes to demonstrating emotional control, you may tend to readily show your feelings when under pressure or in stressful situations. Sometimes, you may be prone to losing composure under increased stress, which as a consequence may also have an effect on those around you.

Independence

Independent and self-reliant, it is likely that you will need little support from others. Your preference is to work and make decisions without requiring lots of additional input from others. As a result, you may prefer to keep some information to yourself, rather than openly sharing it with others.