



Sova Career Report

Sova Sample

27/05/2021

Introduction

This report reflects your responses to the behavioural styles questionnaire that you recently completed. It can be used to help you consider how your preferred approach to work, people and situations might impact the type of work you are most suited to. We include nine different types of approaches to work:

Service Focus: Attentive and courteous towards customers and team members and going above and beyond expectations to provide support and assistance.

Coaching & Developing: Supporting individuals to grow and develop and building strong interpersonal relationships.

Influencing: Persuading others towards your point of view and to negotiate successfully, as well as providing leadership to others where required.

Entrepreneurial: Passionate and self-motivated to see new business opportunities and to propose and implement innovative solutions to improve services or products.

Planning & Organising: Taking a methodical approach when planning and organising tasks and being reliable to deliver on promises and commitments.

Analytical Approach: Enjoying analysing multiple sources of data and information to reach conclusions, make decisions and solve complex problems.

Innovation: Generating new ideas and being interested in using creativity and innovation to help solve problems or to propose new initiatives.

Flexible: Comfortable working in changing environments and taking an adaptable approach when completing tasks.

Drive & Motivation: Being driven and achievement orientated, enjoying achieving challenging targets and overcoming obstacles to succeed.

Service Focus

You are likely to be mostly collaborative and welcoming in your approach towards customers and team members. You tend to be reasonably happy working collaboratively as part of a team and are likely to be supportive in helping others when required, if time permits.

Points to Consider

1) It is useful to think about how you can be more proactive in helping others and providing excellent customer service.

- Are you sometimes more reactive in your approach to helping others?
- How can you go the extra mile to exceed expectations?

2) When did you last go out of your way to help another team member, or individual?

- How effective were you?
- What could you do differently next time?

Job Types

Average scorers tend to do reasonably well in jobs that are people facing and involve helping others, although they will prefer to balance their time between being service focused and completing tasks independently.

Coaching & Developing

You are likely to be able to engage with others to build coaching based relationships, but may not always proactively seek to do this. You will have a typical preference for motivating others to achieve and develop, and are likely to be reasonably comfortable delivering more negative, or constructive, feedback when required.

Points to Consider

1) It is useful to think about the different ways that you can help support others.

- How can you be more proactive to support and mentor individuals, and share your knowledge?
- How would you help a team member with their work, or to resolve a personal issue?

2) When have you had to deliver a difficult message, or critical feedback? If you haven't, think about situations in which you may need to.

- What was your approach, or how would you do this?
- How can you ensure that your style is effective?

Job Types

Average scorers are likely to be reasonably effective when working in jobs that involve coaching and mentoring others, perhaps being more engaged when supporting individuals they know well.

Influencing

You are typically comfortable when influencing and persuading others to agree to your point of view, responding confidently to challenges when you are knowledgeable of the situation. You are likely to be reasonably assertive when you are communicating ideas and will enjoy leading others to achieve shared goals when personally important to you.

Points to Consider

1) Consider a time when you have persuaded someone to agree to your point of view.

- What was your approach?
- How can you adapt your style when interacting with individuals who are more dominant?

2) Think about a time when you could have been more assertive when putting across your point of view.

- What could you have done differently to be more effective? How could you be more proactive to appropriately put across your views in the future?

Job Types

People with a similar score on this competency are equally comfortable in roles being led by others, or taking up positions in which they can lead, influence and negotiate with individuals.

Entrepreneurial

Whilst open to new business opportunities and ideas, you are likely to also consider the practicalities and weigh up any risks that may be involved. Being reasonably flexible and optimistic, you will be fairly comfortable to adapt ideas and plans where required and will recover as quickly as most from setbacks.

Points to Consider

1) Think about a time when you proposed a new idea.

- How did you develop your idea?

- What factors did you need to consider when evaluating the effectiveness of your idea?

2) When have you been less open to a new idea or opportunity.

- Why was this?

- When would you benefit from being more open to new approaches?

Job Types

Average scorers on this competency tend to enjoy roles where they are required to find new solutions or pursue new commercial opportunities, without this being the sole focus of the job.

Planning & Organising

Your preference for planning and organising work appears typical of most. You are likely to be comfortable prioritising urgent tasks, whilst remaining flexible in how you approach less critical tasks. You will be reasonably focused on ensuring the details of your work are correct and will be seen as fairly reliable in terms of keeping to promises and commitments.

Points to Consider

1) How do you ensure you strike the right balance between being organised and more flexible in your approach?.

- What factors influence how much you plan your work?

- Are there times when you could have planned more in your work?

2) Think about a time when you were unable to deliver on your promises or commitments.

- What could you have done differently?

- What did you communicate to others?

Job Types

People with a similar score tend to enjoy roles with some degree of structure and where they can produce work to a high standard, without this being the main purpose of the role.

Analytical Approach

Your preference for analysing information appears typical of most. You are likely to prefer combining a reasonable amount of analysis and critical evaluation with your intuition when decision making. Whilst happy to work on complex problems if required, this is unlikely to be your main focus.

Points to Consider

1) When have you recently had to utilise an analytical approach to solve a problem?

- How did you decide whether to use a more analytical or intuitive approach?

2) When have you analysed a problem and drawn the wrong conclusion?

- How could you prevent this from happening in the future? -In what situations is it best to use a more analytical, rather than intuitive view?

Job Types

Those with a similar score on this competency tend to enjoy roles where they can balance a data-driven approach with their intuition when making decisions and solving problems.

Innovation

You appear to enjoy creative thinking and generating new ideas, as much as most. You appear reasonably open to exploring new ideas and looking into the possibilities, but this is not likely to be your top priority.

Points to Consider

1) Reflect on a time when you have generated an innovative idea that has been implemented.

- How did you develop the idea?

- How effective was this?

2) How do you determine whether an innovative new idea is needed or whether the existing approach is fit for purpose?

- What factors do you consider ?

- Are there times when you could be more open to innovative new ideas?

Job Types

Those with a similar score on this competency tend to enjoy roles that involve some degree of creativity and innovation, but may prefer this not to be the main purpose of the job.

Flexibility

Your preference for change and variety is typical of most and you are likely to be comfortable in a relatively dynamic working environment, whilst enjoying some degree of structure around you. You appear fairly comfortable adapting your approach and responding to setbacks, but may find this more challenging if it becomes the norm.

Points to Consider

1) When have you had to work in a highly dynamic environment?

- How did you adapt?

- What did you learn that you could apply to similar situations?

2) Consider a time when you have been working on a piece of work and you had to change your approach before it was completed? -How did this make you feel?

- What could you do differently next time?

Job Types

Average scorers on this competency are likely to prefer roles with some variety, but without the requirement to dramatically change tasks or routine on a regular basis.

Drive and Motivation

You appear to prefer working at a steady pace, rather than being overly driven and achievement orientated. You will be less interested in goals and targets than most, preferring to focus on work you enjoy. Preferring less competitive working environments, you appear more focused on completing work in a way that aligns with your values and standards rather than needing to win against the competition.

Points to Consider

1) When have you had to work as part of a team to achieve a goal?

- What motivated you when working as part of the team?

- How could you have helped create more enthusiasm amongst the group?

2) When would it benefit you to focus more on goals and targets?

- When have you done this before?

- How did you keep yourself motivated to achieve?

Job Types

Those with a similar score are likely to prefer working environments that centre around teamwork and more qualitative work outputs, rather than quantitative goals or targets.