



Sova Candidate Trait Report

Sova Sample

10/05/2021

Cooperative

You will typically be cooperative in your approach when working with others and comfortable working both independently and in a team. You are likely to 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 get in the way of important 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. At times, you are likely to find it tiring to listen to others talking about their problems or differing perspectives, which could mean you take more time to build rapport 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 be easily distracted from tasks by people's concerns.

Connecting

When it comes to connecting with others, you are reasonably comfortable initiating contact with new acquaintances. You are likely to be comfortable communicating with your trusted group of friends and colleagues, and willing to interact with a wider network of less familiar people when required.

Dynamic

Being someone who is reasonably driven, you tend to seek out new challenges and activities to undertake as much as most others. You are likely to 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 people but will probably not go out of your way to put across a differing, or unpopular, point of view to others.

Goal-focused

You are likely to be reasonably driven and focused on pursuing defined goals without allowing too many distractions. You are likely to focus on a limited number of realistic targets that are perhaps most important to you or your superiors.

Structured

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

Analytical

Being reasonably interested in analytically evaluating situations, you are likely to use a combination of your own intuition and a data-driven approach to solve problems and answer questions.

Complex Thinking

You are likely to prefer taking a practical approach in complex situations rather than considering vague conceptual ideas. You are probably less interested in having to spend time learning about new subjects and theories, preferring to use the knowledge you have.

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, challenges and environments is likely to come as easily to you as most. Though you like to have some elements of a stable environment around you, you do tend to enjoy some variety in your day. You also tend to be reasonably flexible and open-minded to situations as they develop.

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 appropriate. 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 are unlikely to 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, or feel proud of, 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 comes as easily to you as most other people. You tend to be reasonably optimistic when responding to challenges and be sensitive to criticism as much as most others.

Emotional Control

You may tend to show your feelings more readily than others 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 unlikely that you will need a great deal of support in your work. Your preference tends to be to carry out tasks and make decisions without requiring lots of additional input or encouragement from others.