



Sova Candidate Competency Report

Sova Sample

27/05/2021

Overall Profile

Teamwork

You will be seen as collaborative and welcoming in your approach to working with others. Happy to work independently or as part of a team, you ask questions if you are unsure of what to do. You are likely to be reasonably task-oriented and focused on getting things done, but will also take time to help the team to work cohesively together when required.

Developing Others

You will give a reasonable amount of time to building coaching relationships with others when required. You are happy to support colleagues in developing and achieving their goals. You have a typical preference for motivating others to achieve and are comfortable delivering support and feedback.

Leading and Influencing

You are comfortable influencing others when required, though may find it helpful to focus further on this. You will be comfortable working with others towards a shared goal, but can influence and encourage buy-in when you feel it necessary. If required, you would be confident leading a team of individuals and taking responsibility for their performance.

Effective Communication

You are comfortable communicating with a wide range of individuals and others will see you as quite warm and personable in your approach. You communicate concisely and professionally with others, and may find it helpful to spend time looking at how you can further develop this if you have to do this frequently with new individuals or groups.

Planning and Organising

You are a typically organised individual who is able to plan work but maintain some flexibility in your approach. You are happy prioritising your work and will be able to develop effective plans when required. You should be comfortable working towards deadlines, but may find it helpful to plan ahead to ensure these are always met. You can change direction and shift focus when required.

Analytical Thinking

You will have a much greater preference for drawing on your intuition to solve problems, preferring to view things more broadly rather than analysing information in detail. Using your existing knowledge to identify the best way forward, you will use a similar approach when resolving most problems. You may find it less motivating when you need to work on a more complex problem and may seek support from others in these situations.

Strategic Focus

You have a much greater preference for focusing on the immediate, practical issues and will prefer to take this approach to most challenges. You will have a very strong focus on the tasks at hand and delivering these efficiently to time and budget. Taking a wider perspective is of less interest to you as you prefer to focus more on the implementation rather than creation of solutions.

Adaptability

You have a very strong preference for working in a familiar and consistent work environment. You feel much more comfortable working on one or two key priorities, and will prefer this approach to being asked to work on too many tasks at one time. As such you will work at your best when work is more structured rather than when requirements are constantly changing.

Resilience

You may be sensitive to critical feedback and may find this uncomfortable at times. As a result, you will need a little time to bounce back from setbacks or barriers at work. You will work most effectively in situations where levels of pressure are more manageable.

Drive and Motivation

You come across as very easy-going and are generally happy to go along with the decisions of others. You are less interested in personal advancement and will tend to focus on your immediate objectives. You may come across to others as oriented towards your current role and will try to avoid competing with others to reach the next level.