



Sova Derailment Report

Sova Sample

10/05/2021

Derailment Profile

Likely to avoid consultation and use own judgement. Self-reliant, with little need for support or encouragement from others. May resist being led or closely managed.	Dependent 	Reliant on the group for support and encouragement. Less willing to make decisions without input from others. May lack own opinions, or confidence in own views.
Tough-minded and unaffected by criticism from others. Resilient to stress and challenging situations, taking a more optimistic outlook when faced with setbacks.	Over-sensitive 	Sensitive to criticism, pessimistic and finds it hard to bounce back from setbacks. Likely to be distrusting of others.
Enjoys building relationships with others, communicating openly and sharing their feelings. Tends to rely on others for support and to make decisions.	Detached 	Works independently from others, tends not to look for support during challenging situations and instead focuses on their own activities. Tends not to share how they are feeling or seek counsel from others.
Tolerant, considerate but could come across as too passive and rule following. May lack assertiveness and likely to be overly sensitive to criticism from others.	Individualistic 	Tough-minded and assertive in pursuit of own goals, prepared to break rules to get things done. May give limited consideration to others' feelings when seeking to overcome obstacles and trying to deliver results.
Conservative and tactical, tends to agree with majority opinions and conventional methods.	Unconventional 	Focuses on finding novel approaches to problems which may not be grounded in practical realities. Looks for unusual and creative solutions but may not test these against data or the views of others.
Calm and controlled, even in emotionally charged situations, perhaps to the point of seeming to lack passion. Likely to be reliable in terms of keeping promises.	Unpredictable 	Excitable, volatile and erratic, tends to respond emotionally to events as they occur. May behave supportively when things are going well but be distant or confrontational with others if they feel under pressure.
Unassuming, quiet and restrained. May be uncomfortable in social situations, and lacking confidence to push themselves forward to be heard.	Dramatic 	Expects to be appreciated by others and enjoys being the centre of attention. Wishes to stand out in the group and lead events. Has a strong need to be heard and may react negatively if contribution is not valued highly.
Modest and reserved, lacks confidence and avoids the spotlight. Tends to be risk averse and could be uncomfortable negotiating with others.	Boldness 	Bold, assertive and confident with a tendency to take risks. Holds own status in high regard, promoting own achievements and demanding recognition. May present an overly positive image to get what they want.
Tends to rely on others' views in order to find a way forward. At times, so flexible they may appear to lack solid opinions of their own.	Rigid 	Has strongly held views on many issues, tends to be inflexible when faced with information that does not align with their view. May ignore voices which disagree with their perspective.
Spontaneous in approach, likely to be bored by details and adhering to deadlines, tending to delegate these tasks. Lack of discipline may appear careless and unreliable.	Meticulous 	Focused on organising tasks and ensuring the details are completed, but may set unreasonably high standards for self and others, risking micro-managing others' activities.
Easy to get along with, tending to be receptive to changes as they happen. May appear to go with the flow rather than push back when facing a change they disagree with.	Stubborn 	Tends to be firm in own opinions but risks continuing down one path relentlessly rather than changing course if the situation demands it. May be unreceptive to others' views.
Pushes forward before others, even themselves, are ready. Takes risks without fully evaluating the problem or potential consequences of their actions.	Hesitant 	Cautious when faced with changing situations, prefers to look carefully at all possibilities before taking action. Risk averse and slow to make changes unless they have full support of others around them.
Strives to deliver on commitments made to others and enjoys having a disciplined working environment with lots to do. Focused, driven and tends to brush off distractions.	Casual 	Prefers an unpressured environment and avoids situations where they need to deliver for others within clear deadlines. May push back when pressed to show urgency.
Takes a friendly and peaceful approach. Unlikely to pressurise others at work, showing sensitivity to others' needs and avoiding pushing their own views and deadlines on to others.	Intense 	Highly charged, competitive and pursues activities with great intensity and passion. Shows consistent energy but may drive others too hard, failing to appreciate the need for a realistic and healthy pace of work.

Dependent

A low score on this scale suggests the individual is excessively independent and may even seem to resent authority and their superiors. They tend to depend a lot on their own judgement and find it easy to make decisions without worrying what others think. As such, they tend not to be very consultative in approach and keep their feelings to themselves.

Over-sensitive

High scorers are at risk of derailing due to hypersensitivity, both in terms of how others see them and how well they cope with stressful situations. They can be suspicious and sometimes too quick to doubt others' intentions. Sometimes considered paranoid, they are very sensitive to criticism, whether intended to be or not, and can take a long time to forgive someone if wronged. These individuals find it difficult to stay optimistic in challenging times, tending to vent their feelings openly and ruminate on such times long after the event.

Detached

The individual's responses suggest they are less comfortable in group or team activities, and prefer to work alone. They can find it difficult to communicate with people, especially when they are very different to them or it is someone they don't know well. This can come across as being aloof and indifferent to the feelings of others. As a result, they may avoid interaction with colleagues and isolate themselves, as others cease to make special efforts to involve them.

Individualistic

A high score on this scale suggests an individual who is tough-minded, insensitive to others and therefore quite intimidating. Other people's feelings do not seem to affect them and they may find it difficult to tolerate any weaknesses in others. They are assertive and willing to bend rules and upset others in order to achieve their own goals. Others are likely to see them as self-centred and tyrannical if they take this too far.

Unconventional

These individuals are likely to balance their approach between being creative, yet practical. Whilst they probably entertain some of the more imaginative solutions to problems, this is not likely to derail them.

Unpredictable

Being a high scorer on this scale suggests this person can be excitable and erratic. This can appear as a positive or negative response and it can be difficult to predict. They can be easily annoyed or have a short-lived, positive energy for things, which wanes as quickly as it came. They tend to be disorganised and easily distracted, which can make them difficult for more structured people to work with.

Dramatic

This individual is likely to be comfortable in the spotlight but no significant risk of derailment is predicted. They are not likely to over-play their successes, preferring to demonstrate their abilities in other ways.

Boldness

The way in which the candidate responded to the questionnaire suggests they are typically modest and may lack a degree of self-confidence. They may over-estimate their shortcomings and therefore reduce others' confidence in their abilities. Others may see them as lacking resolve or somewhat pessimistic.

Rigid

On viewing analysing problems and critical thinking as a strength, this individual is extremely confident in their own opinions. As the scale suggests, they can be very rigid in their approach, making decisions with little or no input from others. This can be seen as inflexible and controlling as they have a tendency to put a stop to any decisions which are not their own. This may be driven by a need for power and may adversely affect team members working with them.

Meticulous

This area is unlikely to pose a significant derailment risk for this individual. Whilst they are likely to plan, prepare and attend to details to an extent, they are not likely to be continuously preoccupied with it.

Stubborn

High scorers on this scale are likely to prefer working independently, and may resent interruptions for requests or changes of direction during a piece of work. Those who have their own agenda may become uncooperative, especially if their input is required for things to move forward or if people are behaving in a way they feel is overly pushy. This reaction could be described as passive-aggressive behaviour.

Hesitant

As someone who is not particularly consultative or analytical, this individual may move forward without gathering all the information they might need. Conversely, they may leave decisions and direction to others, following them without thinking too much about whether it is the right approach for all involved.

Casual

This individual is likely to take a relaxed and leisurely approach to work, working at a steady, unhurried and cautious pace. Having too many things to do is likely to cause stress and may mean they push workload and responsibilities onto others. They are often tolerant of mistakes or delayed timelines, from both themselves and others. If in a managerial role, they may truly believe the team will develop a good solution without a lot of intervention, however, this could be viewed as a lack of concern or engagement.

Intense

Whilst a steady momentum and drive is likely, the results suggest it is unlikely there will be derailment by pushing others too hard in pursuit of their own goals.