



Sova Motivation: Coaching Report

Sample Candidate

06/01/2022

Introduction

This report is based on the individual's responses to the Sova Motivation Questionnaire.

It provides a information about how their responses suggest they are motivated by all factors in the Sova Motivation Model (shown below), as well as guidance about how to run a coaching session with them.



Motivation Summary

This profile chart indicates the extent to which each area of the Sova Motivation model is likely to energise or engage this individual. This profile should be interpreted with an understanding of their role and the current and aspired culture of the organisation.



Affiliation

Motivated by social interaction with others, having support and working in teams.



Customer Service

Motivated by customer facing environments, understanding their needs and providing a good service.



Work Life Balance

Motivated by being able to maintain a healthy work-life balance.



People Development

Motivated by helping others grow and develop.



Stability

Motivated by job security, organisational stability and consistency.



Authority

Motivated by recognition of seniority, and exercising authority and control over others.



Acquisition

Motivated by acquiring wealth and financial reward.



Autonomy

Motivated by being able to organise own time and approach to work.





Recognition

Motivated by visibility, praise and public acknowledgement for achievements.



Making a Difference

Motivated by wider contributions to the organisation, society or cause.



Achievement

Motivated by achieving goals, overcoming challenges and competing with others.



Quality

Motivated by producing accurate, quality and timely work output.



Ethics

Motivated by maintaining high ethical standards, for self and organisation.



Commercial Value

Motivated by generating revenue and profit for the organisation.



Creativity

Motivated by innovation and seeing new opportunities to be creative.



Enjoyment

Motivated by enjoying work and having fun with colleagues.



Risk

Motivated by having the scope to take risks in their work.



Variety

Motivated by variety in their work, new varied approaches and change.



Learning

Motivated by opportunities for further development, training and learning new skills.



Curiosity

Motivated by finding out new information and solving novel problems.



Sova Motivation - Coaching facilitation

This section is intended to facilitate a coaching session between a qualified coach and the motivation questionnaire respondent.

There are 20 scales in the Sova Motivation Model. This section is neatly focused on the respondent's top 3 motivators, what the advantages of these might be, what potential pitfalls there may be should the individual not be too aware of these, as well as some questions to help explore how the individual could use what engages them in the best way possible.



Making a Difference

Motivated by wider contributions to the organisation, society or cause.

Upsides

Will typically treat everyone with respect, not just those in positions of power or influence.

Likely to be very mindful of issues relating to equity and fairness, both in society in general and internally within their organisation or team.

Downsides

May find it very challenging to work for an organisation whose values are not very well aligned with their own.

May sometimes become so concerned with helping others and making a positive difference in society that they lose sight of key organisational imperatives such as financial success and bottom line performance.

Coaching questions

In what ways do you seek to help other people and do your bit to make the world a better place to live?

How do you balance a desire to help others with the need to also meet other organisational priorities?

How would you feel in a role that has no positive impact on people or society in general?



Authority

Motivated by recognition of seniority, and exercising authority and control over others.

Upsides

Should relish opportunities to step up and take on a leading role with increased seniority and responsibility.

Comfortable delegating tasks and other managing others towards the achievement of targeted goals and objectives.

Downsides

May become disheartened in roles where there is little opportunity to set the direction for others and give instructions on what is required.

Formal lines of authority may be overstepped given their strong desire to be in charge and exercise control over others.

Coaching questions

What does the notion of career success mean to you?

What is the impact you want to make on others or the legacy you want to leave?

Are there any factors that might limit or overshadow your motivation to progress into more senior roles?



People Development

Motivated by helping others grow and develop.

Upsides

A highly nurturing colleague who can be consistently relied upon to help and support their peers and colleges.

Uses their own skills and experience to help enhance the wellbeing of others in the workplace, hence contributing to the strengthening of broader organisational capability.

Downsides

May get so deeply invested in helping others that they lose sight of, or get distracted from, their own work commitments.

May lose motivation if surrounded by highly capable and self-reliant individuals who simply do not need their help or guidance.

Coaching questions

What is it about helping and supporting others that is so rewarding and fulfilling?

How do you balance the desire to help others with the need to promote independence and self-sufficiency?

How do you go about satisfying your motivation to support and nurture others when there is nobody in the workplace who needs your help?