



# Trait and Indicator Profile

## Sova Sample

10/05/2021

# Trait and Indicator Profile

In this report the individual's responses have been grouped into 18 traits and then broken down into a further 54 sub traits or 'indicators'. The 18 traits have been identified as key aspects of personality that are relevant to contemporary work contexts where roles are increasingly fluid and require people to demonstrate the agility to perform through change.

The report displays these 18 traits grouped into three 'clusters' or sections. These reflect how the individual leads and works with other people, their organisation and thinking style and finally how they respond to and manage their emotions. The report displays a score on each of the 18 traits and then presents the three related indicators for each one to allow for a more complete and detailed view of the individual's responses.

The report has been designed for coaches and more experienced users of psychometric assessments/development experts.

## **Understanding the differences between the two levels of scores.**

The breakdown at the indicator level offers users a more detailed view of the individual and how they are likely to behave. Coaches may find it useful to explore differences across these indicators for traits, for example, where there are large differences across the three indicators linked to the same trait.

It is useful to note that the over-arching trait score is not a simple average of the three indicators. There may be instances where the apparent mid-point of the indicators is somewhat different from the trait score presented in the profile chart. The scores used on the individual scales are Sten scores.

## LEADING AND WORKING WITH OTHERS

Prefers to work independently and expresses themselves if they disagree with others	<p>Cooperative</p>	Agreeable and enjoys cooperating with others, sensitive to their needs
Avoids letting others feeling affect actions	<p>Sensitivity</p>	Shows sensitivity to the needs of others
Prefers to work independently from others	<p>Teamwork</p>	Prefers working as part of a group
Likely to express themselves if they disagree with others	<p>Agreeableness</p>	Agreeable and finds it easy to get along with others
May take time to warm to others and tolerate different perspectives	<p>Empathy</p>	Empathises easily with others, enjoys listening and building rapport
Finds it challenging to tolerate others imperfections	<p>Tolerance</p>	Empathises with other people and tolerant of them
Can find it tiring to listen to others talk about their problems	<p>Listening</p>	Enjoys listening to others and hearing their perspective
Takes time to build rapport and connection with others	<p>Warmth</p>	Builds rapport and shows warmth towards others
Has clear expectations of others and lets them develop independently	<p>Supporting</p>	Supportive and helps others to develop and grow
Prefers to let people develop independently	<p>Developing Others</p>	Enjoys helping others develop and grow
Firm in their expectations of others	<p>Helpfulness</p>	Helpful and supportive to others
Focused on tasks at hand rather than investing time in supporting others	<p>Considerate</p>	Invests time and anticipates how they can best support others

Prefers to communicate with a smaller trusted group, may be uncomfortable initiating new contacts	<p>Connecting</p>	Communicates with a wide range of people, readily initiating contact with others
Prefers to communicate with people similar to themselves	<p>Open Communication</p>	Comfortable communicating with a wide range of people
Focuses on a close group of trusted friends and colleagues	<p>Building Networks</p>	Builds a wide network of people they can rely on
May be uncomfortable initiating contact with new people	<p>Initiating Contact</p>	Enjoys initiating contact with new people
Prefers to work at a steady pace and cautious in approach	<p>Dynamic</p>	Driven and seeks out new challenges, makes decisions quickly
Prefers to work at a steady and measured pace	<p>Energetic</p>	Driven and looks for many activities to undertake
Considered and deliberate in taking action	<p>Enthusiastic</p>	Enthusiastic and quick to take action
Shows caution and considers all possibilities before acting	<p>Risk Appetite</p>	Makes decisions quickly and readily takes risks
Prefers to follow instructions and avoids pushing their views on others	<p>Influential</p>	Prefers to take the lead and enjoys influencing others
Can feel uncomfortable having to persuade others to their viewpoint	<p>Persuading</p>	Enjoys persuading and convincing others
Follows instructions and comfortable following the lead of others	<p>Desire to Lead</p>	Likes to take the lead in most situations
Careful not to assert their views on others	<p>Assertive</p>	Confident and assertive in expressing views and opinions

## ORGANISATION AND THINKING STYLE

<p>Avoids competition and setting specific goals, prefers to take things as they come</p>	<p style="text-align: center;">Goal-focused</p> 	<p>Motivated by challenging goals, self-disciplined and competitive</p>
<p>Avoid situations that involve competing with others</p>	<p style="text-align: center;">Competitive</p> 	<p>Competitive and focused on winning</p>
<p>Prefers a flexible approach rather than pursuing defined goals</p>	<p style="text-align: center;">Challenge</p> 	<p>Highly motivated by challenging goals</p>
<p>May become distracted from pursuing specific goals</p>	<p style="text-align: center;">Self-Discipline</p> 	<p>Self-disciplined and focused in pursuit of goals</p>
<p>Takes a spontaneous approach, less focused on detail and accepts small mistakes</p>	<p style="text-align: center;">Structured</p> 	<p>Conscientiously plans and organises tasks, committed to delivering and ensuring accuracy</p>
<p>Spontaneous in approach rather than planning in advance</p>	<p style="text-align: center;">Planning and Organising</p> 	<p>Carefully plans and organises tasks</p>
<p>May become easily bored by detailed tasks</p>	<p style="text-align: center;">Attention to Detail</p> 	<p>Shows attention to detail and focused on accuracy</p>
<p>Tolerant of small mistakes or changing timelines</p>	<p style="text-align: center;">Keeping Promises</p> 	<p>Delivers on commitments to others</p>
<p>Takes an intuitive approach to problem-solving</p>	<p style="text-align: center;">Analytical</p> 	<p>Takes an analytical approach to solving problems</p>
<p>Shows less interest in working with statistics and data</p>	<p style="text-align: center;">Data Focus</p> 	<p>Enjoys working with statistics and data to help solve problems</p>
<p>May be disinterested in tasks requiring critical analysis</p>	<p style="text-align: center;">Evaluating</p> 	<p>Comfortable critically evaluating most situations</p>
<p>Adopts an intuitive approach to solving problems, less interested in data or analysis</p>	<p style="text-align: center;">Analysing Problems</p> 	<p>Adopts an analytical approach to evaluating situations, uses data to help solve problems</p>

Enjoys taking a practical approach focused on operational details, likely to avoid complex problems	<p>Complex Thinking</p>	Enjoys working with complex situations, exploring different perspectives and techniques
Prefers working with operational details than complex problems	<p>Strategic Thinking</p>	Enjoys finding solutions to complex problems
Focused on practical details rather than conceptual ideas	<p>Conceptual</p>	Conceptual in approach and enjoys exploring multiple perspectives
May be disinterested in having to learn about new approaches	<p>Curiosity</p>	Shows curiosity to learn about new approaches and techniques
Prefers to use tried and tested approaches rather than experiment with new techniques	<p>Creativity</p>	Creative in approach, enjoys innovating and finding new solutions to problems
Prefers to use tried and tested methods to solve problems	<p>Innovating</p>	Enjoys finding innovative ways to solve problems
May find it challenging to generate new ideas or solutions	<p>Generating Ideas</p>	Comfortable generating new ideas and solutions
Tends to stick to existing approaches	<p>Experimenting</p>	Readily experiments with different approaches
Takes time to adapt to new circumstances, has firm views and prefers a predictable routine	<p>Adaptability</p>	Adapts readily to new situations, taking a flexible approach and enjoying variety
May take time to adapt to new situations	<p>Adapting to Change</p>	Adapts quickly to new challenges
Takes a firm viewpoint in most situations	<p>Flexible</p>	Takes a flexible view as situations change
Prefers a stable and predictable pattern of activity	<p>Variety</p>	Prefers a lot of variety and may become bored by routine

## INTERACTING AND MANAGING EMOTIONS

Readily compliments others and avoids being direct, willing to bend rules when needed to get things done

### Straightforward



Communicates in a straightforward and candid manner, adhering closely to rules and guidelines

Bends or break rules when needed to get things done

### Adhering to Rules



Careful to adhere closely to rules and guidelines

Prefers to be less direct in their communication with others

### Candid



Candid and frank in communicating their views to others

Comfortable flattering others to help achieve a goal

### Earnest



Tends to be very clear in their views of people, earnest in their approach

Enjoys their status and qualities being recognised by others

### Status Avoidance



Avoids situations which highlight their status or uniqueness

Prefers their status to be respected by others

### Egalitarian



Prefers to be treated the same as others regardless of status

Enjoys their qualities being recognised by others

### Collective



Prefers to be part of the group rather than receive special recognition

Expects to be acknowledged for their status

### Avoiding Status



Has little need for their status to be acknowledged by others

Enjoys talking about their successes and receiving attention from others

### Modesty



Modest in their dealings with others, avoids being the centre of attention

Expects to receive due appreciation from others

### Humble



Sees themselves as no different to others

Enjoys talking about their successes

### Modest



Modest about their achievements

Comfortable being the centre of attention in a group

### Avoiding Attention



Avoids being the centre of attention in a group

May be pessimistic and take some time to recover from setbacks or criticism	<p>Resilience</p>	Responds positively to setbacks, quickly recovering from challenges or criticism
Sensitive to criticism from others	<p>Tough Minded</p>	Tough minded and not easily affected by criticism
Can take some time to bounce back from setbacks	<p>Recovering</p>	Quick to recover from setbacks
Often worries or is pessimistic when things go wrong	<p>Optimistic</p>	Responds optimistically to most challenges
Shows their feelings readily and experiences anxiety when under pressure	<p>Emotional Control</p>	Stays composed and controls feelings under pressure
Tend to shows feelings readily under pressure	<p>Controlling Stress</p>	Able to control feelings when under pressure
Regularly shows some anxiety to others	<p>Calm</p>	Tends to remain calm in most situations
May sometimes lose their composure under pressure	<p>Composed</p>	Stays composed even in emotionally charged situations
Prefers to have support and advice from others	<p>Independence</p>	Independent and self-reliant, needing little support from others
Likes to have a lot of support from others around them	<p>Self-Reliant</p>	Self-reliant and needs little support from others
Enjoys sharing their feelings and receiving support from others	<p>Self-Contained</p>	Prefers to work independently with little need for support
Seeks advice and input from others before making decisions	<p>Thinking Independently</p>	Makes decisions independently without needing input from others