



Sova Virtual Working Report

Sova Sample

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Introduction

This report reflects your responses to the online personality assessment you recently completed. It is designed to help you navigate the changing circumstances we are all currently facing. As we move to virtual working, it is important to consider the impact on you personally.

There is a wealth of really useful information available to all on the internet, but this report is tailored to suit your own personal style. It has been structured to provide you with insight into the implications of your own personal preferences on transitioning to virtual working and how to make this work for you.

If you are interested in having a virtual coaching session with one of our team of Chartered Psychologists please contact us via the Sova website <https://www.sovaassessment.com>.

Your Personalised Feedback

This provides detailed feedback on each of the ten behavioural styles measured within the assessment. Take time to consider the feedback in light of your own situation. You may benefit from talking it through with your manager, colleagues and even those you live with.

Keeping in touch

As your preferred way of working tends to be independently, you may relish the opportunity to have time to work on your own free from as many distractions as you might be used to. However, be mindful of the fact that we are facing a very different set of circumstances to normal.

Working alone may be really productive for you up to a point but do make time for conversations with others. A call about a project, rather than an email may help you and someone else make sense of what we are all facing currently. Staying in touch with colleagues can also help them to cope in such challenging times. Don't forget, there will be a point when we all return to our old desks and maintaining a connection with colleagues will be important to make that transition back more successful.

Taking the lead

Your responses suggest you are as likely as most to be comfortable taking the lead and being responsible for others. As colleagues make the transition to remote working and the difficult circumstances we face, be careful to lead and persuade people in a manner that won't overwhelm them.

There may be situations where the fact you are moderately comfortable persuading and influencing others could serve as a useful asset in explaining to colleagues why the sacrifices we have to make are so important. However, be mindful that your colleagues will be feeling extremely sensitive and emotional, so be careful to tailor your style accordingly. Be careful not to overwhelm people in your approach.

Looking out for others

As your natural preference is to focus on your own work rather than spend time building supportive personal relationships, you may find yourself working remotely with fewer emotional support resources in the virtual workplace than is ideal right now.

If you have not typically been someone to prioritise supporting others and building these types of mutually supportive relationships to date, be sure to keep an eye on how you are feeling. Also, recognise that your colleagues may need a lot more support than they typically ask for. Whilst it might not come naturally to you, right now, it may be more productive to ask someone how they are than to ask them whether they have had chance to read your email!

Being open and modest

As someone who places a reasonable degree of importance on taking a straightforward and honest approach in your communication and attitude towards others, it is likely that colleagues may see you as a useful sounding board over the coming weeks. As you naturally try and balance this frankness with a degree of caution, this could help you maintain great relationships with colleagues.

Your responses also suggest that you derive motivation from public recognition or acknowledgement as much others when it comes to your achievements. However, if you find that your efforts are not being recognised and this is having a detrimental impact on your motivation do be honest with your manager. Also be mindful that others may be feeling the same. In a 'normal' working environment we receive gratitude and appreciation as a matter of routine. A small 'thank you' can go a long way when a colleague may be feeling isolated and unappreciated.

Using the facts

As your preference for analysing information appears to be typical of most, you are likely to combine a reasonable amount of analysis with your intuition when making decisions. This balance could serve you well in the current circumstances and allow you to use your intuition alongside data.

Keeping one eye on the latest data, facts and figures could allow you to feel an element of control over what is unfolding but having that balanced with not NEEDING to look at the data all of the time will allow you to feel less overwhelmed.

Coping with the chaos

Your preference for planning and organising appears typical of most. You are likely to be comfortable with a certain level of ambiguity and chaos but be careful to keep a check on the impact of the current situation on you personally and at work. Your responses suggest you are fairly flexible but the lack of clarity you are facing could prove to be really difficult at times.

If you feel as though you need to regain more control why not look for ways to create structure in the chaos we now face. Plan your day, factor in scheduled breaks, think about how your home office can work best. There is not a huge amount we can control right now, so making these considerations may help you to feel more in control personally.

Your often pragmatic approach may help you accept that with the extra concerns many of us are handling in the home (worrying about older family members, having children at home) you may at times have to renege on promises. Accepting that this is ok, can make this easier to deal with.

Staying strong

Your responses suggest that you may often find it difficult to perform effectively when under pressure and no one can under-estimate the pressure the current situation is putting on all of us. Give yourself time to reflect and consider what you are facing right now. Talk to your manager about your concerns and make sure they understand how you are feeling. There will inevitably be aspects of your role that can be changed in line with the changing circumstances. Explore them and think about what will work for you.

If you have children at home or other dependents to care for, do share this with your manager. Now is not the time to feign resilience. Be honest; you are going to need support and it's vital that you find it.

In every day life you are likely to display your feelings in emotionally charged or difficult situations. You may be feeling as though life is one long difficult situation at the moment. Talk to others; don't bottle these feelings up, instead find productive places to talk about how you are feeling. Look for coping methods that might help, e.g. exercise, yoga, reading.

Dealing with the Changes

Your strong preference for working in a more stable and familiar work environment, means that the current situation is likely to be proving to be a real challenge for you. None of us have clarity on what will happen next and we are all being expected to adapt at a very fast pace; both of which you are likely to find hard to deal with.

It is unlikely that the situation will become predictable for some time yet so it will continue to be hard for you. Whilst there are many factors you cannot control, it would be really beneficial to look for ways to increase the certainty for yourself where you can. This might be by asking your manager for more frequent updates, creating predictability in your day and finding colleagues whom you can talk to as needed. Even building in some easy self care into your day can help; 20 minutes in the garden or time out for lunch. It will be a while before the change decreases so we have to look for ways to control what we can if that helps.

If the ambiguity becomes more than you feel you can cope with, don't keep the concerns to yourself though.

Thinking Innovatively

Your responses indicate that you are likely to enjoy working with established and tried and tested approaches. The current situation is one that is likely to be challenging for you. As you are being expected to change your ways of working and your preference for traditional and known methods could be making this hard on you.

When you come across a situation that requires a more novel approach than you might naturally be able to come up with, don't panic. Make the most of the resources you have available to you, which might include colleagues to whom this comes more naturally. Everyone has their strengths and now is the time to be working together and making the most of what we can each offer.

Finding the right balance

You appear reasonably driven and achievement-oriented, being as motivated to achieve goals as most others. You are likely to push yourself to achieve challenging goals and targets, without letting these impact your well-being or relationship with others around you.

This approach means that you are likely to be able to find the right balance between home and work in this new style working environment we find ourselves in. You can potentially use this to help others find the right balance between home and work as not everyone will be able to adapt as easily as you.

Keep a check on yourself and how you are dividing your time between work and home. Make it a regular part of your catch ups with your manager to ensure you are continuing to keep the right balance.