



Sova Potential DNA Report

Sova Sample

10/05/2021

Executive Summary

The individual was assessed across nine areas predictive of potential by responding to a personality questionnaire. Their key strengths and likely development needs are summarised below.

Strengths

Analytical Orientation



The individual is as likely to take a data-driven approach to evaluating situations and solving problems as most. There is some margin for increasing this to build on future success.

Courage



The way in which the individual responded to the questionnaire suggests they are as composed and courageous as most. They may wish to try to demonstrate this further to aid career progression.

Development Areas

Learning Mindset



The individual is less likely to express curiosity about new subjects, techniques or technologies, preferring routine and predictability. As a result, new information could be overlooked and opportunities missed.

Drive to Achieve



Unlikely to be motivated by challenge and ambitious goals, their relaxed approach can prevent sufficient focus to deliver results. Therefore, results are likely to be within or below expectations.

Introduction

This report is based on the individual's completion of the personality questionnaire, which explores their preferences and skills in critical work areas. The personality dimensions have been mapped onto a potential framework to illustrate how their fundamental behavioural preferences link to areas that are predictive of potential career success in the future. This report is split into the following sections:

- A key to help you understand the individual's scores in this report
- The profile chart based on the Potential DNA model
- Detailed descriptions of this individual's potential scores

Key

Not at all developed		Significant development needed to meet the requirements of the competency.	Strong evidence of negative behaviours.
Under-developed		Some development needed to meet the requirements of the competency.	More negative behaviours than positive behaviours.
Competent		Meets the requirements of the competency.	Mix of positive and negative behaviours.
Very strong		Likely to exceed the requirements of the competency.	More positive than negative behaviours.
Outstanding		Likely to significantly exceed the requirements of the competency.	Strong evidence of positive behaviours.

Potential DNA Profile

This profile chart indicates whether the candidate has achieved low, mid-range, or high scores for each area of potential. This profile should be interpreted with an understanding of the key requirements for the role and progression within the organisation. The information should be combined with other information such as ability test performance, or 360 or interview ratings to gain a wider picture of this individual's potential for success.

Building Strong Networks

Builds strong relationships of trust with others, creating personal connections and strong networks across boundaries. Demonstrates empathy and appreciates different perspectives, bringing people together to enable them to succeed.



Inspiring Others

Communicates and reaches others effectively, inspiring them to take action and follow their lead. Persuasive and able to convince others of their perspective quickly.



Change Oriented

Shows a strong openness for change, seeking to find new and effective ways to innovate and make a difference. Works collaboratively with colleagues to create solutions that will make a meaningful impact and drive success.



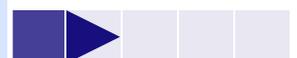
Learning Mindset

Shows curiosity to learn and understand key factors influencing success including awareness of the organisation and new techniques or technologies affecting their work. Quickly absorbs new information and converts this into practically useful insights.



Strategic Insight

Readily appreciates strategic challenges and interactions between market, technology and organisational contexts. Through this, is able to rapidly identify the most effective course of action and create well considered, focused strategies to enable success.



Analytical Orientation

Analytical capacity to solve challenging problems requiring strong reasoning skills. Able to process large amounts of information quickly and reach accurate conclusions to find solutions to challenges.



Courage

Confident taking risks and remains composed in challenging situations. Through this, is often looked to by others as a source of certainty in changing circumstances. Projects a confident, self-assured image and proactively takes the initiative to find solutions and make things happen.



Drive to Achieve

Exhibits clear ambition to exceed expectations and achieve their personal goals. Highly focused on results and pursuing their objectives.



Resilience

Able to cope readily with challenges and setbacks, bouncing back and refocusing quickly. Shows considerable emotional resilience and copes well with pressure, ensuring they show tenacity.



Potential DNA Descriptions

The following section describes this individual's likely performance on each of the areas identified as predictors of potential success. The results are drawn from the individual's self-reported behavioural preferences on completion of the personality questionnaire. The results should be used in conjunction with other information, including a discussion with the individual themselves, to gain a well rounded assessment of current and future performance.

Building Strong Networks

Developing effective formal and informal relationships within and outside the immediate team, and even the organisation, is an important step towards future success. This plays a key role in how decisions are made, ideas are disseminated and careers are advanced. This individual is likely to prefer working independently over collaboration and to mix only with a small circle of people. They are not likely to particularly enjoy listening to different perspectives or being expected to help other people. This could mean opportunities to meet people who might be helpful to their career, and to work with others they might be able to learn from, are missed. If this individual prefers to retain a professional distance from others at work, they may wish to consider other ways of building productive relationships with stakeholders, such as through project meetings or other more task-based discussions.

Inspiring Others

Using clear and compelling arguments to the right audience at the right time is key to winning hearts and minds. This individual is not likely to feel comfortable initiating contact with people they don't know very well. They will tend to converse with a narrow range of people, and probably with people who are similar to them in most respects. They are likely to avoid situations where they have to influence others and, as such, cannot be expected to share or convince others of their own perspective. They are likely to be happy to follow others rather than lead, or simply prefer to follow their own direction without the approval of others. Effective communication results in mutual understanding and collaborative action. Therefore, this individual should focus on communicating clearly and perhaps more openly, but in a way that suits their more reserved style. They may benefit from increasing both their confidence and skills in influencing others to bring about engagement and action.

Change Oriented

Change is now the norm. Willingness to adapt one's approach to both problems and people to complement changing conditions is a necessary disposition for success. This individual is likely to cope well with this uncertainty. They are relatively willing to experiment with different approaches, and to challenge tried and tested methods if they see something could be done better. If an established approach works, however, they may be more reluctant to embrace a change. With working environments becoming less and less predictable, this individual is likely to benefit from 'jumping in' more often in circumstances in which it is not clear what the solution, or even the problem, is. This will help demonstrate their adaptability to others.

Learning Mindset

With an increasing pace of change and complexity, being a willing, fast learner and applying that learning to new and different situations is a critical skill. Little curiosity in learning about different subjects means this individual is likely to tire of training in new techniques or technologies and give up too soon on new ideas. They tend to be firm in their opinions once they have made up their mind, thereby missing opportunities discover new information or hear different views. They are likely to avoid complex problems, focusing more on practical details rather than conceptual ideas. This individual should be encouraged to reflect on situations in which they could be more open-minded and adaptable in order to keep ahead of evolving needs and technologies. This is likely to improve their learning mindset.



Strategic Insight

Employees at every level of an organisation will benefit from having a degree of strategic, or systemic insight. This involves identifying and pulling varying elements together into a coherent, bigger picture to advance organisational goals. This individual probably spends little time or effort thinking about or working on strategic issues. They are unlikely to feel comfortable critically evaluating problems and complexity. Their results suggest they do not enjoy dealing with multifaceted situations, and may not appreciate strategic challenges and interactions between market, technology and organisational contexts. They are likely to have a short-term or simplified perspective on things, which may be reflected in the decisions they make. They are more inclined towards managing operational details and are unlikely to have a clear view on which strategies to focus on to ensure success. Given this is important, they could consider how they might show an interest in the strategy, perhaps starting with what is currently affecting their particular area.



Analytical Orientation

Being able to deal successfully with large amounts of information is an asset in most roles. Believing data can be helpful in solving problems, this individual is likely to be as analytical and data focused as most. They are likely to willingly carry out tasks that require analysis and make an effort to understand the meaning and implications of the key data points. They are likely to attempt to draw conclusions from data in order to suggest a course of action, although may rely on others to confirm they are using the right information in the right way.



Courage

Taking a strong stand requires confidence in approach and confronting challenges without the certainty of support from others. This can be daunting and bring about some difficult conversations, but courage means willingness to take risks to do what is right. Based on their responses to the questionnaire, this individual is likely to show courage and enthusiasm a lot of the time. They are likely to carry out tasks without much guidance or support and have faith in themselves to take risks if they think it will be worth it. They are generally calm and collected, although in emotionally charged situations they may find it difficult to remain completely composed. Considering how they might do this could help them to be seen as a sturdy source of certainty and support to others in times of ambiguity.



Drive to Achieve

Having a track record of exceeding goals successfully is a sure way to move up the career ladder. This individual does not appear to be motivated by challenging goals and prefers to work at a steady pace. They are likely to be happy working on one thing at a time, and probably don't put much thought into planning and organising tasks. They are content with achievable goals, and as such, are unlikely to set ambitious targets for themselves or others. As a result, targets or deadlines could be missed, giving the impression of an inconsistent performer. They lack the discipline, energy and drive to be seen as high potential. This individual should be encouraged to think with more of a growth mind-set, and tap into others' drive and ambition to support them to deliver above and beyond expectations.



Resilience

Everyone will experience setbacks in today's turbulent and demanding world of work, especially in positions with forecasted progression. The difference is, resilient people anticipate these and have the ability to bounce back. This individual is likely to be more sensitive than most in the face of criticism and obstacles. It can take them a while to overcome criticism, especially when taken personally, which can sometimes lead to them acting defensively. They are likely to worry about difficult situations they have encountered and decisions they have made for a while after the event. They are also likely to become easily irritated or upset in pressurised situations. This individual should be encouraged to look into how they might manage stressful situations more effectively in order to be seen as more resilient. This will also allow them to gain more emotional control and resilience for their own well-being.