

# Sova Competency Assessment: Manager Report

Sam Sample

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# Introduction

## Competency and Performance

The Sova Competency Assessment focuses on behavioural preferences at work, recognising that an individual's preferences influence, but do not dictate, their behaviour. It is possible to work outside of our natural preferences, but this requires self-awareness, conscious effort and energy. Lack of fit between an individual's preferred or typical behaviour and the requirements of a particular role can mean they find it challenging or draining to sustain performance over time.

## This Report

This report is to be used by Hiring Managers or HR to assess individuals against the relevant competencies.

The report is split into two sections.






**Section One:** A snapshot of the candidate's profile against the competency dimensions.

**Section Two:** The interpretation of their profile against each of the dimensions.

By using this report, you can gain objective and scientific insight into how the individual is likely to behave in relation to the competencies assessed which will allow you to make informed, defensible and equitable selection decisions.

It is important to note that whilst behavioural preferences are relatively stable over time individuals can change over time as a function of factors such as age, maturity, exposure to different experiences and so on. Hence the candidate's assessment and this report can be regarded as being valid for a period of up to 24 months.

# Key

Highly unlikely to be an area of strength		The candidate is likely to be much less effective than most when it comes to demonstrating this competency on the job
Unlikely to be an area of strength		The candidate is likely to be less effective than many when it comes to demonstrating this competency on the job
A moderate area of strength		The candidate is likely to be just as effective as most when it comes to demonstrating this competency on the job
Likely to be an area of strength		The candidate is likely to be more effective than many when it comes to demonstrating this competency on the job
Highly likely to be an area of strength		The candidate is likely to be much more effective than most when it comes to demonstrating this competency on the job

# Profile

## Teamwork

Works collaboratively with team members to meet shared objectives, resolve potential challenges and promote a cooperative approach.



## Developing Relationships

Develops and maintains positive relationships; relates well to a diverse range of people.



## Influencing

Influences others' actions and opinions, using convincing and persuasive arguments and strategies.



## Interpersonal Communication

Communicates effectively, engaging with others in a warm and professional manner.



## Customer Focus

Seeks to understand what customers need and works hard to ensure these needs are met.



## Planning

Plans work effectively to meet objectives; takes account of workload, resources and deadlines, and builds in appropriate contingency.



## Organising and Prioritising

Organises resources and people to ensure delivery to quality and timescales. Prioritises work and tasks for optimum results.



## Quality Focus

Sets and maintains high quality standards; evaluates work at a detailed level and strives to get things right first time.



## Problem Solving

Identifies the root cause of problems; looks for effective and pragmatic solutions to address them.



## Adaptability

Adapts approach and responds effectively to different situations, people and new opportunities.



## Resilience

Works well under pressure; bounces back quickly from setbacks in a positive and constructive manner.



## Drive

Highly motivated and driven; tackles challenging goals and situations with energy and enthusiasm.



## Reliability

Demonstrates a focus on delivering what is asked of them. Delivers on commitments and promises made to others.



## Integrity

Demonstrates high ethical standards and works in an authentic and honest manner. Responds to ethical conflicts with integrity.



## Initiative

Identifies and acts upon opportunities without needing direction or support from others. Takes a proactive approach



## Learning Focus

Demonstrates a desire to grow and develop as a person and a professional. Actively seeks opportunities to extend their skills and capabilities.



# Overview

## Teamwork

Sam appears to have a strong preference for working independently rather than having to work in a team with shared goals. They may not always agree with others, or attempt to fully understand different points of view and Sam may not typically show tolerance and empathy for others. Together, all these factors may make it difficult for Sam to collaborate with others and demonstrate a team oriented approach.

## Developing Relationships

Sam's responses suggest that they don't place a lot of emphasis on developing new relationships. It also appears that they may find it somewhat difficult to build rapport with people they have just met, particularly those who are vastly different to Sam.

## Influencing

Persuading and influencing others appears to be something that Sam is relatively comfortable with. Sam also seems to be as confident as most when expressing their opinions and trying to get others to change their minds.

## Interpersonal Communication

Engaging and communicating with others seems to be a lower priority for Sam than other aspects of their work. It may be that they prefer to maintain a professional distance from others in the workplace, place less emphasis on trying to understand how others are feeling, or find it difficult to pay close attention to other people's views and perspectives.

## Customer Focus

Working with customers to solve their problems and support their needs is something Sam does not appear to particularly enjoy. As a result, they may not always strive to understand things from a customer perspective or ensure that they deliver on customer-related commitments.

## Planning

Planning ahead is an activity that Sam seems to really enjoy. They are likely to spend time carefully mapping out what needs to be done, and will typically strive to meet set timeframes. At the same time, Sam enjoys adapting to new situations and challenges and should readily modify their initial plans in situations where circumstances change and a different approach is required.

## Organising and Prioritising

Sam's responses suggest they enjoy being reasonably organised and that they are likely to spend some time establishing priorities for action. It is likely that Sam will generally maintain a moderate degree of focus on quality and key timescales so that they can meet delivery expectations, although they may find this a little more challenging when working on objectives that are more demanding in nature.

## Quality Focus

The way in which Sam approaches their work appears to be somewhat steered by quality. Sam reports maintaining and promoting reasonably high standards, and is likely to spend some time ensuring their work is accurate. Their moderate level of quality focus is also likely to be apparent to others in their attention to detail and desire to play by the rules most of the time.

## Problem Solving

Problem solving does not appear to be a key source of satisfaction for Sam. It seems that they tend to rely heavily on their intuition and previous experience when addressing new problems, rather than objective data. Their responses also suggest that they are less likely than most to investigate issues in depth in order to understand root causes. Overall, Sam's less analytical approach may sometimes prevent them from identifying optimal solutions.

## Adaptability

Sam's responses suggest that they prefer working in a familiar and stable work environment, and feel less comfortable when needing to deal with the unexpected or vary their approach. Overall, others may value their steady and consistent approach, but view Sam as someone who is less adaptable to change and less responsive to shifting workplace requirements.

## Resilience

Sam reports being someone who finds it difficult to cope with stressful situations and to control their own feelings when they are under pressure. It seems Sam also tends to worry and become fairly pessimistic when things go wrong, and takes longer than most to recover from setbacks.

## Drive

Sam appears to be less driven than others, and is probably less focused on setting and achieving challenging goals. They will probably prefer a fairly steady pace of work too, with a dislike of feeling rushed or having to juggle different demands at once.

## Reliability

Sam appears to believe that it may be not always be possible to keep promises and deliver on commitments. It seems they also find it somewhat difficult to remain task focused, especially when working on things that they find repetitive or uninteresting. As a result, there may be times when others look elsewhere if they need a guarantee that something will be reliably seen through to completion.

## Integrity

Sam's responses suggest that they generally work within set rules and guidelines and follow through on the promises and commitments they make to others. Overall, others are likely to see Sam as having as much integrity as most and having just as much of a focus on the maintenance of expected work standards.



### Initiative

Sam reports having a strong preference for receiving a lot of support and encouragement from others and is less likely than most to take a proactive approach. Instead, they tend to look to others for direction and guidance about decisions to be made and actions to be taken.

### Learning Focus

Sam's responses suggest that they are unlikely to have much interest in expanding their knowledge and skills. They also appear to have relatively little interest in trying out or learning new things. It is therefore unlikely that Sam will look for or capitalise on opportunities for ongoing learning and development.