



# Sova Candidate Trait Report

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## Cooperative

You are likely to enjoy cooperating with others and working as part of a team or project group. Being someone who is naturally friendly and agreeable, you are likely to find it easy to get along with people. You tend to demonstrate sensitivity to the needs of those around you which enables effective collaboration.

## Empathy

Empathising with others and understanding different points of view comes easily to you. Being tolerant of other people, you enjoy listening to and hearing different perspectives. You typically strive to show warmth and build strong rapport with others.

## Supporting

You are likely to be supportive and helpful towards others and will most often go out of your way to ensure that the needs of individuals are met. Being genuinely interested in helping people, you are likely to invest time anticipating how you can best support those around you and will enjoy helping others develop.

## Connecting

When it comes to connecting with others, you naturally enjoy initiating contact with new acquaintances and are typically comfortable communicating with a wide range of people. This will enable you to build an extensive network of people that you can rely upon and make contact with as required.

## Dynamic

Being someone who prefers a steady pace of work, you will typically consider the possibilities and show caution before taking action. You tend to consider carefully and deliberately before making decisions and may hesitate to take on challenges you are unfamiliar with.

## Influential

You typically prefer to follow instructions from others, rather than forcefully leading a group. You may sometimes feel uncomfortable having to persuade or influence people to agree with your point of view, and therefore are unlikely to assert your opinions on others, especially without prior agreement.

## Goal-focused

You are unlikely to be overly competitive or concerned about setting and achieving excessively challenging goals. As someone who has a more flexible approach, you may risk becoming distracted from what you intend, or your superiors ask you, to achieve.

## Structured

When it comes to organising, you will be reasonably planned and methodical when approaching tasks. You typically pay as much attention to detail as most people and may be willing to accept small mistakes or changing timelines, depending upon the tasks. You will seek to deliver on commitments wherever possible.

## Analytical

Being reasonably interested in analytically evaluating situations, you are likely to use a combination of your own intuition and a data-driven approach to solve problems and answer questions.

## Complex Thinking

You are likely to prefer taking a practical approach in complex situations rather than considering vague conceptual ideas. You are probably less interested in having to spend time learning about new subjects and theories, preferring to use the knowledge you have.

## Creativity

You generally strike a balance between using tried and tested approaches to solve problems and appreciating the benefit of new and innovative solutions. You are reasonably comfortable to experiment with new ideas and approaches and will challenge convention if the situation allows it.

## Adaptability

Adapting to new situations, challenges and environments is likely to come as easily to you as most. Though you like to have some elements of a stable environment around you, you do tend to enjoy some variety in your day. You also tend to be reasonably flexible and open-minded to situations as they develop.

## Straightforward

You tend to communicate in a straightforward and candid manner and will tend to be both clear in your views of people and honest when communicating opinions in general. You are also likely to adhere to rules and guidelines, valuing a straightforward and honest approach.

## Status Avoidance

Highlighting your status or uniqueness is not something you tend to feel is important most of the time, as you like to be treated in the way same as others, regardless of your personal qualities. Your preference is to be part of a group, rather than receive special recognition or reassurance from others.

## Modesty

You are typically modest when interacting with others and will mostly want to avoid being the centre of attention or having unnecessary attention focused on you. You probably see yourself as no different to others and will be modest about your achievements and success.

## Resilience

Recovering from times of stress, or when faced with pressurised situations or setbacks is comes as easily to you as most other people. You tend to be reasonably optimistic when responding to challenges and be sensitive to criticism as much as most others.

## Emotional Control

You are likely to be able to control your feelings most of the time. As a result, it is likely that others will see you as being able to remain somewhat reasonably calm and considered in stressful and emotionally charged situations.

## Independence

You are likely to enjoy receiving support, feedback and advice from others. With this higher preference for seeking input from others, you may be more reluctant to make decisions independently.