



Sova Derailment Report

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Derailment Profile

Likely to avoid consultation and use own judgement. Self-reliant, with little need for support or encouragement from others. May resist being led or closely managed.

Tough-minded and unaffected by criticism from others. Resilient to stress and challenging situations, taking a more optimistic outlook when faced with setbacks.

Enjoys building relationships with others, communicating openly and sharing their feelings. Tends to rely on others for support and to make decisions.

Tolerant, considerate but could come across as too passive and rule following. May lack assertiveness and likely to be overly sensitive to criticism from others.

Conservative and tactical, tends to agree with majority opinions and conventional methods.

Calm and controlled, even in emotionally charged situations, perhaps to the point of seeming to lack passion. Likely to be reliable in terms of keeping promises.

Unassuming, quiet and restrained. May be uncomfortable in social situations, and lacking confidence to push themselves forward to be heard.

Modest and reserved, lacks confidence and avoids the spotlight. Tends to be risk averse and could be uncomfortable negotiating with others.

Dependent



Reliant on the group for support and encouragement. Less willing to make decisions without input from others. May lack own opinions, or confidence in own views.

Over-sensitive



Sensitive to criticism, pessimistic and finds it hard to bounce back from setbacks. Likely to be distrusting of others.

Detached



Works independantly from others, tends not to look for support during challenging situations and instead focuses on their own activities. Tends not share how they are feeling or seek counsel from others.

Individualistic



Tough-minded and assertive in pursuit of own goals, prepared to break rules to get things done. May give limited consideration to others' feelings when seeking to overcome obstacles and trying to deliver results.

Unconventional



Focuses on finding novel approaches to problems which may not be grounded in practical realities. Looks for unusual and creative solutions but may not test these against data or the views of others.

Unpredictable



Excitable, volatile and erratic, tends to respond emotionally to events as they occur. May behave supportively when things are going well but be distant or confrontational with others if they feel under pressure.

Dramatic



Expects to be appreciated by others and enjoys being the centre of attention. Wishes to stand out in the group and lead events. Has a strong need to be heard and may react negatively if contribution is not valued highly.

Boldness



Bold, assertive and confident with a tendency to take risks. Holds own status in high regard, promoting own achievements and demanding recognition. May present an overly positive image to get what they want.

Derailment Profile continued

Tends to rely on others' views in order to find a way forward. At times, so flexible they may appear to lack solid opinions of their own.



Has strongly held views on many issues, tends to be inflexible when faced with information that does not align with their view. May ignore voices which disagree with their perspective.

Spontaneous in approach, likely to be bored by details and adhering to deadlines, tending to delegate these tasks. Lack of discipline may appear careless and unreliable.



Focused on organising tasks and ensuring the details are completed, but may set unreasonably high standards for self and others, risking micro-managing others activities.

Easy to get along with, tending to be receptive to changes as they happen. May appear to go with the flow rather than push back when facing a change they disagree with.



Tends to be firm in own opinions but risks continuing down one path relentlessly rather than changing course if the situation demands it. May be unreceptive to others' views.

Pushes forward before others, even themselves, are ready. Takes risks without fully evaluating the problem or potential consequences of their actions



Cautious when faced with changing situations, prefers to look carefully at all possibilities before taking action. Risk averse and slow to make changes unless they have full support of others around them.

Strives to deliver on commitments made to others and enjoys having a disciplined working environment with lots to do. Focused, driven and tends to brush off distractions.



Prefers an unpressured environment and avoids situations where they need to deliver for others within clear deadlines. May push back when pressed to show urgency.

Takes a friendly and peaceful approach. Unlikely to pressurise others at work, showing sensitivity to others' needs and avoiding pushing their own views and deadlines on to others.



Highly charged, competitive and pursues activities with great intensity and passion. Shows consistent energy but may drive others too hard, failing to appreciate the need for a realistic and healthy pace of work.

Dependent

A high score on this scale suggests the individual is excessively eager to please, especially their superiors. They are heavily reliant on others for guidance and can appear to lack influence or their own point of view. Conversely, this does also mean that they are likely to be respectful, dutiful and receptive to the views of others around them. They are likely to work best when receiving a lot of support and encouragement from others.

Over-sensitive

High scorers are at risk of derailing due to hypersensitivity, both in terms of how others see them and how well they cope with stressful situations. They can be suspicious and sometimes too quick to doubt others' intentions. Sometimes considered paranoid, they are very sensitive to criticism, whether intended to be or not, and can take a long time to forgive someone if wronged. These individuals find it difficult to stay optimistic in challenging times, tending to vent their feelings openly and ruminate on such times long after the event.

Detached

The individual's responses suggest they are happiest when involved in group or team activities. They are very comfortable communicating with others and initiating contact with people they don't know. They like to involve others when making important decisions, sharing their own feelings and seeking support from colleagues. They may perform less well or become unhappy if their work forces them to spend a lot of time alone.

Individualistic

A low score on this scale suggests an individual who is compliant, agreeable and therefore maybe lacking in strong character, especially to those who are more pushy in nature. They are likely to passively follow the rules and conventions, and may be over-tolerant of others' weaknesses when work needs to be done.

Unconventional

These individuals are highly analytical, preferring to use available data to evaluate and solve problems over and above what intuitively 'feels right'. They tend to comply with rules, conventions and majority opinions. Grounded and tactical, they are likely to be realistic, though others with a more unconventional approach may see them as lacking the courage or vision needed to tackle problems requiring more creative solutions.

Unpredictable

Being a high scorer on this scale suggests this person can be excitable and erratic. This can appear as a positive or negative response and it can be difficult to predict. They can be easily annoyed or have a short-lived, positive energy for things, which wanes as quickly as it came. They tend to be disorganised and easily distracted, which can make them difficult for more structured people to work with.

Dramatic

This individual is unlikely to want to be the centre of attention and is happy being part of the group rather than the one leading it. They are probably fairly quiet and reserved at work, preferring to keep what they may consider as a professional demeanour. They are unlikely to push themselves forward to be heard to may need some encouragement if this is required in their role.

Boldness

The way in which the candidate responded to the questionnaire suggests they are typically modest and may lack a degree of self-confidence. They may over-estimate their shortcomings and therefore reduce others' confidence in their abilities. Others may see them as lacking resolve or somewhat pessimistic.

Rigid

Having less faith in their ability to analyse problems and devise appropriate solutions, these individuals are likely to seek support from team members in order to do this. They can appear to have unclear views of their own and less confidence with complex issues. They tend to listen to others' views and have a flexible approach to work, involving others for support and confidence in the best way forward.

Meticulous

This individual is likely to be a true perfectionist. Extremely conscientious, they are likely to spend a lot of time planning and checking details, and can be seen as being overly picky and fastidious. They follow rules and guidelines to the letter, and expect others to do the same. As such, they may micromanage team members, especially if those individuals do not share the same level of detail focus. They may spend excessive time checking the work of others which may lead to an unmanageable workload or feelings of distrust from the team.

Stubborn

Mid-range scores on this scale are not likely to denote a derailment risk in this area. Individuals are likely to be reasonably flexible when things change direction and agreeable when asked for extra effort or input.

Hesitant

This individual's cautious, risk-averse approach is likely to extend to procrastination. They are likely to spend time checking what numerous others think is the right way forward and evaluating the pros and cons of a certain approach. So much evaluation leads to indecisiveness, and they are likely to find it difficult to move forward when most others would. This results in inaction unless they have the full support of others around them.

Casual

This individual is likely to take a relaxed and leisurely approach to work, working at a steady, unhurried and cautious pace. Having too many things to do is likely to cause stress and may mean they push workload and responsibilities onto others. They are often tolerant of mistakes or delayed timelines, from both themselves and others. If in a managerial role, they may truly believe the team will develop a good solution without a lot of intervention, however, this could be viewed as a lack of concern or engagement.

Intense

Taking the time to understand others' views and priorities, low scorers on this scale tend not to be too demanding of others' time and efforts. They avoid competing with others and don't necessarily need a high defining status to be happy in their role.