



Sova Team Styles Report

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Teamwork and Performance

Good teamwork is essential in all organisations. When teams are working cohesively we observe:

- People working towards a shared purpose and a common goal
- People sharing their varied styles and approaches in complementary roles and in cooperation with each other.

Organisations are much more likely to perform well when their people work effectively as a team. This is because good teamwork creates synergy – where the combined effect of the team is greater than the sum of individual efforts. Working together, a team can apply individual perspectives, experience, and skills to solve complex problems, creating new solutions and ideas that may be beyond the scope of any one individual.

As well as enhancing organisations' performance, good teamwork benefits individuals too. It enables mutual support and learning, and can generate a sense of belonging and commitment.

The Sova Team Styles Model

This report offers an insight into how your own personality preferences are related to your likely style and approach when working in a team.

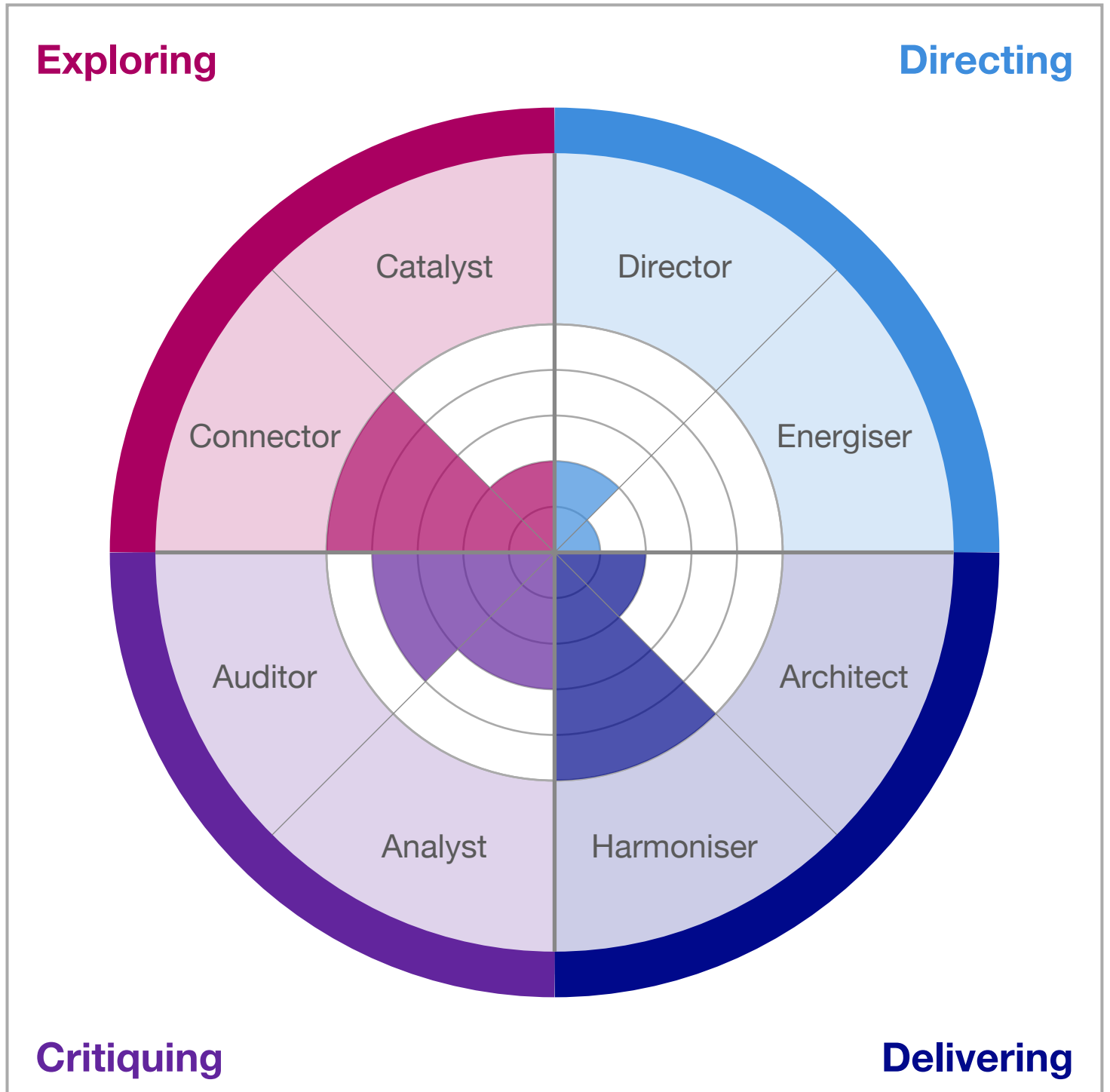
The Sova Team model is split into eight different team roles across four quadrants.

Within the model, the four quadrants relate to eight styles or approaches that are typically observed in teams.

- **Exploring:** The two team styles in this area are linked to someone's likely strengths in taking a creative/innovative role and the extent to which they are likely to draw on contacts and networks outside of their immediate team.
- **Directing:** In this quadrant, the two styles relate to being comfortable coordinating the team and ensuring decisions are made, and also the extent to which someone is likely to drive and shape the team and their actions.
- **Delivering:** These two team styles explore the extent to which someone is likely to move the team forward in a cohesive and collegiate manner and also how likely they are to be keen to be part of the planning and implementation activities.
- **Critiquing:** The fourth quadrant contains the team styles relating to ensuring the team's activities are completed effectively, and also ensuring they are completed on time and as promised.

Team Styles Profile

The Sova team model incorporates eight different team styles across four quadrants. The chart below provides a graphical summary of your results in relation to each of the eight team styles. The strength of your self-reported preference is indicated by the extent to which the coloured bands extend to the outside of the circle. When reviewing your results, consider your pattern of outputs and how this impacts how you operate in a team environment.



Your Team Styles

The table below presents definitions of the team styles, with your own team styles ranked in order from those you are most likely to adopt down to those you are least likely to adopt, based on your natural style in a team.



Harmoniser

Considers the needs and feelings of others. Brings a sense of togetherness to the team.



Connector

Builds, develops and harnesses networks and useful resources. Brings new contacts to the team.



Auditor

Looks for errors and omissions and focuses on delivering on promises. Brings conscientiousness and an eye for detail to the team.



Analyst

Considers all options and approaches ideas and plans with a critical view. Brings objective and critical analysis to the team.



Architect

Turns ideas into workable actions and plans. Brings efficiency and planning to the team.



Catalyst

Looks for creative and innovative solutions and ideas. Brings new insight and approaches to the team.



Director

Coordinates the group, clarifies needs and goals and delegates accordingly. Brings clarity and decision-making to the team.



Energiser

Makes things happen and drives the team forward. Brings energy and a sense of motivation to the team.



Team Style Implications

The table below lists all of the Team Styles and offers insight into the Potential Strengths and Limitations associated with each of them.

Potential Strengths - the positive impact of each team type	Potential Limitations - the potential negative impacts to watch out for
EXPLORING	
Connector	
Tends to have a large network from which to seek help or information. Readily builds new contacts and helps to connect different stakeholders as required.	Can spend too long interacting with others at the expense of achieving other goals and objectives. May be too quick to involve others, thereby compromising either time or process-related efficiency within the team.
Catalyst	
Tends to look beyond the status quo and consider new ideas and possibilities. Brings new approaches and insights to help advance the team.	Can be too quick to dismiss what is working well and may tend to pursue change for the sake of change. May tend to overcomplicate issues or design solutions that are unnecessarily complex.
DIRECTING	
Director	
Provides the team with clarity of purpose, roles and the direction that needs to be taken. Readily makes decisions on behalf of the team and is comfortable influencing others and shaping what happens.	Tends to be quite directive and may come across as being too quick to tell others what to do. May be seen to push their own agenda rather than listen to the input and suggestions of others, or fail to consult with others to identify mutually agreeable outcomes.
Energiser	
Brings energy and enthusiasm to the team and instills a sense of urgency to get things done without delay. Helps push the team through challenges and maintain collective optimism in what can be achieved.	Can undermine the team's focus and motivation by pursuing too many things at once or changing direction too rapidly. May be seen to be overly aggressive in their approach, or intolerant of those who are less driven in their pursuit of demanding goals or objectives.
DELIVERING	
Architect	
Helps to translate ideas and concepts into concrete and detailed plans that can be actioned. Promotes team efficiency via the careful planning and organising of tasks and resources.	May delay execution and delivery of targeted team outcomes via excessive planning and preparation. May struggle to modify plans and approaches in response to changing requirements, conditions or priorities.
Harmoniser	
Considers other people's needs and feelings, and actively looks for ways to provide help and support to those who need it. Promotes a sense of cohesion and camaraderie within the team.	Can be too eager to please others, and may struggle to say 'no' or put boundaries on what can realistically be achieved. May be too reliant on a team-based approach to task completion and have difficulty working independently.
CRITIQUING	
Analyst	
Brings objectivity and analytical thinking to the team so that sound and defensible decisions can be made. Critically evaluates different ideas, plans and approaches to help identify the best way forward, not just the easiest or most obvious option.	May spend so long in analysis and evaluation mode that action is delayed or thwarted and windows of opportunity are lost. Can be seen as overly negative and someone who is too quick to find fault with new ideas and proposed approaches or solutions.
Auditor	
Brings a high degree of quality consciousness and a strong eye for detail to the team. Focuses on ensuring that the team reliably follows through on all of its promises and commitments.	Can painstakingly labour over minutiae that add very little value or simply do not matter. May be unnecessarily rigid in their adherence to rules and procedures, and have difficulty identifying when certain commitments cannot or should not be delivered as planned due to changing circumstances.