



Sova Trait Report

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Profile

LEADING AND WORKING WITH OTHERS

Prefers to work independently and expresses themselves if they disagree with others	Cooperative	Agreeable and enjoys cooperating with others, sensitive to their needs
May take time to warm to others and tolerate different perspectives	Empathy	Empathises easily with others, enjoys listening and building rapport
Has clear expectations of others and lets them develop independently	Supporting	Supportive and helps others to develop and grow
Communicates with a trusted group, may be uncomfortable initiating new contacts	Connecting	Communicates with a wide range of people, readily initiating contact with others
Prefers to work at a steady pace and take a cautious approach	Dynamic	Driven and seeks out new challenges, makes decisions quickly
Prefers to follow instructions and avoids pushing their views on others	Influential	Prefers to take the lead and enjoys influencing others

ORGANISATION AND THINKING STYLE

Avoids competition and setting specific goals, prefers to take things as they come	Goal-focused	Motivated by challenging goals, self-disciplined and competitive
Takes a spontaneous approach, less focused on detail and accepts small mistakes	Structured	Diligently plans and organises tasks, committed to delivering and ensuring accuracy
Adopts an intuitive approach to solving problems, less interested in data or analysis	Analytical	Adopts an analytical approach to evaluating situations, uses data to help solve problems
Enjoys taking a practical approach focused on operational details, likely to avoid complex problems	Complex Thinking	Enjoys working with complex situations, exploring different perspectives and techniques
Prefers to use tried and tested approaches rather than experimenting with new techniques	Creativity	Creative in approach, enjoys innovating and finding new solutions to problems
Takes time to adapt to new circumstances, has firm views and prefers a predictable routine	Adaptability	Adapts readily to new situations, taking a flexible approach and enjoying variety

INTERACTING AND MANAGING EMOTIONS

Readily compliments others and willing to bend rules to get things done	Straightforward	Communicates in a straightforward and candid manner, adhering closely to rules and guidelines
Enjoys their status and qualities being recognised by others	Status Avoidance	Avoids situations which highlight their status or uniqueness
Enjoys talking about their successes and receiving attention from others	Modesty	Modest in their dealings with others, avoids being the centre of attention
May be pessimistic and take some time to recover from setbacks or criticism	Resilience	Responds positively to setbacks, quickly recovering from challenges or criticism
Shows their feelings readily and experiences anxiety when under pressure	Emotional Control	Stays composed and controls feelings under pressure
Prefers to have support and advice from others	Independence	Independent and self-reliant, needing little support from others

RESPONSE STYLES

Tended to respond self-critically; preferences may be more accentuated than the results suggest.	Social Desirability	Presented themselves positively; preferences may be less accentuated than the results suggest.
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Cooperative

You enjoy cooperating with others and working as part of a team or group. Being someone who is naturally friendly and agreeable, you should find it easy to get along with people and will demonstrate sensitivity to the needs of those around you, enabling 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 and will strive to show warmth and build strong rapport with others where possible.

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 to develop.

Connecting

When it comes to connecting with others, you will naturally enjoy initiating contact with new acquaintances and will be 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 will tend to consider carefully and deliberate before making decisions and may be hesitant to proactively take on new challenges.

Influential

You may typically prefer to follow instructions, rather than necessarily leading a group. You may sometimes feel uncomfortable having to persuade or influence others to agree with your viewpoint and therefore are unlikely to assert any views on others, especially without prior permission.

Goal-focused

Taking things as they come is your preferred style, rather than being overly competitive or concerned to set and achieve specific goals. As someone who has a more flexible approach, rather than being focused on pursuing defined goals, you may risk becoming distracted from what you intend to achieve.

Structured

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

Analytical

You enjoy using data and statistics as much as most people and will choose where you use this type of information to help solve problems. Being reasonably interested in critically evaluating situations, you will balance using a combination of intuition and a data-driven approach to solve problems.

Complex Thinking

When it comes to dealing with complex problems, you prefer taking a practical approach, rather than working with conceptual ideas. You will prefer to focus on the operational details to solve complex problems and are likely to be less interested in having to learn about new approaches and techniques.

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 and environments is something you enjoy as much as most other people. You will enjoy some variety, but like to have elements of a stable environment around you. You are likely to be reasonably flexible and open-minded to change.

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 to others. You will also likely adhere to rules and guidelines, valuing a straightforward and honest approach.

Status Avoidance

Highlighting your status or uniqueness is something you prefer to avoid most of time, as you like to be treated the same as others regardless of your personal qualities. Your preference is to be part of a group, rather than receive special recognition and you avoid too much 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 something you are able to do about as quickly as most other people. You will be reasonably optimistic and resilient when responding to challenges and be sensitive to criticism as much as most others.

Emotional Control

When it comes to demonstrating emotional control, you can control your feelings when under pressure as much as most other people. 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 and may seek input from those around you when making decisions. With this higher preference for support from others, you may be more reluctant to make independent or objective decisions.