



Sova Early Career Candidate Report

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Introduction

This report summarises your results from your completion of the Sova Personality Questionnaire.

What does the Sova Personality Questionnaire assess?

The Sova Personality Questionnaire 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.

What behavioural domains are assessed by the Sova Personality Questionnaire?

The areas assessed are clustered across three behavioural domains:

Interpersonal: This domain concerns an individual's relationships at work and their preferences in relation to leading and supporting others, and the extent to which they prefer to work independently or in a team.

Task: This domain is concerned with how an individual approaches tasks and activities at work and their preferred approach for dealing with concepts, ideas, and data.

Mindset: Here the focus is on how an individual deals with setbacks and difficult situations, their propensity for openness, and the extent to which they are straightforward and modest.

Your results in relation to the areas assessed have been normed against others who have taken the assessment before.

Your Results

Adaptability

It seems that you enjoy adapting to new challenges and will prefer a role and working environment featuring lots of variety. You are likely to be quicker than most to adjust your approach when faced with shifting conditions and are unlikely to need stability or predictability at work to feel comfortable. You are also more likely than most to take a flexible view on issues as situations change or evolve, further reflecting your highly adaptable working style.

Analytical Thinking

Your responses suggest you do not enjoy analysing or evaluating information in depth. Having a clear preference for working at a higher level, you are likely to find working with complex information or data either challenging or uninspiring and probably prefer passing over such a task to others. Where this is not possible, you may need the support of others to draw insights from the available information.

Drive

Highly motivated and achievement-oriented, it seems you thrive on setting and attaining challenging goals. You readily seek out new challenges to tackle and are likely to bring high levels of energy and enthusiasm to everything you undertake. In turn, your strong drive and commitment should help you to consistently achieve positive outcomes.

Influencing

Persuading others seems to be something that holds little appeal for you. Your responses suggest that you tend to feel uncomfortable when trying to convince others to adapt in some way, and you may also be less self-assured and confident in your approach than most people. Overall, you may have difficulty if required to drive a shift in people's perspectives, opinions and/or behaviours, and you may even actively avoid pushing your views or exerting other forms of influence over others.

Innovating

You likely place a moderate degree of emphasis on innovation in the workplace. It seems you are as inclined as most to generate creative ideas for addressing problems and will likely put forward some original solutions from time to time. That said, you are unlikely to be so keen to experiment with new or untested ways of working that you overlook more traditional methods or approaches.

Learning Focus

It appears that you have a high level of interest in expanding your knowledge and capabilities. You also seem to really enjoy learning new theories and techniques and have a natural curiosity to test your skills by trying different ways of doing things. As a result, you are likely to capitalise on new learning opportunities and enjoy the challenges associated with ongoing personal and professional development.

Teamwork

You report being very team-oriented in your approach. You prefer to collaborate with others rather than working on your own, and are likely to really enjoy working towards shared goals and objectives. You are also likely to be very easy to get along with and will typically cooperate well with your peers and colleagues. Your empathetic nature and high level of tolerance for others also suggests that you will strive to overcome any interpersonal challenges that might arise so as to restore team harmony and cohesion.