



Sova Early Career Development Report

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Introduction

Personality and Performance

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.

The Sova Early Career Competency Model

Sova has developed a competency model comprising seven competencies that have been identified as important for success in early career roles in today's working environment.

The Sova Development Report aims to provide insight into your behavioural preferences at work and how these preferences can be developed or leveraged to enhance your performance at work.

The report is split into three sections:

Scoring Key: This section provides an explanation of the scoring system used to generate your competency scores

Results Summary: This section provides a summary of how you scored on each competency assessed

Your Full Results: This section provides written interpretations of your results on each competency and suggestions for further development

By using this report, you can gain objective and scientific insight into how you are likely to behave in relation to competencies which are deemed important for early careers role.

It is important to note that whilst personality is relatively stable over time, individuals can change over time as a function of factors such as age, maturity, exposure to different experiences and so on. Hence your assessment and this report can be regarded as being valid for a period of up to 24 months.

Scoring Key

Highly unlikely to be an area of strength		You are likely to be much less effective than most when it comes to demonstrating this competency on the job
Unlikely to be an area of strength		You are likely to be less effective than many when it comes to demonstrating this competency on the job
A moderate area of strength		You are likely to be just as effective as most when it comes to demonstrating this competency on the job
Likely to be an area of strength		You are likely to be more effective than many when it comes to demonstrating this competency on the job
Highly likely to be an area of strength		You are likely to be much more effective than most when it comes to demonstrating this competency on the job

Results Summary

Adaptability

Adapts approach and responds effectively to different situations, people and new opportunities.



Analytical Thinking

Breaks down and understands complex information and data to draw appropriate insights; analyses and uses a wide range of data.



Drive

Highly motivated and driven, tackles challenging goals and situations with energy and enthusiasm.



Influencing

Influences others actions and opinions, using convincing and persuasive arguments and strategies.



Innovating

Puts forward new and innovative ideas, solutions and approaches; looks for ways to go beyond the conventional and traditional.



Learning Focus

Demonstrates a desire to grow and develop as a person and a professional. Actively seeks opportunities to extend their skills and capabilities.



Teamwork

Works collaboratively with team members to meet shared objectives, resolve potential challenges and promote a cooperative approach.



Your Full Results

Adaptability

Overview

You are likely to adapt very quickly and positively to new information, situations and opportunities. You are also likely to be someone who is readily able to flex your behaviour in response to a broad range of different people and situations.

Building or Leveraging Capability

Points to Consider:

- You recognise that different situations require different styles or behaviours and can comfortably flex to the needs of the moment, rather than adopting a one-size-fits-all approach.
- You tend to cope very well with changing circumstances and should be well-placed to help others who find change more difficult or confronting.
- Adapting your approach so readily to different audiences could leave others unsure of your sincerity.

Questions to Ask Yourself:

1. When new situations or opportunities arise, how do you balance reacting quickly, with reacting effectively? How do you stay in control?
2. How might others see your different interpersonal styles? How do you ensure you convey a consistent message whilst still being adaptable?
3. What do you think prevents others from being as flexible in their approach as you are? How can you relate to and help them?

Overview

Your results suggest you are not particularly focused on data nor the analysis of data. You appear to have limited interest in breaking complex information down or probing for further understanding in order to draw appropriate insights. You may place too much focus on irrelevant pieces of information or perhaps demonstrate little structure or logic in your approach when using data in your work.

Building or Leveraging Capability

Points to Consider:

- You may accept things at face value rather than thinking more critically.
- Your view of issues may be seen by others as too simplistic.
- You may find tasks involving very complex data quite difficult, or perhaps even try to avoid them where possible.

Questions to Ask Yourself:

1. When have you been required to analyse some complex information in the past? How did you approach it? How effective was your approach?
2. What do you see as being your particular development needs here? How do these impact your work? Who or what can help you address these?
3. What other data sources might you use to help you analyse situations more effectively or make more informed decisions?

Overview

It seems you are very driven in your approach to work and exhibit considerable energy and enthusiasm for what you do, even when under pressure or in difficult circumstances. You are likely to readily push outside your comfort zone to take on new challenges, and remain highly motivated when working towards demanding goals and targets.

Building or Leveraging Capability

Points to Consider:

- Your drive and enthusiasm should see that you have quite challenging expectations about your own performance and successfully meet these on a consistent basis.
- Your enthusiasm for your work is likely to energise others around you.
- You can leverage this strength by looking for new opportunities to engage and motivate others.

Questions to Ask Yourself:

1. What particularly motivates you? What projects or initiatives can you get involved in that will give you the opportunity to share this mindset with others?
2. How do you ensure your expectations of yourself and others are realistic?
3. How can you help others motivate employees more effectively?

Overview

You appear to dislike situations that require you to influence other people's actions and opinions. Having a less confident approach in this area may prevent you from presenting persuasive arguments for your ideas and suggestions and overcoming any objections your audience may have.

Building or Leveraging Capability

Points to Consider:

- Your ideas may not get the recognition they deserve as you may struggle to sell their benefits.
- Your difficulty in persuading others at times may impact perceptions of your professional credibility.
- You may not get the resources or support you need to get projects off the ground and drive them forward.

Questions to Ask Yourself:

1. Consider a situation when you have had to influence a key stakeholder(s)? What worked well/not so well? What would you do differently next time?
2. Consider objections to an idea you've had in the past. What could you have done to handle these more effectively?
3. What aspects of influencing others do you find particularly challenging? What or who could help you improve your approach?

Overview

It is likely that you place a moderate amount of emphasis on innovating. As such, you are sometimes likely to put forward original ideas and seek solutions that go beyond traditional frameworks. This may at times see you challenging tried and tested, conventional approaches by putting forward some constructive, innovative suggestions for improvement.

Building or Leveraging Capability

Points to Consider:

- You are likely to have a general appreciation for innovation, within reasonable boundaries of efficiency, practicality and risk.
- You could miss out on some really innovative solutions unless you push yourself further, beyond your comfort zone.
- You are probably supportive of creative initiatives generally but may benefit from looking for more opportunities to be more innovative yourself.

Questions to Ask Yourself:

1. Think of a recent time you were feeling creative at work. What inspired you? Did you share any suggestions with others? If not, why not?
2. Think about the processes that are in place around you. Which is the least effective or enjoyable? How could you investigate new methods to improve it?
3. In what context does your organisation tend to support innovation? How can you ensure you are part of this in the future?

Overview

Your results suggest that you will invest a significant amount of time in learning new skills and put considerable energy into your professional development. It is likely that you will push yourself beyond your comfort zone in order to broaden your experience and actively try out new ways of working to improve your approach over time.

Building or Leveraging Capability

Points to Consider:

- Others are likely to rely on you to learn about a new approach or technique and bring this back to the team or project.
- You tend to prefer work that will stretch you in some way and may opt for these sorts of tasks or projects over and above what you know you do well already.
- You may sometimes invest in your own development at the expense of achieving other commitments or duties.

Questions to Ask Yourself:

1. What resources are available to you to extend your professional capability even more? How might you find out about further options?
2. How do you ensure your learning is visible and can help others to grow too? What can you do more of 'on the job' in this regard?
3. How do you ensure your learning remains relevant to what's required for your role or valued by your organisation? How do keep your natural curiosity in check?

Overview

You tend to be very collaborative in your approach and someone who prefers to work alongside others towards shared goals and objectives than to work alone. Promoting teamwork and cooperation amongst colleagues comes naturally to you, and you are likely to be an easygoing individual who gets on well with a wide variety of people. It is highly likely that you encourage and value the contributions that other team members make to a project or objective. Overall, you will actively contribute towards a positive and supportive team climate.

Building or Leveraging Capability

Points to Consider:

- Seize opportunities to gain buy-in from all members of the team, drawing in quieter members when required.
- Bring together the right people in order to resolve challenges and achieve objectives.
- Harness your strength in working collaboratively to support others to develop in this area.

Questions to Ask Yourself:

1. Who do you work with that may benefit from your support or coaching on how to work better within a team?
2. What opportunities might there be for you to help improve the way in which a team works together?
3. Once any team you are part of has collaborated well and met its objectives, how can you best celebrate your achievements and promote your collective success?

Action Planning

Please use the table below to capture any key development needs and actions you would like to take forward having read this report. It is suggested that you discuss these points with your line manager/programme lead to agree your development themes and any support needed.

Development Area/Competency	Actions: On-job learning, reading, training and other resources	Target completion date