Least like me

Most like me

Personality Questionnaire

Objectively assessing a candidate's personality helps you to go beyond the CV and understand their preferences and behavioural tendencies at work. Based on the HEXACO model of personality, Sova's Personality Questionnaire allows you to gain insights into candidates and employees, including how they interact with others, how they organise themselves, how they approach problems and how they manage their emotions at work.

Why use the Sova personality questionnaire?

Sova's personality questionnaire is based on the HEXACO personality model. HEXACO is an extension of the 5-factor model by Costa and McCrae (1985) and includes an additional 6th factor – Honesty and Humility to account for cross cultural differences. The Sova PQ contains 15 traits and 52 sub-traits.

Sova's personality questionnaire can be mapped to your own competency framework, allowing you to assess candidates against your core behaviours and values. The HEXACO model has a wider cross-cultural applicability than the Big-5 alone and includes a large international norm group. Outputs from the personality questionnaire are a range of insightful reports for hiring managers, recruiters and for candidates.

Using Sova's personality questionnaire, you can find out more about your candidates' or employees' personality and behavioural alignment to the role and your organisation. Clients using this assessment have been able to predict outcomes such as overall job performance, likelihood of re-hire, readiness for promotion and targets achievement.

How does it work?

- · Sova's personality questionnaire can be used as a standalone assessment, or as part of a blended 'whole person' assessment journey.

- · Sova's existing content can be tailored to create a customised assessment which accurately measures all aspects of your organisation's framework and desired behaviours for any role and in any areas of the business.

- · Covers three areas: working with people, organisational style, approaching problems and uses a forced choice approach to minimise 'faking good'

- · Meets the BPS high standards of reliability and criterion validity

The main factors included in the HEXACO model are:

- · **Honesty-Humility**

- · **Emotionality (Neuroticism)**

- · **eXtraversion**

- · **Agreeableness**

- · **Conscientiousness**

- · **Openness (to experience)**
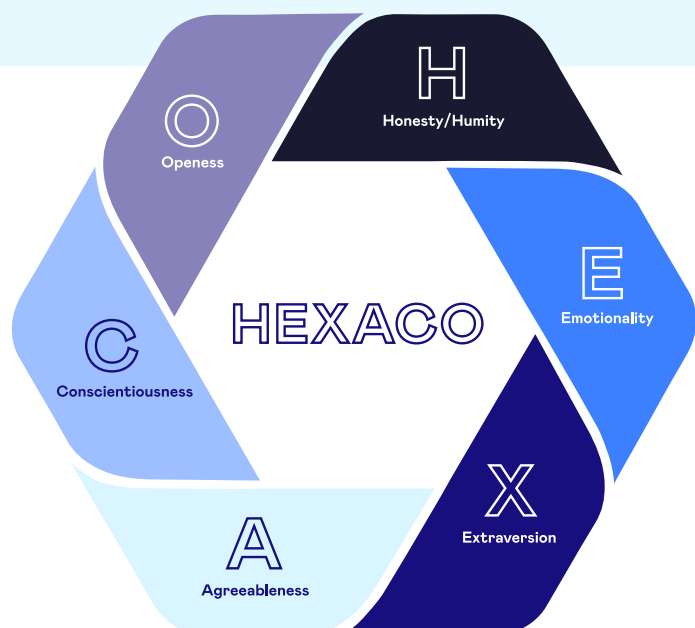
What reporting is available?

Standard reports, as shown in the table below, are available to clients to use in recruitment and development activities. In addition, we can create bespoke reports based around your needs.

Report name	Summary of report
Recruitment	
Trait and Narrative	A summary profile chart with dynamic text against the 18 dimensions
Trait and Indicator report	A deep dive into all 54 sub-traits for the expert user
Competency report with interview guide	A competency based report based on a set of 10 commonly used competencies to support recruitment and interviews
Candidate narrative report	A candidate narrative summary of the 18 Sova traits
Development	
Potential DNA report	A report against a set of Leadership competencies to assess potential
Derailment report	A derailment report closely aligned with the Hogan HDS report
Development report	A report which provides narrative development support against the 18 Sova traits
HEXACO report	A report against the HEXACO model of personality (6 factors and 3 facets under each factor)
Leadership report	A report focused on Leadership potential

To find out more
about how we can help your organisation benefit from Personality Questionnaires, please get in touch.
info@sovaassessment.com · **www.sovaassessment.com**

Join the Sova Community for more resources and discussions:
www.sovaassessment.com/community