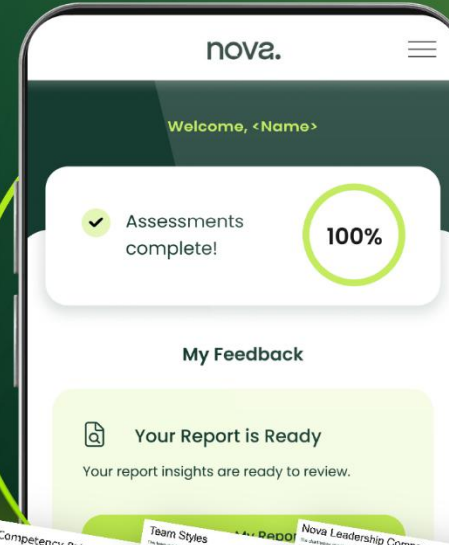


nova.

Nova Reports Types



Cognitive Abilities Report

(Verbal, Numerical & Abstract Reasoning)

Predictive Intelligence at Scale

The Strategic Edge This Report Unlocks

Cognitive ability is globally recognized as one of the strongest predictors of job performance, learning agility, and long-term professional success. The Nova Cognitive Abilities Report provides a scientifically robust, culturally normed measurement of how effectively individuals process information, solve problems, and adapt to complex demands in modern roles.

Scientific Foundation

This report is based on the Nova Cognitive Aptitude Assessment, designed to measure three core cognitive domains:

- Verbal Reasoning – interpreting written information, extracting meaning, and drawing correct conclusions
- Numerical Reasoning – analyzing quantitative data, charts, and numerical relationships
- Abstract (Logical) Reasoning – identifying patterns, sequences, and relationships in non-verbal information

The assessments are timed, combining speed and accuracy, and are benchmarked against KSA/GCC comparison groups, with results expressed as percentiles. Validity typically spans 12–18 months, ensuring reliable insight for decision-making.

Strategic Uses

- High-volume recruitment & screening
- Graduate and early-career programs
- Capability diagnostics for development and reskilling
- Input into role suitability and Nova 40 competency mapping

What Decision-makers Gain?

- Objective evidence of learning potential and problem-solving capacity
- Reduced reliance on CVs or academic credentials alone
- Data-driven differentiation between high-potential and average performers



Cognitive Abilities Report

(Verbal, Numerical & Abstract Reasoning)

Report Sample

Cognitive Verbal

Introduction

This report is based upon the 'Nova Cognitive Aptitude' assessment. This test is designed to measure an individual's core cognitive abilities in three key areas: working quickly and accurately with numerical data, written information, and abstract patterns.

Extensive research shows that these aptitudes, or abilities, are strong predictors of success across a wide variety of roles and industries. Individuals who demonstrate higher proficiency in these areas are typically able to learn more quickly, solve problems more effectively, and perform at a higher level.

Cognitive Verbal

An individual's ability to critically evaluate, interpret, and draw correct inferences from written information and passages of text.

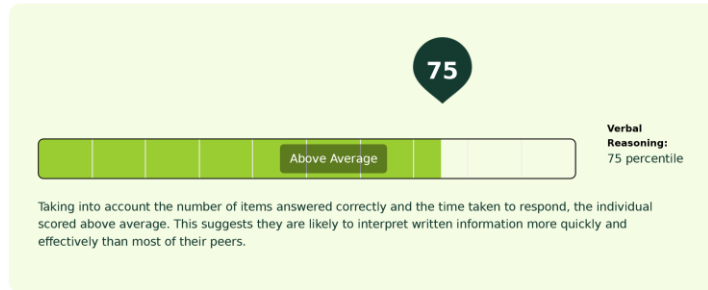
The individual's performance has been benchmarked against a comparison group of KSA Nationals who have previously completed this assessment.

Individual scores are expressed as a percentile score, which is the percentage of the comparison group that the individual scored higher than.

Percentile scores are presented below along with narrative which explains how their performance compares to this peer group. As the tests are timed, both accuracy and speed were factored into the test scores.

These results are based on a candidate-led, unsupervised online assessment. While this provides a strong indicator of cognitive aptitude, results for high-stakes selection or development should be confirmed with a supervised administration.

These results provide a reliable snapshot of the individual's current cognitive aptitudes and are likely to remain valid for approximately 12-18 months.



Cognitive Abstract Reasoning

Introduction

This report is based upon the 'Nova Cognitive Aptitude' assessment. This test is designed to measure an individual's core cognitive abilities in three key areas: working quickly and accurately with numerical data, written information, and abstract patterns.

Extensive research shows that these aptitudes, or abilities, are strong predictors of success across a wide variety of roles and industries. Individuals who demonstrate higher proficiency in these areas are typically able to learn more quickly, solve problems more effectively, and perform at a higher level.

Cognitive Abstract Reasoning

An individual's ability to identify logical patterns, sequences, and relationships within non-verbal information (such as shapes and diagrams) to solve problems.

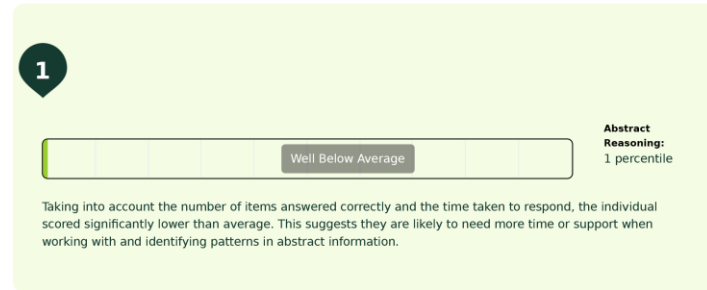
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Cognitive Numerical Reasoning

Introduction

This report is based upon the 'Nova Cognitive Aptitude' assessment. This test is designed to measure an individual's core cognitive abilities in three key areas: working quickly and accurately with numerical data, written information, and abstract patterns.

Extensive research shows that these aptitudes, or abilities, are strong predictors of success across a wide variety of roles and industries. Individuals who demonstrate higher proficiency in these areas are typically able to learn more quickly, solve problems more effectively, and perform at a higher level.

Cognitive Numerical Reasoning

An individual's ability to analyse data presented in tables and charts, and to perform essential mathematical calculations to reach accurate conclusions.

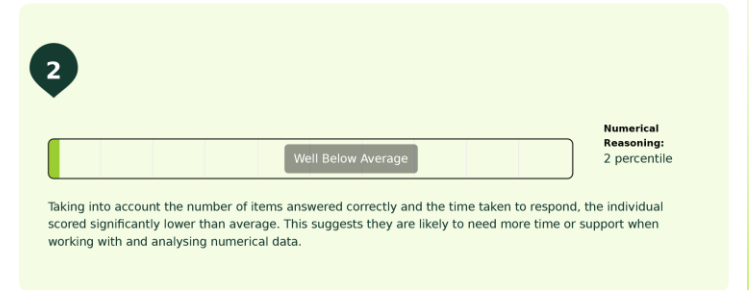
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Personality Trait Report

(Nova Personality Questionnaire – NPQ)

The Psychology Behind Performance

The Strategic Edge This Report Unlocks

Performance is not driven by skills alone. Sustainable success depends on how people naturally think, engage, adapt, and interact. The Nova Personality Trait Report provides a deep behavioral foundation upon which all other Nova insights are built.

Scientific Foundation

The report measures 15 core workplace personality traits, derived from extensive occupational psychology research. Results reflect strength of preference, not right or wrong answers, and are benchmarked against GCC professional norms.

The assessment accurately captures self-perceived behavioral tendencies, which research consistently shows to be strong predictors of actual workplace behavior, particularly when combined with cognitive data.



Strategic Uses

- Self-awareness and coaching
- Individual development planning
- Leadership preparedness
- Foundational input for:
 - Competency (Nova 40)
 - Career & leadership reports
 - Derailment and team diagnostics

What the report reveals

- How individuals prefer to process complexity and ambiguity
- How they approach delivery, change, collaboration, and influence
- Core behavioural strengths and potential derailment risks

Personality Trait Report

(Nova Personality Questionnaire – NPQ)

Report Sample

Introduction

This report can be used to aid self-reflection and insight into your preferred ways of operating. It can also be used to create a development plan for your current and future career aspirations.

Personality and Performance

Thank you for completing the Nova Personality Questionnaire (NPQ). This report is intended to provide you with feedback on your preferences and behavioural styles in a work context. The report provides feedback on 15 key personality traits related to the contemporary world of work.

Your results have been compared to a GCC region benchmark group who have completed this questionnaire before. Your scores on the dimensions are therefore relative to where other people see themselves and are presented on a scale, where results near the centre are typical of the benchmark group, and the left or right hand extremes indicate a very strong preference.

Please note, since this is not a test there are no right or wrong answers, but rather strength of preference depicted on a scale. Narratives are presented to help with the interpretation of your scores.

The assessment is based on your own answers to the questions, so the results reflect your self-perception which has been shown to be an accurate predictor of your likely behaviour at work.

It is important to further consider your results through further exploration and self-reflection. Typically the results are valid for around 12-18 months.

This report can be used to aid self-reflection and insight into your preferred ways of operating. It can also be used to create a development plan for your current and future career aspirations.

The report covers the following sections:

Nova Trait Profile

Summarising your strength of preference in relation to each of the core Nova Personality Traits.

Nova Trait Narrative

Summary narrative for each Nova Personality Trait explaining what your score means in terms of your likely preferences and behaviour in the workplace.

Nova Trait Profile

Prefers clarity and structure, with a tendency to seek concrete guidance rather than engage with complex or ambiguous problems. Most comfortable where standardisation and stability are key.



Complex Thinking

Comfortable navigating complexity and ambiguity, drawing connections across issues and identifying underlying patterns in dynamic environments.

Values proven approaches and improving existing ideas than generating novel ones. Likely to ensure practical application of innovations from others.



Innovating

Generates original yet practical ideas and actively drives their implementation to improve services, solutions or ways of working.

Prefers consistency and established ways of working, adapting when necessary but only after careful consideration.



Agility

Quickly adapts thinking and behaviour in response to change, showing flexibility, openness and responsiveness to new situations.

Values process and precision, often focusing on how things are done as much as what outcomes are achieved.



Outcome-Focused

Maintains a strong focus on achieving meaningful outcomes, ensuring clarity of purpose and driving results even in shifting contexts.

Takes a careful and thorough approach to execution, often preferring to work methodically prioritise quality and accuracy over speed or adaptability.



Delivering

Follows through on commitments with consistency and reliability, adapting priorities at pace where needed while maintaining high standards.

Tends to rely on trusted methods or intuition rather than extensive critical analysis. Relies on 'gut feel' in ambiguous situations rather than taking a more analytical approach.



Evaluating

Applies critical thinking and reflection to assess impact, using insight and analysis to inform better decisions and continuous improvement.

Builds more formal, professional relationships with others and contributes reliably to group dynamics, even if not outwardly expressive or engaging others.



Engaging

Builds energy and connection with others through authentic, inspiring communication and the ability to create shared purpose.

Prefers to contribute through quiet expertise rather than persuasion. More comfortable allowing others to take the lead in shaping direction. Brings stability and dependability in group settings.



Influencing

Shapes direction and gains support by communicating with credibility and convincing others of their perspective.

Often thoughtful and deliberate in approach, preferring to reflect or gather input before acting. Can bring balance and caution to more fast-moving environments.



Proactive

Takes initiative and drives action without waiting for instruction, showing energy, ownership and a readiness to lead progress.

Can work independently or with others, and may prefer clarity of roles and expectations in teams. Provides a steady contribution to collective goals.



Collaborative

Works inclusively and constructively with diverse others, building mutual trust and alignment towards shared success.

Approaches others with fairness and objectivity, and may focus more on practical support than emotional nuance. Can provide calm consistency in emotionally charged situations.



Empathy

Demonstrates deep understanding and sensitivity to others' emotions and experiences, creating space for connection and support.

Supports others through consistent contribution rather than overt encouragement. Prefers to help others succeed by leading through example and reliable delivery.



Enabling

Actively champions others' development and inclusion, creating conditions for people to grow, contribute and thrive.

Approaches challenges with realism and caution, focusing on potential risks or issues to address. Provides grounding and critical thinking in teams.



Positive

Approaches challenges with optimism and confidence, encouraging others and maintaining motivation through uncertainty.

May take time to process setbacks or seek support from others when under pressure. Brings reflection and emotional honesty, which can be important for team learning.



Resilience

Maintains perspective and emotional steadiness under pressure, adapting positively to setbacks and sustaining performance.

May focus more on task and outcome than reflection, but is open to feedback when framed constructively. Brings a grounded perspective on strengths and limitations.



Self Awareness

Shows strong personal insight and openness to feedback, recognising impact on others and actively seeking to grow.

Nova Trait Narrative

Complex Thinking

Shows confidence in handling complexity and often identifies patterns and connections that others may overlook. Is less troubled by ambiguity and can integrate diverse information to guide decisions. This perspective often supports creative problem-solving, though others may sometimes find the approach less grounded.

Innovating

Shows a strong inclination to propose new and practical ideas, often seeking ways to improve services, solutions, or processes. Demonstrates a readiness to move beyond convention and take a constructive approach to change. This orientation often drives innovation, though may occasionally overlook the value of existing methods.

Agility

Demonstrates a balanced approach, able to flex behaviour when conditions demand while still valuing stability. Can adjust thinking and actions to new circumstances but also recognises the importance of structure. This balance provides both reliability and adaptability in equal measure.

Outcome-Focused

Shows some attention to outcomes but is often equally focused on process and method. May need clear goals to stay directed, and can take time to adjust when circumstances change. This helps maintain accuracy, though it may reduce speed or clarity when driving towards results.

Delivering

May be inconsistent or unreliable in follow-through, finishing tasks less predictably. Struggles when plans shift and can be slower to reprioritise effectively. While capable of accuracy, this style may reduce dependability in fast-moving contexts.

Evaluating

Shows some reliance on established approaches, occasionally reflecting on impact or outcomes. May not always analyse issues in depth, but tends to draw on experience to guide judgement. This brings steadiness, though may sometimes limit continuous improvement.

Engaging

Shows some capacity to connect with others, though often does so in a measured and professional way. May not always be highly expressive but contributes reliably to teams. This style creates consistency, though it may not always inspire strong enthusiasm.

Influencing

Shows some willingness to contribute to direction but is generally less focused on persuasion. May support ideas when asked, though tends not to push views strongly. This brings balance to groups, though may mean less presence in decision-making.

Competency Potential Report

From Insight to Role Readiness (Nova 40 Framework)

The Strategic Edge This Report Unlocks

Organizations need to move beyond past performance and assess future potential. The Competency Potential Report translates personality and cognitive data into 40 future-focused behavioral competencies, providing a direct bridge between individual capability and role requirements.

Scientific Foundation

Nova 40 is a comprehensive competency framework clustered across five behavioral domains, aligned with:

- Modern leadership science
- Future skills requirements
- National transformation and workforce readiness

Competency scores represent likelihood of demonstration, benchmarked on a 5-point potential scale, and supported by a 100-point Overall Role Fit Index.

Strategic uses

- Recruitment and selection
- Succession and pipeline planning
- Leadership acceleration
- Objective, bias-reduced interviewing

What the report delivers

- Objective role-fit evaluation
- Clear strengths and development priorities
- Competency-based interview questions linked directly to evidence



Competency Potential Report

Report Sample

Introduction

The results presented in this report are based on the individual's responses to the Personality Questionnaire and Cognitive Aptitude Tests. The report is intended to provide an indication and individual's potential to perform on each of the behavioural competencies being measured as relevant to their current or future role. This report has been designed to help make decisions about the suitability of candidates for roles in addition to helping with individual and career development planning.

Competency Potential Model

We have developed a competency model comprising 40 critical and future focused behavioural competencies that are clustered across five behavioural domains: Tasks & projects, People Leadership, Cognitive & Strategic Skills, Personal Effectiveness and Stakeholder & Organisational Impact. The scores for each competency are derived from the relevant scales within the personality and cognitive test (if completed) and are depicted on a 5-point scale. The scores represent how likely an individual is to demonstrate positive behaviours and performance for that competency. It is not a measure of current performance, but rather the potential of performing in line with the competency skills & behaviours.

All of the competencies outlined in this report have been selected on the basis of their relevance to the organisational context and role in question.

Individual results have been compared to a GCC region benchmark group who have completed the personality & cognitive tests before. Competency potential scores for each behavioural competency are therefore relative to how other people have scored and are presented on a 5-point scale where 1 is low potential and 5 is high potential.

Key



Executive Summary

For the competencies selected for measurement, the below depicts an individual's key areas of strength and likely areas for further development based on the highest and lowest scores.

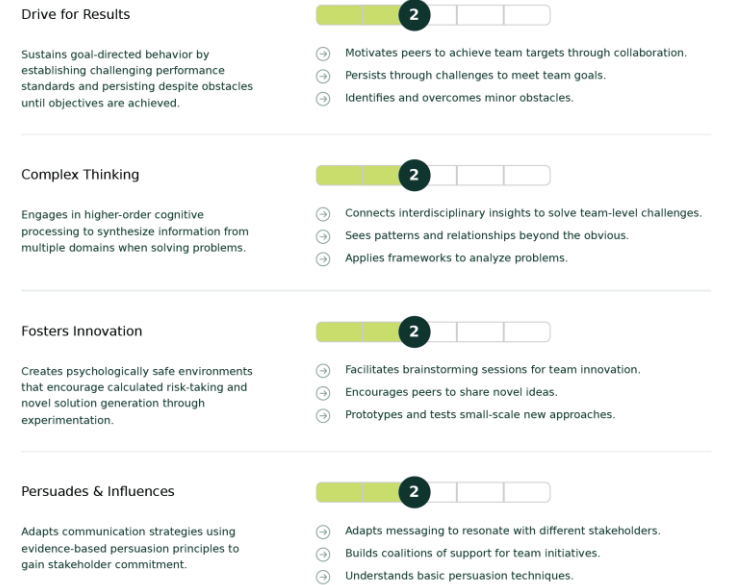
The Overall Role Fit Score combines the scores for each relevant competency and depicts a single score on a scale from 1 to 100. It can be used to assess an individual's potential level fit to job roles and behavioural requirements.

Development Areas

- Drive for Results** - Their profile suggests they are likely developing a results-oriented mindset, beginning to motivate peers to achieve collective team targets. They can persist through challenges to meet team goals but may still struggle with significantly complex or ambiguous obstacles.
- Complex Thinking** - Their behavior suggests they are likely developing their ability to handle more complicated issues. They can connect insights from related domains to solve team-level challenges and are beginning to see patterns and relationships that are not immediately obvious.
- Fosters Innovation** - They are likely developing their ability to contribute to an innovative environment. This individual can suggest incremental improvements to their own work and may begin to participate constructively in team brainstorming sessions.

Competency Potential Profile

This profile chart indicates how an individual has scored (between 1 and 5) for each of the competencies measured and the associated behavioural indicators for each competency. This information can be used to infer and predict how an individual is likely to behave for each of the competencies measured. It should be considered in light of the requirements of their current or future roles, and in conjunction with others sources of information, such as performance ratings, to assess their level of fit to a role or requirement.



Team Styles Report

Building High-Impact Teams

The Strategic Edge This Report Unlocks

Even high performers can fail in the wrong team context. The Team Styles Report reveals how individuals naturally contribute within teams, enabling leaders to design balanced, high-performing teams rather than relying on chance.

Scientific Foundation

Based on the NPQ and mapped onto the Nova Team Styles Model, the report identifies 8 distinct team roles across 4 quadrants, reflecting how people:

- Initiate ideas
- Drive execution
- Evaluate progress
- Sustain delivery



Strategic uses

- Team design and restructuring
- Collaboration and productivity improvement
- Leadership insight into team dynamics
- Team development workshops

What the report delivers

- Clear visibility of preferred team contribution
- Strengths each style brings to the group
- Risks and limitations when overused or underutilized

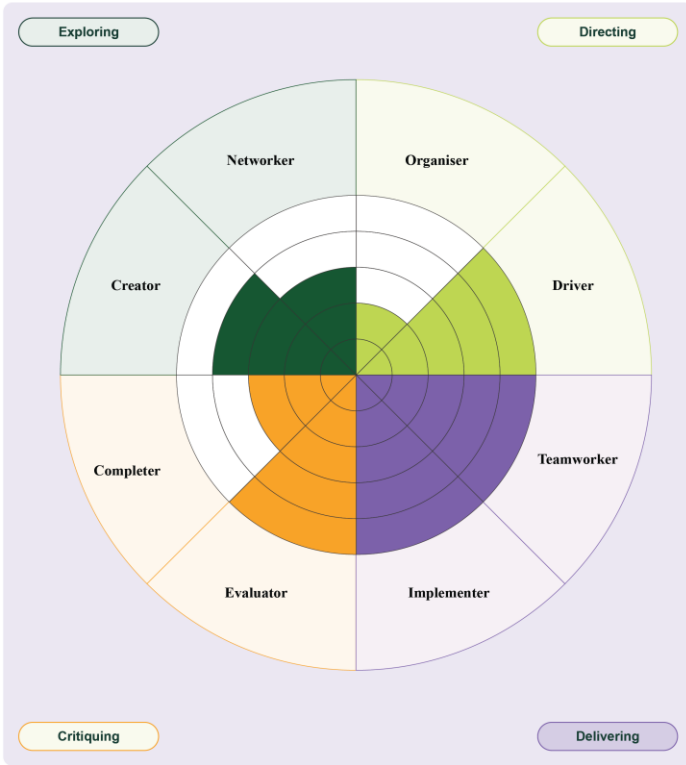
Team Styles Report

Report Sample

Team Styles

The team model incorporates eight different team styles across four quadrants. The chart below provides a graphical summary of your results in relation of each of the eight team styles. The strength of your self-reported preferences 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.

Candidate Team Style:



Team Styles Implications

Potential Strength (Up arrow icon): The positive impact of each team style
Potential Limitations (Down arrow icon): The potential negative impact to watch out for

Exploring

Creator
 Very comfortable experimenting with new possibilities and generating creative solutions. Enjoys rethinking existing approaches and spotting links that others may miss, energising teams with fresh ideas.
 Shows a stronger focus on proven methods, preferring established approaches over untested ideas. This provides stability but may limit opportunities for innovation or fresh thinking.

Networker
 Very comfortable forming warm, genuine relationships and adapting style to others' needs. Brings enthusiasm and positivity, helping to build trust and alignment within teams and networks.
 May favour more formal or transactional interactions, showing less emphasis on building close personal connections. Focuses more on facts than feelings, which can provide objectivity but reduce rapport.

Directing

Organiser
 Confident in creating inclusive and supportive environments, helping others to grow and contribute. Motivates people, ensures voices are heard, and brings cohesion through enabling leadership.
 May hesitate to delegate or, alternatively, dominate discussions. Can take too much control, limiting collaboration and shared responsibility.

Driver
 Shows strong determination and energy, influencing others persuasively and sustaining drive under pressure. Often steps in to keep things moving and pushes forward when challenges arise.
 May hold back from initiating action, preferring to wait for others to take the lead. Can lose momentum when progress is slow or resistance is encountered.

Team Styles Implications

Potential Strength (Up arrow icon): The positive impact of each team style
Potential Limitations (Down arrow icon): The potential negative impact to watch out for

Delivering

Teamworker
 Shows a strong preference for listening, including others, and showing empathy. Prioritises group success over personal credit and helps colleagues succeed, strengthening unity and team spirit.
 May focus more on own perspective, make independent decisions, or show limited sensitivity to others' feelings. While this can bring efficiency, it may reduce cohesion and trust.

Implementer
 Strong preference for clarity and structure, showing discipline and reliability in delivery. Keeps focus on goals, follows through consistently, and provides stability to others.
 May become rigid or overly cautious, preferring predictable tasks and avoiding unfamiliar challenges. Can show limited flexibility, which reduces adaptability.

Critiquing

Evaluator
 Confident in a logical and analytical approach, examining evidence thoroughly and using data to guide choices. Brings a reflective style that supports sound decisions and continuous improvement.
 May rely on intuition or act quickly without full analysis. Can emphasise risks and flaws in setbacks, making it harder to see constructive opportunities.

Completer
 Confident in taking responsibility for delivery, showing strong commitment and persistence. Adapts approach when required and remains dependable even in difficult circumstances, helping to maintain progress and standards.
 May be inconsistent or unreliable in following through, finishing tasks less predictably. Can struggle when plans shift and may be slow to reprioritise effectively.

Leadership Compass Report

Report Sample

Executive Summary

In this section, your likely strengths and potential development needs are highlighted based on your self reported behavioural preferences.

Your likely strengths are based on the areas which you reported strongest alignment to, and the potential development needs reflect those areas which are least aligned with your preferences. Please note that these are solely based on the rank order of your preferences, and potential development needs may still be areas of relative strength.

You are encouraged to reflect on your leadership style and discuss this report with your manager, a coach or other leaders within your organisation. Think further about the strengths which you can build upon and the areas where you may benefit from working on further to enhance your impact and career path.

Possible development needs

Principled Leadership

Your decision-making may be inconsistent, and you might prioritize short-term convenience or personal interests over ethical considerations. Your trustworthiness can be questioned if you fail to follow through on commitments.

Driving Results

You may often struggle to maintain focus on key goals, and priorities can become unclear. You may be reactive to deadlines, with delivery sometimes being inconsistent or missing the mark on quality. There is a tendency to focus on tasks rather than outcomes.

Engaging & Energizing

Your communication is likely to be task-focused and one-way, with limited engagement of others. You may struggle to build rapport with people who have different styles or backgrounds, and team collaboration may be inconsistent.

Nova Leadership Compass

The chart below provides a graphical representation of your leadership style based on your responses to the personality questionnaire. It shows your strength of preference in relation to each of the factors within the Nova Leadership Compass, which is indicated by the coloured bands which extend from the centre of the chart

You can explore your results further in this report and consider which of your leadership strengths to maximise and areas to develop further in order to enhance your performance.

Further points for reflection are provided in this report for you to consider and discuss with your manager or a coach.



Principled Leadership

Consistently acts with integrity and honesty, building a reputation for trustworthiness. Makes ethical considerations a central part of decision-making, even under pressure. Fairly considers the impact of decisions on all stakeholders and upholds strong professional standards.

Your decision-making may be inconsistent, and you might prioritize short-term convenience or personal interests over ethical considerations. Your trustworthiness can be questioned if you fail to follow through on commitments.

Question to Ask your self

- Recall a recent difficult decision
- How did you weigh the ethical implications alongside the business or financial outcomes?
- How do you rebuild trust when it has been broken, either by you or within your team?
- When considering a major decision, who are all the stakeholders (internal and external) you consider, and how do you balance their sometimes competing interests?
- Where do you see a misalignment between the company's stated values and its actual practices? What is your role in addressing that gap?

Defining Vision & Strategy

Thinks beyond day-to-day operations to envision future possibilities and articulate a compelling, long-term direction. Analyzes complex data, market trends, and systemic interconnections to formulate robust strategies. Makes decisions that balance immediate needs with long-term strategic goals.

You tend to focus primarily on short-term, operational tasks. You find it difficult to see the "big picture" or articulate how your work connects to the broader organizational strategy. You may become overwhelmed by complexity.

Question to Ask your self

- How much of your week is spent on operational "fighting fires" versus thinking about and planning for the future (6+ months from now)?
- When you receive complex information, what is your process for identifying the underlying patterns, connections, and root causes, rather than just reacting to the surface-level data?
- How do you test your strategic assumptions? What leading indicators do you use to see if your strategy is working before the final results are in?
- How do you translate the organization's high-level vision into a compelling "why" for your own team's daily work?

Career Guidance Report

Data-Driven Career Direction

The Strategic Edge This Report Unlocks

People thrive when career paths match their behavioral drivers. The Career Report translates personality data into evidence-based career direction, supporting smarter development and mobility decisions.

Scientific Foundation

Based on the Nova Career Model, the report ranks career types aligned to:

- Behavioral preferences
- Motivational drivers
- Role demands in the modern economy

It is designed as a career exploration tool, not prescriptive advice.

Strategic uses

- Graduate programs
- Internal mobility
- Career coaching
- Talent redeployment & reskilling

What the report delivers

- Ranked best-fit career paths
- Clear links between behaviour, roles, and sectors
- Development prompts for exploration and growth



Career Guidance Report

Report Sample

Rank	Career Type	Mission	Grouping	Roles
1	The Data Scientist & AI Strategist	To transform complex data into intelligent, predictive insights and strategies.	Data & Intelligence	Data Scientist, Machine Learning Engineer, AI Product Manager, Quantitative Analyst, Business Intelligence Lead
2	The Innovation Catalyst	To generate and champion novel ideas, creating new value and driving growth.	Entrepreneurship & Venture Building, Innovation & R&D	Innovation Lead, R&D Manager, Venture Builder, Product Strategist, Founder
3	The Agile Product Leader	To envision and deliver user-centric digital products and services in fast-paced environments.	Tech & Product Innovation	Product Manager, Technical Product Owner, Scrum Master, UX Lead, DevOps Engineer
4	The Strategic Operations Architect	To design, optimize, and scale robust operational systems for maximum efficiency and reliability.	Operations & Supply Chain, Project & Program Management	Operations Manager, Process Engineer, Chief of Staff, Supply Chain Director, Technical Project Manager
5	The Talent & Culture Builder	To attract, develop, and energize talent while fostering an inclusive and high-performance culture.	Human Capital & People Development	Head of Talent, Learning & Development Director, DEI Strategist, Organizational Development Consultant, Chief People Officer
6	The Growth & Commercial Driver	To accelerate business growth by acquiring customers, building markets, and driving revenue.	Sales & Business Development, Marketing & Growth	Growth Marketing Director, Business Development Lead, Chief Revenue Officer, Partnerships Manager, Account Executive
7	The Empathic Customer Advocate	To build deep loyalty and trust by championing the customer's voice and ensuring an outstanding experience.	Customer & Community Experience	Customer Success Executive, UX Researcher, Community Manager, Voice-of-the-Customer Lead, Service Design Lead
8	The Ethical Risk & Governance Guardian	To protect the organization by foreseeing risk and ensuring ethical, secure, and compliant operations.	Risk, Compliance & Governance, Sustainability & Social Impact	Cybersecurity Analyst, Compliance Officer, Risk Manager, Data Privacy Officer, AI Ethicist, ESG Analyst
9	The Strategic Influencer & Negotiator	To align stakeholders, build powerful alliances, and negotiate outcomes that create shared success.	Strategy & Management Consulting, Legal & Regulatory Tech	Management Consultant, Corporate Strategist, Key Account Manager, Partnerships Director, Legal Engineer
10	The Change-Resilient Leader	To guide organizations through ambiguity and transformation with resilience and a clear vision.	Change & Transformation Management	Change Management Consultant, Transformation Lead, Crisis Management Director, Head of Strategic Projects
11	The Global Strategist	To navigate international complexity and shape long-term strategy with a global and economic lens.	Strategic Consulting & Corporate Governance, Finance & FinTech	Management Consultant, Corporate Strategist, Venture Capitalist, Policy Advisor, FinTech Strategist
12	The Continuous Learning Engineer	To master and apply emerging technologies, constantly upskilling to solve tomorrow's problems.	Tech & Product Innovation, Education & EdTech	DevOps Engineer, Solutions Architect, Technical Fellow, Learning Technologist, R&D Engineer, EdTech Product Manager

Nova Career Types

Prefers surface-level information, makes decisions based on gut feel, and is hesitant to use or trust advanced analytical tools.

The Data Scientist & AI Strategist

Systematically analyzes complex data to uncover root causes, makes evidence-based decisions, and actively leverages AI to generate strategic insights.

Sticks to established ways of working, is skeptical of new ideas, and avoids challenging the status quo.

The Innovation Catalyst

Generates and champions novel ideas, connects disparate concepts to create new solutions, and energizes others around a vision of the future.

Works in a rigid, linear fashion, struggles to adapt to feedback, and loses sight of customer needs in the process.

The Agile Product Leader

Thrives in fast-paced environments, adapts plans based on feedback and data, and is obsessed with delivering tangible value to the user.

Works reactively on immediate tasks, tolerates inefficient processes, and avoids creating detailed systems or plans.

The Strategic Operations Architect

Designs, optimizes, and refines processes for maximum efficiency and reliability, and builds robust systems that ensure consistent, high-quality outcomes.

Focuses solely on individual tasks, shows little interest in mentoring others or improving team dynamics.

The Talent & Culture Builder

Actively recruits, coaches, and mentors others to build high-performing, inclusive teams where people feel valued and empowered to grow.

Is passive in pursuing opportunities, avoids persuasive conversations, and is uncomfortable with ambiguous targets.

The Growth & Commercial Driver

Is energized by ambitious goals, proactively identifies and pursues new business opportunities, and persuasively influences customers and partners.

Is task-focused and transactional, failing to actively listen to or understand the underlying needs of customers or colleagues.

The Empathic Customer Advocate

Actively seeks to understand the perspectives and emotions of others, anticipates their needs, and champions their voice within the organization.

Overlooks potential risks or ethical grey areas in pursuit of a goal, and may cut corners under pressure.

The Ethical Risk & Governance Guardian

Proactively identifies potential risks and ethical dilemmas, insists on integrity and compliance, and holds others accountable to high standards.

Avoids conflict and difficult conversations, struggles to build a wide network, and fails to align stakeholders.

The Strategic Influencer & Negotiator

Builds strong, strategic relationships, navigates conflict constructively, and skillfully aligns diverse stakeholders to achieve shared objectives.

Is stressed or paralyzed by ambiguity, prefers stability, and struggles to rally others during uncertainty.

The Change-Resilient Leader

Adapts quickly to change, remains resilient and optimistic under pressure, and provides clear direction and purpose during transformation.

Has a narrow, local perspective, fails to consider broader economic or cultural factors in decision-making.

The Global Strategist

Thinks systemically about long-term strategy, integrating global trends, economic principles, and cross-cultural considerations.

Is comfortable with existing skills, shows little curiosity about new technologies, and struggles to adapt to new tools.

The Continuous Learning Engineer

Has a passion for mastering new technologies, continuously seeks to upskill, and eagerly applies new knowledge to solve complex problems.

The Data Scientist & AI Strategist

Your preference will be to work with straightforward, surface-level information, making decisions based on your intuition or established guidelines rather than deep analysis. You will likely find complex data overwhelming and may prefer to avoid using advanced analytical tools.

Low Type Preferences
You are more likely to do well in roles that rely on established procedures, interpersonal skills, or creative execution, rather than those requiring deep analytical rigor.

High Type Preferences
You will likely thrive in Data & Intelligence or Finance, in roles like Data Scientist, Machine Learning Engineer, or Quantitative Analyst.

- Points to consider**
- 1) When faced with a complex problem, do you jump to a solution based on gut feeling, or do you pause to ask what data could inform your decision?
 - 2) How often do you challenge the status quo by presenting data that contradicts a widely held belief? What was the outcome?

The Innovation Catalyst

Your preference is to follow established processes and you are often skeptical of new, untested ideas. You find comfort in the status quo and may view brainstorming or blue-sky thinking as unproductive.

Low Type Preferences
You will likely excel in roles that value consistency, reliability, and adherence to proven methods, such as in compliance or routine operations.

High Type Preferences
You are likely to be best suited to Entrepreneurship & Venture Building or Innovation & R&D, in roles like Innovation Lead, Venture Builder, or Product Strategist.

- Points to consider**
- 1) In your last team meeting, did you propose a genuinely new idea, or did you focus on refining existing ones?
 - 2) Think about a recent process that is "just how things are done"
* What is one way you could challenge and improve it?

Performance Derailment Report

Protecting Leadership Potential

The Strategic Edge This Report Unlocks

Many careers stall not due to lack of ability, but due to overused strengths under pressure. This report makes invisible risks visible before they damage performance, trust, or promotability.

Scientific Foundation

Using the Nova Derailment Model, the report identifies 11 derailment factors, revealing:

- “Dark side” behaviors under stress
- Career limiters caused by under-demonstrated capabilities

Strategic uses

- Executive coaching
- Succession planning
- Leadership risk mitigation
- Career sustainability

What the report delivers

- Early warning indicators for leadership risk
- Deep self-awareness without labeling
- Actionable insights for sustainable leadership



Performance Derailment Report

Report Sample

Nova Derailment Narrative

Volatile	The profile suggests you can be emotionally volatile and intense. You are likely to experience strong, fluctuating emotions in response to challenges. CAREER DERAILEMENT RISK: Can be draining for colleagues and undermine team stability and psychological safety.
Trustful	You are generally trusting but will question information that seems obviously flawed or inconsistent. You give others the benefit of the doubt. CAREER LIMITER: May fail to exercise necessary due diligence; accepting information too readily.
Risk Aversion	You are generally comfortable with some ambiguity but prefer to have a basic plan or structure in place. CAREER LIMITER: May struggle in roles requiring meticulous planning and structured execution.
Detached	You balance task-focus with interpersonal awareness. You build effective working relationships and can read social cues.
Passive	You are generally a team player but will diplomatically voice concerns or alternative ideas. You seek consensus. CAREER LIMITER: May be overly compliant; failing to push back on poor decisions or advocate effectively for your team's needs.
Over-confidence	You are confident in your areas of expertise but are aware of your limitations. You are willing to lead when needed. CAREER LIMITER: May avoid the spotlight and fail to provide decisive leadership when the situation demands it.
Impulsive	You strike a balance between intuition and analysis. You can make quick decisions when necessary but also know when to slow down.
Attention Seeking	You communicate effectively and can inspire others when the situation calls for it. You balance sharing your own ideas with listening.
Impractical	The profile suggests you are highly practical and grounded. You strongly prefer proven methods and are reluctant to deviate. CAREER LIMITER: Upholds the status quo and resists new ideas; hindering innovation and appearing obsolete.
Controlling	The profile suggests you can be controlling. You are highly focused on achieving goals and can be relied upon to deliver. CAREER DERAILEMENT RISK: May have difficulty delegating and may insist on things being done your way.
Over-compliant	The profile suggests you are highly independent and focused on your own objectives. You prioritise personal credit. CAREER LIMITER: Perceived as insular, uncooperative; or overly self-interested; damaging relationships and limiting teamwork.

Nova Derailment Model

Appear dispassionate or uninvested; failing to engage your team or advocate vigorously for projects, which limits your ability to inspire and mobilize others.		Create an atmosphere of "walking on eggshells," exhausting and destabilizing teams, which damages psychological safety and trust.
Appear naive or glibbie; failing to spot genuine risks or challenge flawed plans, which can lead to poor decision-making.		Erode trust and stifle collaboration by constantly questioning others' motives, creating a toxic and negative environment.
Appear restless or impulsive; making decisions without due diligence, which can lead to costly mistakes and a reputation for being unreliable.		Become paralyzed by analysis, leading to missed opportunities and a team culture that fears failure and avoids experimentation.
Over-share and struggle with professional boundaries, which can undermine your authority and make objective decision-making difficult.		Appear unapproachable and disconnected, leading to a disengaged team and a critical lack of influential relationships.
Overly compliant and fail to push back when needed, leading to over-work and a perception that you lack conviction.		Passively undermine initiatives, creating hidden friction and eroding trust with peers and superiors who see you as uncooperative.
Appear unconfident and hesitant to take charge; avoiding the spotlight and failing to provide decisive leadership.		Alienate key stakeholders and make errors in judgment by dismissing others' input, seen as entitled and unapproachable.
Overly rigid and rule-bound; stifling creativity and appearing incapable of adapting to dynamic situations.		Create reputational damage and a crisis-prone environment by ignoring the rules and evidence, overreliance on intuition in decision making, causing others question your judgment and integrity.
Fail to capture attention or articulate a compelling message; making it difficult to motivate your team and build a leadership brand.		Appear unauthentic and distracted; eroding trust and making it difficult to focus your team on strategic goals.
Struggle to think innovatively, hindering change and limiting your ability to solve novel problems.		Propose confusing, unrealistic ideas that damage your credibility and prevent your team from executing effectively.
Perceived as disorganized or lax; failing to enforce standards, which leads to inconsistent quality and a lack of accountability.		Stifle autonomy, create bottlenecks, and demoralize your team by micromanaging, slowing down overall progress.
Perceived as insubordinate or uncooperative; damaging relationships with superiors and limiting strategic alignment.		Unable to say no or challenge poor decisions, leading to over-commitment and a team that feels you won't advocate for them.

Nova Derailment Model

The Nova Derailment Model presents 11 factors with associated behavioural patterns which may become problematic when overused or underused at work. In the Nova framework, derailment occurs when innate leadership strengths are overused or misapplied under pressure, becoming counterproductive behaviours that can impact your effectiveness and career trajectory.

Volatile	Intense enthusiasm that becomes emotionally unpredictable under stress; creating rollercoaster highs and lows.
Trustful	A sharp, critical eye that descends into pervasive skepticism; questioning others' motives and fostering suspicion.
Risk Aversion	Prudent caution that becomes an inability to act; leading to hesitation and over-analysis due to fear.
Detached	Composed independence that leads to emotional disconnect; failing to build rapport and appearing unapproachable.
Passive	A confident exterior that masks underlying stubbornness; leading to covert opposition and unaddressed resentment.
Over-confidence	Strong self-belief that crosses into entitlement; overestimating abilities and dismissing others' contributions.
Impulsive	A fast paced and risk-tolerant nature that becomes a tendency to test limits; ignore rules, and make quick decisions without considering all the detail.
Attention Seeking	A charming and engaging presence that becomes a need for the spotlight; prioritizing self-image over team substance.
Impractical	Imaginative thinking that becomes disconnected from reality; leading to eccentric, poorly-conceived ideas.
Controlling	High standards that become a need for perfectionistic control, leading to an inability to delegate.
Over-compliant	A desire to be supportive that becomes an eagerness to please; leading to an inability to challenge authority.

Type Report

A Shared Language for Talent

The Strategic Edge This Report Unlocks

The Type Report provides a clear, intuitive language for understanding differences in how people communicate, decide, adapt, manage pressure, and enhancing alignment across teams and leaders.

Scientific Foundation

Profiles five behavioral dimensions:

- Extraversion – Introversion
- Sensing – Intuition
- Thinking – Feeling
- Judging – Perceiving
- Achieving – Balanced (Resilience)

Strategic uses

- Coaching conversations
- Onboarding
- Team alignment
- Leadership communication

What the report delivers

- Fast, accessible insight
- Strong engagement for users
- Practical guidance for interaction and teamwork



Type Report

Report Sample

Nova Type Narrative

- Extraversion - Introversion** Outgoing and expressive, energised by discussion and collaboration. Readily motivates and involves others through enthusiasm and positive communication. May need to ensure listening and reflection receive sufficient attention.
- Sensing - Intuition** Highly conceptual and visionary, constantly seeking new possibilities and innovative connections. Thrives in open-ended, complex situations requiring creativity. May resist established procedures or find routine tasks tedious.
- Thinking - Feeling** Highly empathetic and emotionally perceptive, readily tuning into others' motivations and feelings. Promotes strong collaboration and morale but may struggle to stay objective under emotional pressure.
- Judging - Perceiving** Thrives in fast-paced, unpredictable contexts where flexibility is essential. Quickly adjusts plans and actions to meet new challenges. While highly agile, may risk reduced follow-through or overlook the value of long-term stability.
- Achieving - Balanced** Exceptionally resilient and composed under intense pressure. Maintains optimism and perspective through major difficulties, often supporting others emotionally. May underestimate risks or neglect self-care due to strong coping confidence.

Nova Type Profile

Communicates with energy and impact; motivates others, and is comfortable leading discussions. Draws energy from interaction, collaboration, and visible social engagement.	 <p>Extraversion - Introversion</p>	Works well independently; prefers depth over breadth in conversations, and takes time to think before speaking. Draws energy from focus and reflection rather than group engagement.
Prefers clear rules, concrete information, and step-by-step processes. Works best with tasks that have correct answers and predictable outcomes.	 <p>Sensing - Intuition</p>	Enjoys exploring patterns, possibilities, and new ways of doing things. Comfortable with ambiguity and open-ended problems where no single answer exists.
Makes decisions based on facts, logic, and critical evaluation. Prefers objective judgement over emotional considerations and values accuracy and efficiency.	 <p>Thinking - Feeling</p>	Considers the emotional and personal impact of decisions; taking others' feelings and perspectives into account. Values harmony, support, and understanding in interactions and choices.
Sets clear goals; follows through; and pushes until tasks are completed. Values commitment, reliability, and steady progress even when obstacles appear.	 <p>Judging - Perceiving</p>	Adjusts plans quickly when situations change and is comfortable working without full structure. Responds to emerging information and adapts thinking rather than sticking rigidly to a plan.
Feels stress quickly in demanding situations and may take longer to recover from setbacks. May worry about outcomes or feel overwhelmed when facing uncertainty or high expectations.	 <p>Achieving - Balanced</p>	Maintains composure under pressure; stays optimistic during difficulties, and recovers quickly after challenges. Responds to setbacks constructively and keeps perspective during stressful periods.

Behavioural Types at Work

- Extraversion - Introversion** Describes whether a person is more inwardly focused and reflective or outwardly expressive and socially energised. It affects communication style; motivation; and how influence is expressed in teams. (EI)
- Sensing - Intuition** Describes whether a person tends to rely on established methods and clarity; or seeks out new ideas; patterns; and innovative possibilities. It reflects how people process information and approach problem-solving in uncertain or complex situations. (SI)
- Thinking - Feeling** Reflects whether someone relies more on rational analysis or interpersonal considerations when evaluating options and making decisions. It influences how people balance facts with values and task demands with human needs. (TF)
- Judging - Perceiving** Indicates whether someone prefers working in a focused; structured and committed way; or thrives in environments that require rapid adjustment and fluid planning. It reflects how individuals manage time; goals; and changing circumstances. (JP)
- Achieving - Balanced** Represents how well a person manages emotional strain; pressure; and unexpected disruption. Higher resilience supports sustained performance and wellbeing; while elevated anxiety may reduce confidence and recovery capacity. (AB)

Coaching & Development Report

Empowering Growth Through Insight

The Strategic Edge This Report Unlocks

Effective coaching transforms potential into performance. This report provides a structured roadmap for individual growth, enabling leaders and professionals to enhance adaptability, resilience, and strategic impact.

Scientific Foundation

- Based on Nova's integrated behavioral and cognitive models
- Combines thinking styles, stress responses, and leadership tendencies
- Identifies development priorities through evidence-based analysis

Strategic uses

- Executive coaching programs
- Leadership acceleration initiatives
- Talent development and succession planning

What the report delivers

- Clear visibility of strengths and blind spots
- Personalized development actions
- Insights for sustainable leadership growth



Coaching & Development Report

Report Sample

Nova Subtrait Profile

The profile chart below shows 30 subtraits grouped under 4 key headings:

Thinking Style

This section provides a detailed breakdown of your scores on the cognitive traits that shape your thinking style. For each trait, you will find a description of your likely behaviors at different score levels, points for discussion with a coach, and actionable development tips.



Nova Subtrait Profile

Task & Learning Orientation

This section provides a detailed breakdown of your scores on traits related to your drive, focus, and learning approach. For each trait, you will find a description of your likely behaviors at different score levels, points for discussion with a coach, and actionable development tips.



Nova Subtrait Narrative

Seeing through Complexity

Psychometric Narrative

The profile suggests you are very likely to focus intensely on specific details. You strongly prefer linear, step-by-step tasks and may find it challenging to connect disparate pieces of information into a bigger picture.

Points for Discussion & Coaching

How does focusing on details serve you in your role? When has a 'big picture' perspective been critical that you might have missed?

Development Tips

Experiential: Actively map out the connections between your team's goals and the wider organizational strategy.

On-the-Job: For your next project, write down a one-paragraph summary of the 'why' before listing the 'what.'

Formal: Study systems thinking models (e.g., 'The Fifth Discipline' by Peter Senge).

Working With Ambiguity

Psychometric Narrative

The profile suggests you are very likely to prefer clear rules, structure, and tasks with definitive answers. You may feel significant discomfort in uncertain or undefined situations and actively avoid them.

Points for Discussion & Coaching

What aspects of ambiguity are most challenging for you? What support or information do you need to feel more confident when things are unclear?

Development Tips

Experiential: Take a small, calculated risk in a low-stakes personal project.

On-the-Job: Ask to be involved in a project in its early, exploratory phases for exposure.

Formal: Read 'The Accidental Creative' by Todd Henry to understand how to thrive in uncertainty.

Collective Focus

Psychometric Narrative

The profile suggests you are primarily focused on your own goals and may not fully support or align with group objectives, especially if they conflict with personal interests or recognition.

Points for Discussion & Coaching

How do your personal goals align with your team's goals? What is the benefit to you when the whole team succeeds?

Development Tips

Experiential: On a team project, consciously focus on a task that benefits the whole group, not just your part.

On-the-Job: Publicly acknowledge a colleague's contribution to a shared goal.

Formal: Reflect on the concept of 'The Tragedy of the Commons' and its solutions.

Flash Report

Instant Clarity for Smarter Decisions

The Strategic Edge This Report Unlocks

Decision-making often requires speed. The Flash Report delivers a concise, high-impact snapshot of an individual's profile, enabling quick yet informed talent decisions.

Scientific Foundation

- Drawn from Nova's full assessment suite
- Highlights top-ranked competencies, personality traits, and leadership orientation
- Benchmarked against regional norms for accuracy

Strategic uses

- Rapid screening and shortlisting
- High-volume recruitment
- Quick-fit checks for internal mobility

What the report delivers

- Top 5 competencies and personality traits
- Career alignment and team style indicators
- Leadership compass overview



Flash Report

Report Sample

