



Occupational Personality Profile (OPPro)

The Occupational Personality Profile is a general personality measure for selection, counselling and development. It is quick to complete, cost-effective and extensively researched both locally and internationally. The language for the South African version has been simplified, and it is thus likely to be appropriate to a wide range of people and industries.

Primary dimensions

Accommodating	Assertive
Detail	Conscious Flexible
Cynical	Trusting
Emotional	Phlegmatic
Reserved	Gregarious
Genuine	Persuasive
Composed	Contesting
Optimistic	Pessimistic
Abstract	Pragmatic

Validity scales

- Distortion scale (social conformity)
- Central tendency

Scoring and reporting cost

The OPPro costs three credits to administer on the GeneSys system, whereas on the online system, it costs five credits to generate a report. In addition, the OPPro is available in pencil and paper format.

Classification status

Classified as a psychological test by the Professional Board for Psychology.

Intended respondents

Adults with educational level of at least grade 12. Pre-screening for English comprehension is highly recommended.

Manuals

- Occupational Personality Profile Technical Manual
- Occupational Personality Profile South African User Guide and Research Reference

Reports

- Profile report
- Ideal Profile report
- Derived Dimensions report
- Feedback report
- Standard report
- Extended report

Timing

Although personality assessments are un-timed, the OPPro usually takes around 20 minutes to complete, plus administration time.

Psytech South Africa
176 Barry Hertzog Ave, Greenside 2193
PO Box 85401, Emmarentia 2029
Tel: 011 646 7010
Fax: 011 646 7011