

**Sample Sam**  
**24 Jul 2013**

**EXPERT**

# **IDEAL PROFILE REPORT: SAMPLE**

**OCCUPATIONAL PERSONALITY PROFILE**





## GUIDE TO USING THIS REPORT

### INTRODUCTION

The following report is based on the OPPro results of Sample Sam and the perceived ideal personality profile for the role of Sample. It aims to assess how well Sample Sam is suited to the personality requirements of this role. It does not take into account his experience, qualifications, abilities, aptitudes or interests, all of which may be important determinants of job performance.

### REPORT SECTIONS

The Ideal Profile report presents Sample Sam's results in the following sections:

#### Ideal Profile Summary

This section summarises the results in a profile chart which presents the ideal profile in grey as well as Sample Sam's profile overlaid in Blue. A colour scale is also provided to further highlight profile similarities and differences.

#### Question Prompts

This section is designed as an aid to a personality assessment feedback sessions by providing prompts for feedback which focus on the characteristics which may be relevant for the role. The prompts are not intended as definitive interview questions, but rather a recommended direction for eliciting job relevant information from the candidate.

### PROFILE SIMILARITY COEFFICIENT

Sample Sam's overall profile similarity to the ideal is estimated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, where 0 indicates no relationship between the two profiles and 1 indicates a perfect match to the ideal.

### REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Occupational Personality Profile (OPPro)	SA General Population updated 2010	60663

### DISCLAIMER

This is a strictly confidential assessment report on Sample Sam which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sample Sam.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



# SAMPLE IDEAL PROFILE

Sample Sam's personality profile is referenced to the ideal for the role of *Sample*. Overall, Sample Sam's similarity to the ideal is estimated by to be **0.523\***.

## IDEAL PROFILE CHART

Profile Similarity

**0.523\***

○ Ideal Profile

● Sample Sam's Profile

Scale	Raw	Left Description	1	2	3	4	5	6	7	8	9	Right Description	%ile
ASSERT	37	Accommodating				○				●		Assertive	87
FLEX	25	Detail-Conscious							○		●	Flexible	93
TRUST	29	Cynical				●						Trusting	27
PHLEG	43	Emotional				○			●			Phlegmatic	76
GREG	35	Reserved					●		○			Gregarious	56
PERS	27	Genuine					●			○		Persuasive	52
CONT	30	Composed					●					Contesting	44
EXTER	33	Optimistic					○				●	Pessimistic	94
PRAG	20	Abstract	●								○	Pragmatic	5

\* The Profile Similarity was calculated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, with 0 indicating no relationship between the two profiles.

Colour Scale Legend:

Similar



Different



## QUESTION PROMPTS

The following section lists a number of points which can be inferred from a comparison of Sample Sam's profile and the profile of an ideal candidate for the post of Sample. The interviewer may wish to use these as the basis for further probing within an interview.

### INTERPERSONAL STYLE

<b>Reserved vs Gregarious</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be moderately gregarious and to be comfortable working either independently or with others in a team.
	<b>Sample Sam</b>	Sample Sam's profile suggests that he is moderately gregarious and appears to be comfortable working either independently or with others in a team.

**POSSIBLE QUESTIONS:**

- What percentage of your time do you think you might spend: a) with others? b) on your own?
- What aspects of your work give you most satisfaction?
- Give me an example of an occasion when you had an important task to complete. Did it matter to you whether you were able to work on it alone, or whether you had to work with others?
- What proportion of your work would you say requires you to operate on your own, rather than with others? Are you happy with this split? How would you change it if you could?

<b>Accommodating vs Assertive</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to strike a balance between getting things done and the need to take into account the interpersonal sensibilities.
	<b>Sample Sam</b>	Sample Sam's profile suggests that he is forcefully task-orientated, with a tendency to be more concerned about getting things done than worrying about the sensibilities of colleagues.

**POSSIBLE QUESTIONS:**

- Give me an example of a situation in which you averted a confrontation.
- Tell me about a (work) situation in which others voiced different feelings to yourself over something that was important to you. How did you handle it?
- Give me an example of when you thought it appropriate for someone other than yourself to take the lead in a group situation.
- Give me an example of a recent occasion when you felt the need to take account of someone else's feelings in a work situation.



<b>Genuine vs Persuasive</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to adopt a balanced approach between emphasising his/her own views and values and the needs of the situation.
	<b>Sample Sam</b>	Sample Sam's profile suggests that he is likely to adopt a balanced approach between emphasising his own views and values and the needs of the situation.

**POSSIBLE QUESTIONS:**

- What if anything, makes you think you are more - or less - socially adept than those with whom you work?
- Give me an example of when you were placed in a situation in which you had to choose between your own personal values and the interests of the situation. What did you do?
- Do others in your group look to you to 'give it to them straight' or do they see you more as a diplomat? Give an example?
- When you compare yourself to others in your working group, do you think you are more diplomatic or more direct than they are?

<b>Cynical vs Trusting</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be as trusting as most people without seeing a need to continually question others' motives.
	<b>Sample Sam</b>	Sample Sam is as trusting as most people. Aware that people cannot always be taken at face value, he does however, see no need to continually question their motives.

**POSSIBLE QUESTIONS:**

- Do you think your friends regard you as someone who might be taken advantage of or not? What evidence have you got for your views?
- Are others in your working group more or less sceptical than yourself?



## THINKING STYLE

<b>Abstract vs Pragmatic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to have a balance between concentrating on immediate practical realities and more conceptual issues which have longer term or farther reaching consequences.
	<b>Sample Sam</b>	The profile suggests that Sample Sam's orientation may be focused more on conceptual issues and the 'big picture' than immediate practical realities.

### POSSIBLE QUESTIONS:

- Give me an example of a creative idea you might have had recently.
- Do you enjoy working out the practical details of something, or are you more interested in 'the big picture'?
- When did you last visit an art gallery, or read a novel?
- What occupies your mind on a long car or train journey?
- Can you think of an instance when you have resisted a new idea on grounds of practicality?
- Are tried and tested solutions the key to success in your job?
- When did you last learn a new skill?
- Do you think some companies are too preoccupied with change at the expense of solid results?
- Some people like brainstorming ideas to solve problems. Have you ever done that? Was it successful?

<b>Detail-Conscious vs Flexible</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to have a balanced approach to work being neither obsessively rigid and controlled nor overly neglectful of the need to be fairly structured and organised at times.
	<b>Sample Sam</b>	Sample Sam's profile suggests that he may be disinclined to attend to the detailed requirements of a task, following rules and meticulously planning for all contingencies, preferring to make decisions and take action in a more flexible manner, taking a more unstructured approach.

### POSSIBLE QUESTIONS:

- Give me an example of when you resolved a situation (at work) by 'going by the book'.
- Do you have any hobbies or interests which require you to be exacting and meticulous?
- Some people believe the saying 'Rules are made for the obedience of fools and the guidance of wise men'. What do you think?
- Do you have any obligations that you feel bound to fulfil?
- Do you have a good head for detail?
- Give me an example of an activity for which you like to plan well in advance.
- What aspects of work do you find to be tedious or boring?



## COPING STYLE

<b>Emotional vs Phlegmatic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be more than able to cope with the normal pressures and demands of life.
	<b>Sample Sam</b>	As prone to feelings of anxiety as most, Sample Sam's profile suggests that he should be more than able to cope with the normal pressures and demands of life.

**POSSIBLE QUESTIONS:**

- Do you think you are more confident or less confident than those who work closest to you? Can you give me an example?
- Do you think you are better at working under pressure than some of your colleagues?

<b>Optimistic vs Pessimistic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to have realistic expectations about his/her likely success at a given task. His/Her approach to problems will be neither unduly defeatist or unrealistically optimistic.
	<b>Sample Sam</b>	When faced with setbacks or disappointments, Sample Sam may be inclined towards despondency and feelings of self-doubt. He may as a consequence feel that the cards are stacked up against him and give up in the face of what he may consider to be overwhelmingly unfavourable odds.

**POSSIBLE QUESTIONS:**

- In what type of situation do you feel most secure and confident? (at work, home, pursuing an interest, with friends etc.)
- Describe a situation which describes the lengths you will go to achieve an objective against all odds and when most other people would have given up.
- Tell me about a major personal achievement you have had in the last six months.
- Can you think of a recent event which might lead colleagues to describe you as very determined to reach your objectives?

<b>Composed vs Contesting</b>	<b>The Ideal Candidate</b>	The ideal candidate is expected to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in his/her attitude.
	<b>Sample Sam</b>	Sample Sam appears to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in his attitude.

**POSSIBLE QUESTIONS:**

- Do you think those with whom you work closest are more relaxed than you, or less so?
- Does your present job require a sense of urgency? Give an example.
- What sort of things irritate you?
- Do you feel tense at the end of a very busy day? What do you do to relax?
- Give me a recent example of when you have felt like losing your temper with someone. What did you do?
- Do you easily get frustrated?