

Sample Sam
24 Jul 2013

EXPERT

PROFILE REPORT

OCCUPATIONAL PERSONALITY PROFILE





REPORT STRUCTURE

The Profile Report presents Sample Sam's profile results in the following sections:

1. Guide to Using This Report

- Introduction
- The Profile Report
- Supplementary Reports
- Reference Group (Norm) Used
- Understanding the Charts

2. OPPro Profiles

- Classic Profile
- Big Five Profile

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.



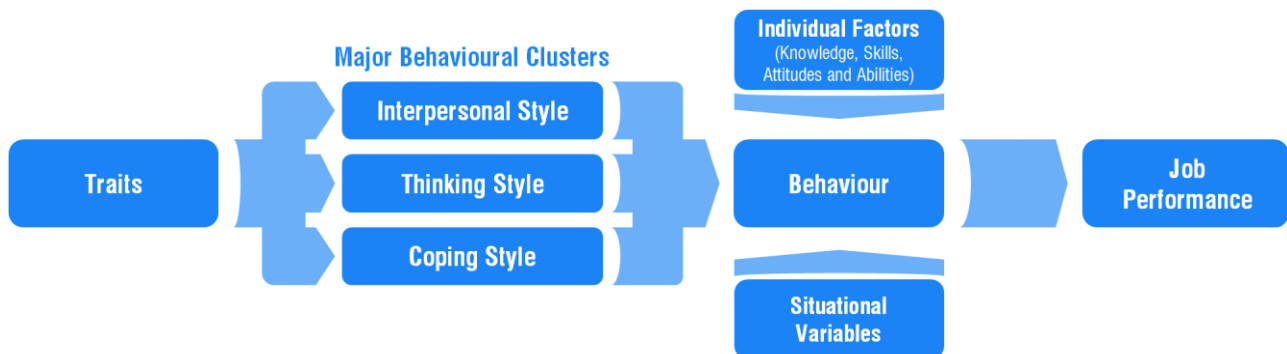
GUIDE TO USING THIS REPORT

INTRODUCTION

The Occupational Personality Profile (OPPro) is a general personality profile designed to assess a broad range of personality traits. These traits assess the candidate's characteristic ways of behaving across a wide range of situations. Identifying behaviour preferences across 9 major personality constructs as well as the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation:

- | | | | | |
|--|--|--|--|---|
| <p>O Openness</p> <ul style="list-style-type: none"> ▪ Abstract ▪ Flexible | <p>C Self-control</p> <ul style="list-style-type: none"> ▪ Detail-conscious ▪ Conforming | <p>E Extraversion</p> <ul style="list-style-type: none"> ▪ Gregarious ▪ Persuasive | <p>A Agreeableness</p> <ul style="list-style-type: none"> ▪ Trusting ▪ Accommodating | <p>N Anxiety</p> <ul style="list-style-type: none"> ▪ Emotional ▪ Pessimistic |
|--|--|--|--|---|

Extensive research, conducted over many years, has consistently demonstrated that 10-30% of the variance in job performance is attributable to personality differences. Moreover, a person's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus personality assessment forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



THE PROFILE REPORT

The Profile Report provides profile charts which cover the primary and secondary factors of the test as well as criterion derived scales and response style scales.



SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the OPPro are:

Extended Report

The Extended Report is the most comprehensive of the OPPro expert reports. The main narrative is broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Further information is provided on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Selling Styles and Career Themes. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Standard Report

The Standard Report provides the main narratives of the OPPro profile under 3 major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. This is following by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Derived Dimensions Report

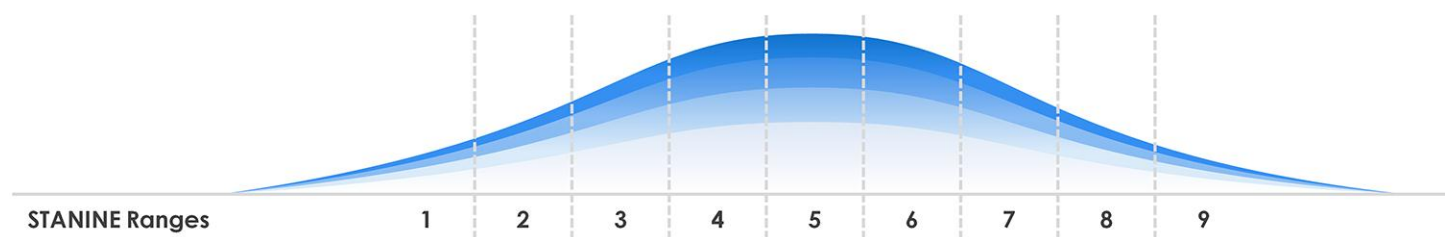
The Derived Dimensions Report provides information on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Selling Styles and Career Themes.

Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents for their personal insight. Similar to this report, it provides descriptions of the individual's most likely behaviours within the three major behavioural clusters. It does not, however, provide potential strengths and development areas, derived work-related behavioural styles or scale scores.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sample Sam's results. His results are presented as standardised STANINE scores with Mean=5.0 and SD=2 as demonstrated in the following chart.



The following norm was used to generate this report:

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



UNDERSTANDING THE CHARTS

All of the information provided in this report is presented in the form of charts, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts:

Element	Description
Raw	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
STANINE Score	The STANINE score is a standardised scale used to compare respondent results. The score has a Mean of 5.0 and Standard Deviation of 2. This score is presented as a 9-point scale in the results chart.
Standard Error of Measurement (SEm)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



OPPRO PROFILES

CLASSIC PROFILE

Raw	Left Description	1 2 3 4 5 6 7 8 9	Right Description	%ile
37	Accommodating Empathic, People oriented, Accepting, Avoids confrontation		Assertive Dominant, Task oriented, Challenging, Confrontative	87
25	Detail-Conscious Deliberating, Controlled, Rigid, Enjoys attending to detail		Flexible Spontaneous, Lacks self-discipline and self-control	93
29	Cynical Suspicious, Cynical, Sceptical, May distrust other people		Trusting Trusting, Philanthropic, Takes people at face value	27
43	Emotional Prone to worry, Moody, Easily takes offense		Phlegmatic Self-assured, Emotionally stable, Socially confident	76
35	Reserved Cool and introspective, Prefers to work alone		Gregarious Outgoing and sociable, Talkative, Enjoys group work	56
27	Genuine Forthright, Honest and open		Persuasive Diplomatic, Shrewd, Sensitive to 'political' issues	52
30	Composed Calm and composed, Able to unwind and relax		Contesting Ambitious and competitive, Has difficulty relaxing, Impatient	44
33	Optimistic Achieving and striving, Positive approach to setbacks		Pessimistic Resigned, Prone to feelings of helplessness	94
20	Abstract Imaginative, Aesthetically sensitive, Creative and artistic		Pragmatic Down to earth and concrete, Practical and realistic	5
24	Low Distortion Presents a realistic positive self-image		High Distortion Presents an unrealistic positive self-image	44
61	Extreme Responses		Central Tendency	22



BIG FIVE PROFILE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9	Right Description
E	6	Introversion Tends to feel uncomfortable in social situations.		Extraversion Strong predisposition to social interaction.
N	6	Low aNxiety Calm, Composed and satisfied with life and ability to cope.		High aNxiety Problems in coping with day to day situations. Concerned about the future.
O	6	Pragmaticism Realistic, practical and conservative in attitudes.		Openness Enjoy innovation, interested in artistic expression.
A	2	Independence Alert, Quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
C	7	Low Self-Control Free from constraints of social rules.		High Self-Control Conscious of group standards of behaviour.