

Sample Sam
24 Jul 2013

EXPERT

QUESTION PROMPTS REPORT

OCCUPATIONAL PERSONALITY PROFILE





REPORT STRUCTURE

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

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- Introduction
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- 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.



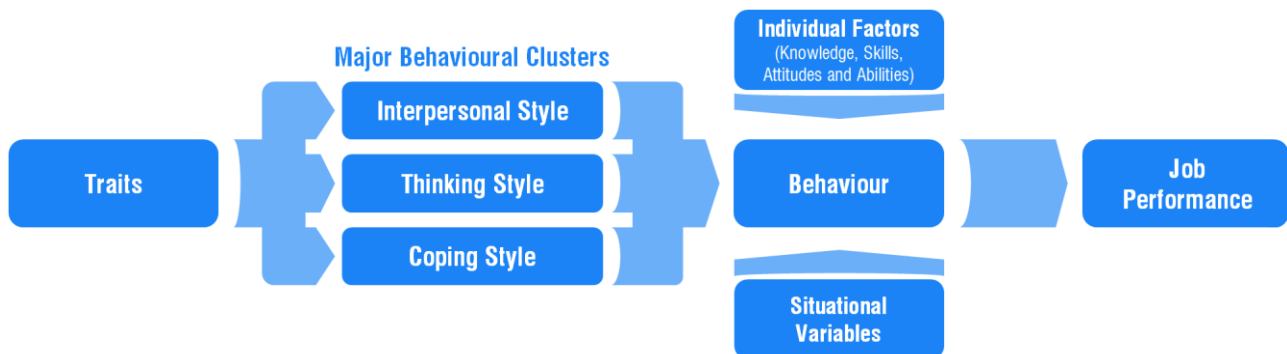
GUIDE TO USING THIS REPORT

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 QUESTION PROMPTS REPORT

The Question Prompts Report provides interview questions to help probe and corroborate respondents' profiles. The questions are broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test.



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.

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.

Profile Report

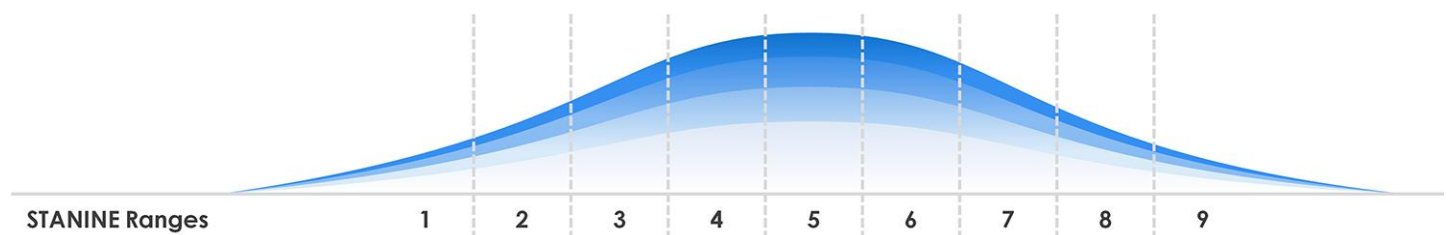
The Profile Report provides profile charts which cover the primary and secondary factors of the test as well as criterion derived scales and response style scales.

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 AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, 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 and tables:

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.



QUESTION PROMPTS

The following section lists a number of points and questions which can be inferred from Sample Sam's profile. The report user may wish to use these points as a basis for further probing.

RESPONSE STYLE

The OPPro contains a measure that examines the way in which the respondent has approached the questionnaire. The questionnaire contains a measure of the extent to which the respondent is attempting to present himself in a socially desirable or favourable way. Sample Sam appears to have answered the questions realistically. He has attempted to present an accurate picture of himself. His social desirability score is average.



INTERPERSONAL STYLE

Reserved vs Gregarious

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?

Accommodating vs Assertive

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.

**Genuine vs
Persuasive**

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?

**Cynical vs
Trusting**

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

Abstract vs Pragmatic

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?

Detail-Conscious vs Flexible

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

Emotional vs Phlegmatic

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?

Optimistic vs Pessimistic

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?

Composed vs Contesting

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.



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.