

Sample Sam
24 Jul 2013

EXPERT

STANDARD REPORT

OCCUPATIONAL PERSONALITY PROFILE



PERSONALITY
OPPRO



REPORT STRUCTURE

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

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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.



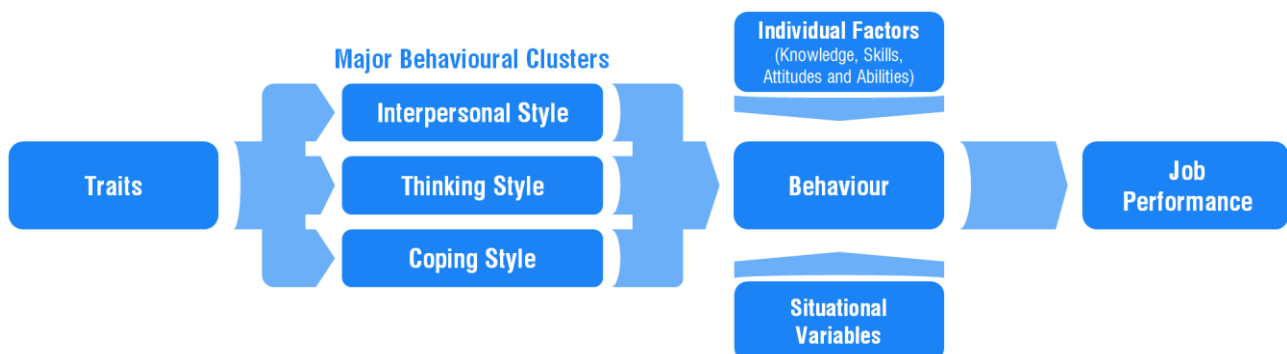
GUIDE TO USING THIS REPORT

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 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 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.



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

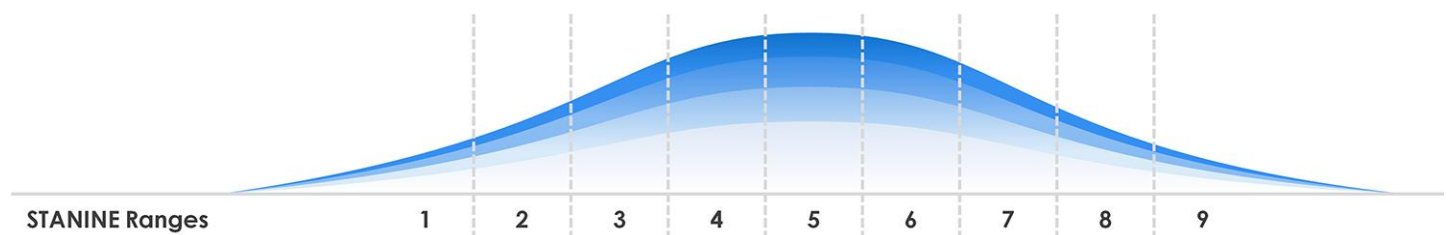
The Profile Report provides profile charts which cover the primary and secondary factors of the test as well as criterion derived scales and response style scales.

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.



PERSONALITY ASSESSMENT

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

Sample Sam is a relatively genuine person who is as persuasive and influential as most people. He can be a fairly effective speaker if he is talking about a subject he is familiar with although he may need to be personally convinced of something before he can persuade others of a particular point of view. Sample Sam is inclined to achieve a balance between basing his decisions upon his own views and upon the demands of the situation. He is no more or less open and sincere than most people and, depending on the situation, may be capable of a degree of tact and calculated diplomacy.

Sample Sam is as sociable and gregarious as most people and will be as happy to be part of a team as he is to work on his own. Though he enjoys the opportunity to discuss a problem with colleagues, he will, at times, prefer to avoid being distracted by other people. He is not particularly shy, but may at times slip into the background at parties and social events. While he likes to be surrounded by people, he also likes to have time to himself. Having achieved a balance between self-sufficiency and a need for other people, Sample Sam is neither particularly dependent upon other people, nor is he an individualist.

Sample Sam is a fairly assertive person who has the capacity for dominance in many interpersonal relationships. Rather forceful and at times somewhat confrontative he does not easily take no for an answer. He is quite quick to challenge, and is inclined to speak his mind, even if it means upsetting people. Consequently some people might think that Sample Sam is a little too direct at times. Quite task-oriented, he is likely to focus upon getting things done and on occasion might give insufficient regard to other people's feelings.



THINKING STYLE

Very spontaneous and likely to disregard set procedures and rules. Sample Sam will want to avoid jobs that require attending to detail. Having low levels of self-control and lacking self-discipline he is not likely to persevere with boring, repetitive tasks. Quite impulsive he doesn't often plan ahead, preferring to take decisions as they arise, rather than carefully thinking through the various options available. Not conservative by nature, he is likely to disparage traditional views, questioning accepted, orthodox ideas. Consequently he may be inclined to discard old or outmoded ideas simply for the sake of change. When taken in conjunction with his fairly artistic, creative nature this may suggest that Sample Sam is inclined to be something of a non-conformist.

Sample Sam is a little more suspicious and sceptical than many people. Lacking faith in people's honesty, he is inclined to question others' motives, particularly if they are acting in a philanthropic way. At times inclined to be somewhat cynical, he may remark that people generally put their own interests before those of others and suggest that it is important not to give others the chance to take advantage of you.

Sample Sam is a very intellectually oriented person who will prefer to have the ideas and let other people put them into practice. He may be rather impractical at times, being more concerned with theories, than practicalities. As an abstract thinker, he will enjoy academic debate, and having a highly developed aesthetic sense he is likely to appreciate the arts and other creative pursuits. An intellectual person, he will enjoy having ideas and thinking through problems, particularly if they are abstract and theoretical in nature.

COPING STYLE

Sample Sam has a balanced approach towards work, being neither too tense and competitive nor too relaxed in his attitude. Although he will work hard when necessary, and will be able to work quite effectively under pressure, he may dislike having to continually work to close deadlines. Knowing how to relax, he will want to make time to rest, and forget about the day's events. Consequently, Sample Sam may dislike jobs where he is placed under pressure.

Not a particularly optimistic person Sample Sam is prone to feelings of pessimism and self-doubt when things go wrong. Rather fatalistic in his attitude towards life, he is not inclined to believe that he can determine his own destiny, rather believing that life is a gamble determined by fate or chance. Although he tries to approach problems in a positive, constructive way, initial setbacks are likely to take a heavy toll on his self-confidence. Given repeated failures he is likely to start doubting his ability to successfully complete the task at hand. Somewhat prone to depression he may be inclined to accept failures rather than struggle to correct them.

Emotionally, Sample Sam is marginally more stable than most people. Not a particularly touchy person he is not unduly prone to emotional outbursts or mood swings. He has quite a stable, realistic approach to life and is not inclined to worry excessively about the future. He faces day-to-day demands in a realistic and mature way. Not unduly prone to suffer from feelings of anxiety or apprehension he will take most things in his stride.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Sample Sam's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

COMMENTS

- May be forceful and inattentive to the needs of others.
- May have difficulty adhering to highly structured work procedures and may overlook the detailed requirements of a task.
- May not persevere when confronted with set-backs.
- May not be sufficiently pragmatic and may be inattentive to practical matters.
- May be unconventional.



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.