

OPTO

Team leader

VALENTINA VEGA

V.VEGA@NEWLINE-HR.COM



OPTO (20/04/2017)

+ Expanded Score Report

INTRODUCTION

This report is generated from the responses to one or more tests developed by Master™. The report does not include information given in a feedback session or from any other sources.

ABOUT THE TEST

OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that are in themselves neither positive nor negative.

Each of the Dimensions and Aspects describe, relative to other people, the frequency or intensity of a person's feelings, thoughts, or behaviours. They are traits that exist on a continuum rather than as attributes that a person does or does not have.

The quality of OPTO is well documented and meets international standards for test quality.

SCORES

The results of the test are visualised using an intuitive scale ranging from 1 to 10, with 10 being the highest. The scale is commonly referred to as a STEN scale.

SCORE



EXAMPLE - THIS IS NOT YOUR REAL SCORE

NORM GROUP

The scores in this report are created by comparing the responses to the test with those of a representative group of test takers, referred to as a norm group. This allows for an accurate and practical understanding of the scores.

By considering age, gender, education, industry, and managerial level, the norm is representative of the group selected by the certified test user.

Selected norm: **International norm**

SPOTLIGHT

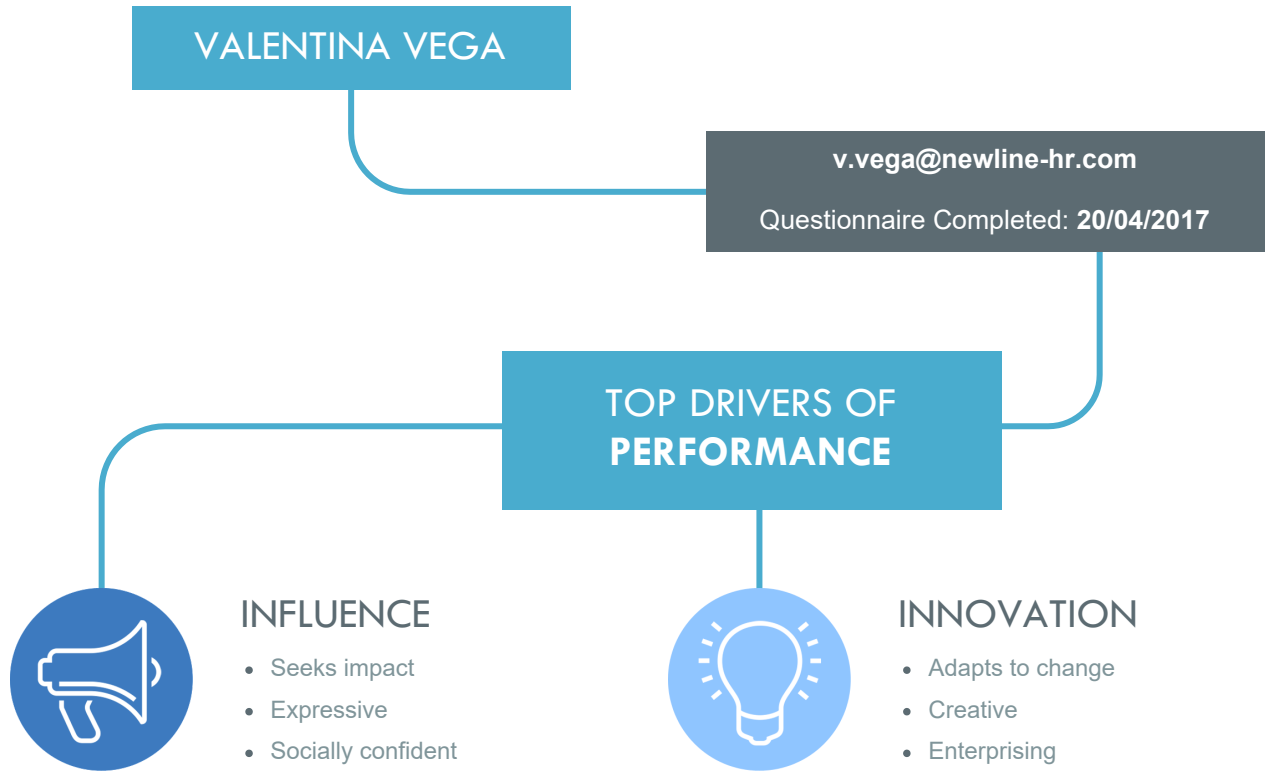
In this report a Spotlight graphic illustrates a suggestion for further exploration.

Spotlight technology tracks whether the respondent, when asked to consider their responses in a more deliberate and thorough manner, consistently ranks up low scores or ranks down high scores.

The number of Spotlights in the report is not fixed. On average, each report will contain 2-3 spotlights.



OVERVIEW



PEOPLE

This person lets others lead the way, naturally engages in conversation, and feels comfortable in social situations.

High pressure at work will be perceived as challenging, and this person may get overwhelmed when dealing with stressful situations, and lose composure when frustrated.

This person can be hard to get to know and believes that trust needs to be earned, but is available for colleagues if needed.

OPERATIONS

This person prefers a calm work pace, sometimes puts off tasks, and is less driven by ambition.

This person is less bothered by disorder and prefers to let others pay attention to the details.

This person is likely to show compliance at work by upholding commitments and is less concerned about being straightforward.

EXPLORATION

This person is open to new knowledge when necessary and is less likely to be agile in solving complex problems.

This person can adapt to change, takes risks only when needed, and can support innovation by suggesting alternatives to the status quo.

When Aspect scores vary, parts of the summary may be too general. Read the meaning of the scores on the following pages for more details.



SCORES

ASSERTIVENESS

Assertiveness measures the degree to which one takes the lead.

SCORE



MEANING

- Prefers to let others lead the way
- Gives room for others to impact decisions
- Does not naturally try to convince others

COMMUNICATION

Communication measures the degree to which one is expressive.

SCORE



MEANING

- Naturally engages in conversation with others
- Prefers to let others do most of the talking
- Can find it challenging to capture the attention of others

CONFIDENCE

Confidence measures the degree to which one is self-assured.

SCORE



MEANING

- Does not mind being the centre of attention
- Feels comfortable in social situations
- Finds it difficult to deal with being criticised in public



STABILITY

Stability measures the degree to which one keeps composure.

SCORE



MEANING

- Can lose composure when frustrated
- Believes it is natural to express emotions at work
- Openly shows irritation

STRESS MANAGEMENT

Stress Management measures how high pressure is handled.

SCORE



MEANING

- Finds it challenging to stay calm under pressure
- Has difficulty dealing with stressful work
- Can get overwhelmed when stressed



ALTRUISM

Altruism measures the degree to which one is supportive.

SCORE



MEANING

- Is available for colleagues if needed
- Rarely gets involved in other people's problems
- Does not feel responsible for making others feel comfortable

NETWORKING

Networking measures how one cultivates relationships.

SCORE



MEANING

- Is sociable
- Is comfortable with working as part of a team
- Appreciates the company of others

TRUST

Trust measures belief in the honesty of others.

SCORE



MEANING

- Believes most people are honest
- Trusts what people say
- Has a natural scepticism of others



DRIVE

Drive measures commitment to ensuring progression.

SCORE



MEANING

- Prefers a calm work pace
- Is comfortable with a relaxed work approach
- Lets things progress at their own speed

GOAL ORIENTATION

Goal Orientation measures focus on achieving results.

SCORE



MEANING

- Is less driven by goal attainment
- Focuses less on ambition
- Can lack confidence in own ability to succeed

INDUSTRIOUSNESS

Industriousness measures diligence and self-discipline.

SCORE



MEANING

- Sometimes puts off tasks
- Can find it difficult to follow through with every plan
- Needs to be aware of not getting distracted from tasks



STRUCTURE

Structure measures the degree to which one is organised.

SCORE



MEANING

- Is less bothered by disorder
- Is willing to diverge from set directions
- Does not always work systematically

QUALITY ASSURANCE

Quality Assurance measures thoroughness and attention to details.

SCORE



MEANING

- Prefers to avoid having to spend time on details
- Is less concerned with quality standards
- Takes some tasks lightly



DUTIFULNESS

Dutifulness measures the degree to which one does what is expected.

SCORE

1

MEANING

- Is less conscientious
- Can be relied on when necessary
- Is likely to uphold commitments

SINCERITY

Sincerity measures the degree to which one is genuine and honest.

SCORE

1

MEANING

- Is likely to be genuine
- Can be straightforward
- Takes less pride in being authentic



INTELLECT

Intellect measures openness to new knowledge.

SCORE



MEANING

- Is open to new knowledge when necessary
- Is less interested in theoretical discussions
- Prefers attending to the existing understanding of things

PROBLEM SOLVING

Problem Solving measures belief in one's ability to work with complexity.

SCORE



MEANING

- Prefers work of less complexity
- Can be unsure of own ability to learn quickly
- Is less motivated to solve complicated problems



ADAPTABILITY

Adaptability measures adjustment to change.

SCORE



MEANING

- Enjoys to stick with the known
- Can have a hard time adapting to new situations
- Prefers routine to change

INGENUITY

Ingenuity measures the degree to which one has original ideas.

SCORE



MEANING

- Is less likely to actively challenge the existing
- Can enjoy being part of generating new ideas
- Supports certain new perspectives

RISK TAKING

Risk Taking measures willingness to be enterprising.

SCORE



MEANING

- Willingly takes risks
- Is enterprising
- Is bold

TEST TAKER RIGHTS

The test taker has the right to receive feedback on the results of all completed tests. This can either be in the form of a written report or personal interview. Master™ strongly recommends that the test taker is informed of the purpose of the test, including how the results are used.

Should you have any questions about this report, please contact your test administrator. See the beginning of this report to find the name of the person who administered the test.