

OPTO

Team leader

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+ 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

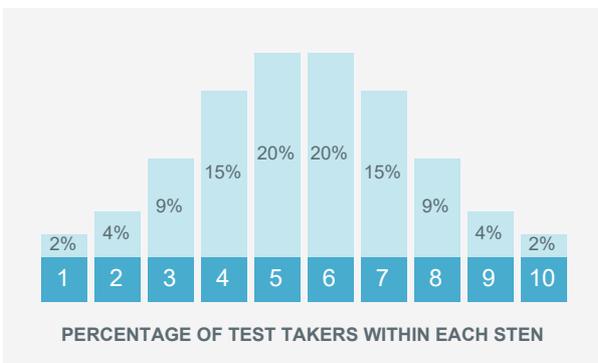
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that 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, with test takers normally distributed across the levels as illustrated in the figure below.



NORM GROUP

The scores in this report are calculated by comparing the test taker's responses with those of a group of individuals who have also taken the test, referred to as a norm group.

The norm group consists of a representative sample of the working population in a specific region.

This allows for a comparable interpretation and practical understanding of the scores.

Selected norm: **International norm**

SPOTLIGHT

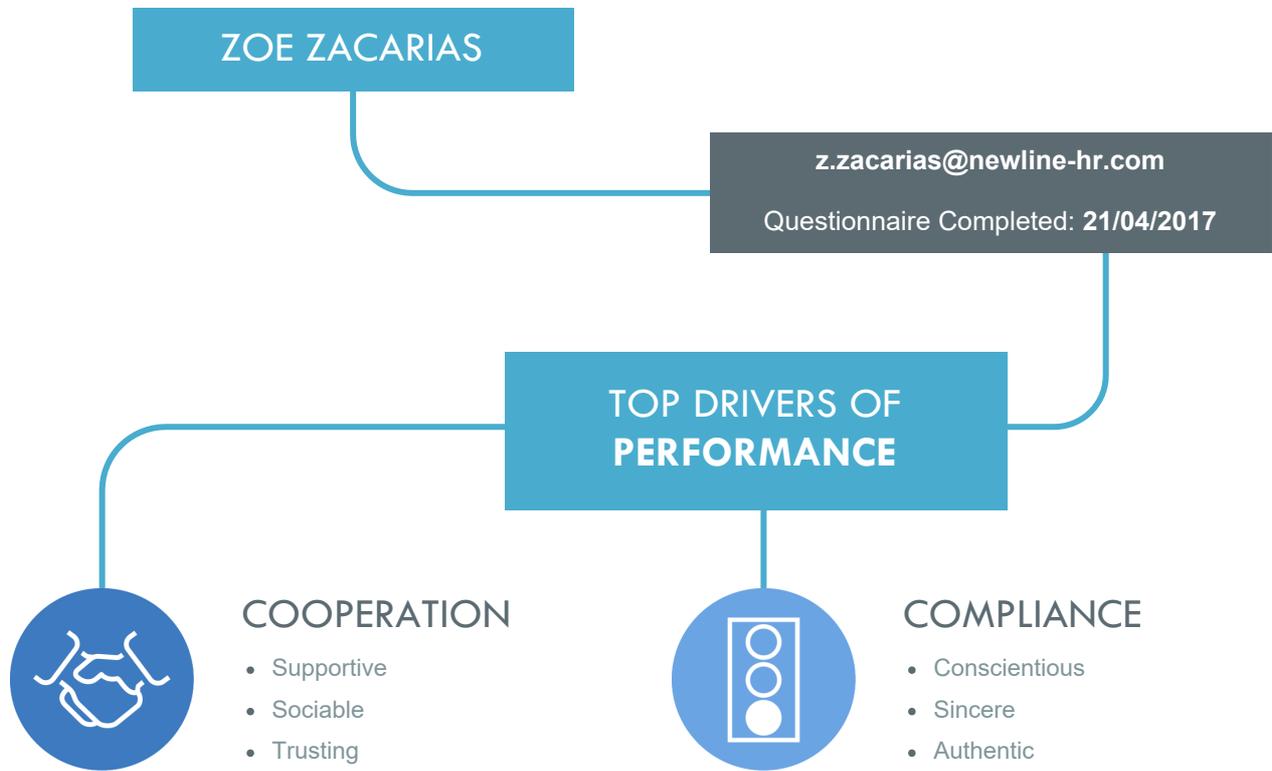
In this report, a Spotlight graphic illustrates a suggestion for further exploration.

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



Aspects with very high scores, which are defined as 8-10, should be looked at more closely to better understand their potential pitfalls. Intuitively, we understand high scores as strengths in a person. However, these very strong Aspects carry behavioural risks that can have a negative impact on other people, tasks and working environments.

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This person shows concern for other people's problems.

This person prefers to work as part of a team.

This person is very trusting and can be naïve.

ZOE ZACARIAS

This person is highly reliable.

This person values authenticity very highly and may overlook the need for diplomacy in favour of being straightforward.



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

- Feels confident in social situations
- Is comfortable with being the centre of attention
- Can 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

- Typically remains calm under pressure
- Can find it challenging to deal with stressful work
- Does not easily get overwhelmed when stressed

ALTRUISM

Altruism measures the degree to which one is supportive.

SCORE



MEANING

- Is supportive
- Shows concern for other people's problems
- Feels responsible for making others feel comfortable

NETWORKING

Networking measures how one cultivates relationships.

SCORE



MEANING

- Is outgoing and sociable
- Prefers to work as part of a team
- Actively seeks out the company of others

TRUST

Trust measures belief in the honesty of others.

SCORE



MEANING

- Assumes everyone is honest
- Is very trusting
- Believes others have good intentions



Less of this characteristic is expected in certain contexts. Explore.

DRIVE

Drive measures commitment to ensuring progression.



- MEANING
- Can handle a fast work pace
 - Engages in tasks with energy
 - Works to move things forward

GOAL ORIENTATION

Goal Orientation measures focus on achieving results.



- 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.



- MEANING
- Is self-disciplined at work
 - Follows through with tasks
 - Starts assignments right away



STRUCTURE

Structure measures the degree to which one is organised.

SCORE



MEANING

- Is well organised
- Works systematically
- Strictly follows set directions

QUALITY ASSURANCE

Quality Assurance measures thoroughness and attention to details.

SCORE



MEANING

- Pays close attention to details
- Aims for perfection
- Is thorough



DUTIFULNESS

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

SCORE



MEANING

- Is very conscientious
- Is highly reliable
- Upholds all commitments

SINCERITY

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

SCORE



MEANING

- Is always straightforward
- Takes pride in being a very genuine person
- Values authenticity very highly



Less of this characteristic is expected in certain contexts. Explore.

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

- Can enjoy working with complexity
- Believes in own ability to learn quickly
- Readily engages in problem solving



ADAPTABILITY

Adaptability measures adjustment to change.



MEANING

- Can adapt to new situations
- Is usually open to novel experiences
- Acknowledges the need for change

INGENUITY

Ingenuity measures the degree to which one has original ideas.



MEANING

- Challenges the existing
- Has many new ideas
- Is creative

RISK TAKING

Risk Taking measures willingness to be enterprising.



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.