

OPTO

Team leader

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OPTO (20/04/2017)

+ 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

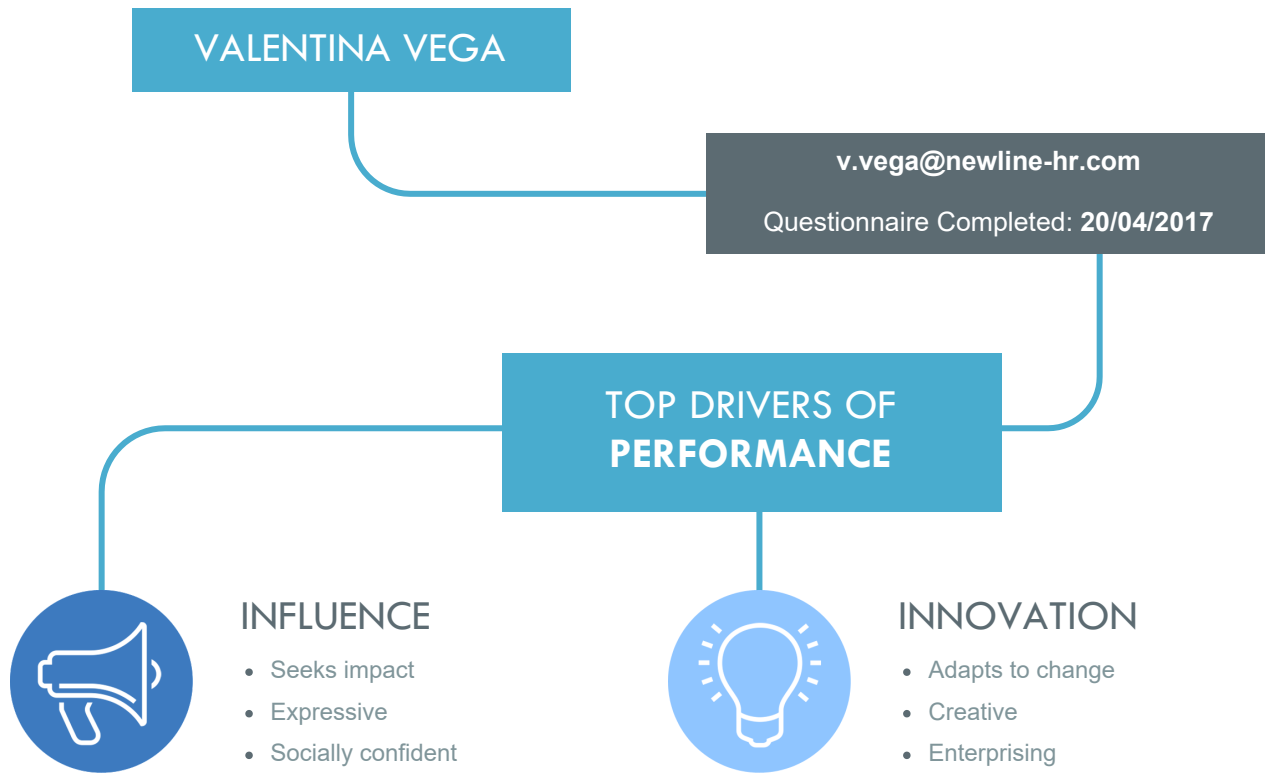
In this report a Spotlight graphic illustrates a suggestion for further exploration.

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



INFLUENCE

- Seeks impact
- Expressive
- Socially confident

INNOVATION

- Adapts to change
- Creative
- Enterprising

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.



PEOPLE

SCORES



INFLUENCE

Influence is comprised of the Aspects assertiveness, communication and confidence.

SCORE



MEANING

- Prefers to let others lead the way
- Naturally engages in conversation with others
- Does not mind being the centre of attention



RESILIENCE

Resilience is comprised of the Aspects stability and stress management.

SCORE



MEANING

- Can lose composure when frustrated
- Finds it challenging to stay calm under pressure
- Has difficulty dealing with stressful work



COOPERATION

Cooperation is comprised of the Aspects altruism, networking and trust.

SCORE



MEANING

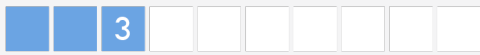
- Is available for colleagues if needed
- Is sociable
- Believes most people are honest



EFFICIENCY

Efficiency is comprised of the Aspects drive, goal orientation and industriousness.

SCORE



MEANING

- Prefers a calm work pace
- Is less driven by goal attainment
- Sometimes puts off tasks



DELIVERY

Delivery is comprised of the Aspects structure and quality assurance.

SCORE



MEANING

- Is less bothered by disorder
- Prefers to avoid having to spend time on details
- Is less concerned with quality standards



COMPLIANCE

Compliance is comprised of the Aspects dutifulness and sincerity.

SCORE



MEANING

- Is less conscientious
- Is likely to be genuine
- Can be straightforward



AGILITY

Agility is comprised of the Aspects intellect and problem solving.

SCORE



MEANING

- Is open to new knowledge when necessary
- Prefers work of less complexity
- Can be unsure of own ability to learn quickly



INNOVATION

Innovation is comprised of the Aspects adaptability, ingenuity and risk-taking.

SCORE



MEANING

- Enjoys to stick with the known
- Is less likely to actively challenge the existing
- Willingly takes risks

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.