

Speech script for introduction in OPTO test interview

Introduction

We will now conduct a test interview based on your results in OPTO. How did it feel to fill in OPTO?
*(*Acknowledge feelings, ask about the environment, check the time it took, that they sat undisturbed.)*

I want to start by telling you that I am a certified user in the test, which means that I have undergone a deeper training to be able to interpret and use the test.

Purpose

OPTO is a personality test that measures your typical behaviour in work situations. That is, what you usually do at work. We use tests of this type because they give us an objective basis for your work behaviour that is important for the position you have applied for.

OPTO results

Here is the actual result *(Submit Score Page or Score Report, without Criteria)*. There is no right or wrong in the result, everyone is different. To show the difference, your results are compared with a norm group. In this case, it is a Swedish working-age population consisting of just under 4,000 people that you are being compared to because the position you have applied for is in a Swedish company. The norm was collected in 2022 and is distributed according to a normal distribution, where 70% have a result of 4, 5, 6 or 7 in each scale. The most common behaviour is found in the middle squares, but that does not mean that it is strange or deviant to end up in the extreme lows or highs but see it more as the behaviour being more influential and clearer. We measure 20 aspects that are grouped into 8 overall dimensions, and these are then divided into 3 groups, People, Operations and Exploration.

Ethical considerations, personal data, and retention

The results will be shared with the recruiting manager who will receive a report and my comments from this interview. The result will be saved for XX days in a database that is available to us, after which it will be automatically deleted. If you want your result and your personal data linked to the test to be deleted earlier than that, just contact me and I will delete it immediately.

Have you had the opportunity to read through the report that you were able to download immediately after filling it in?

The interview will be conducted so that I start by describing the general definition of the scale and then tell you your specific score definition and what behaviours you can see in this placement, you contemplate if you recognize yourself and then I finish by asking questions.

Do you have any questions before we get started?