

OPTO

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OPTO (21/04/2017)

+ Expanded Interview Guide

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: **English norm**

SPOTLIGHT

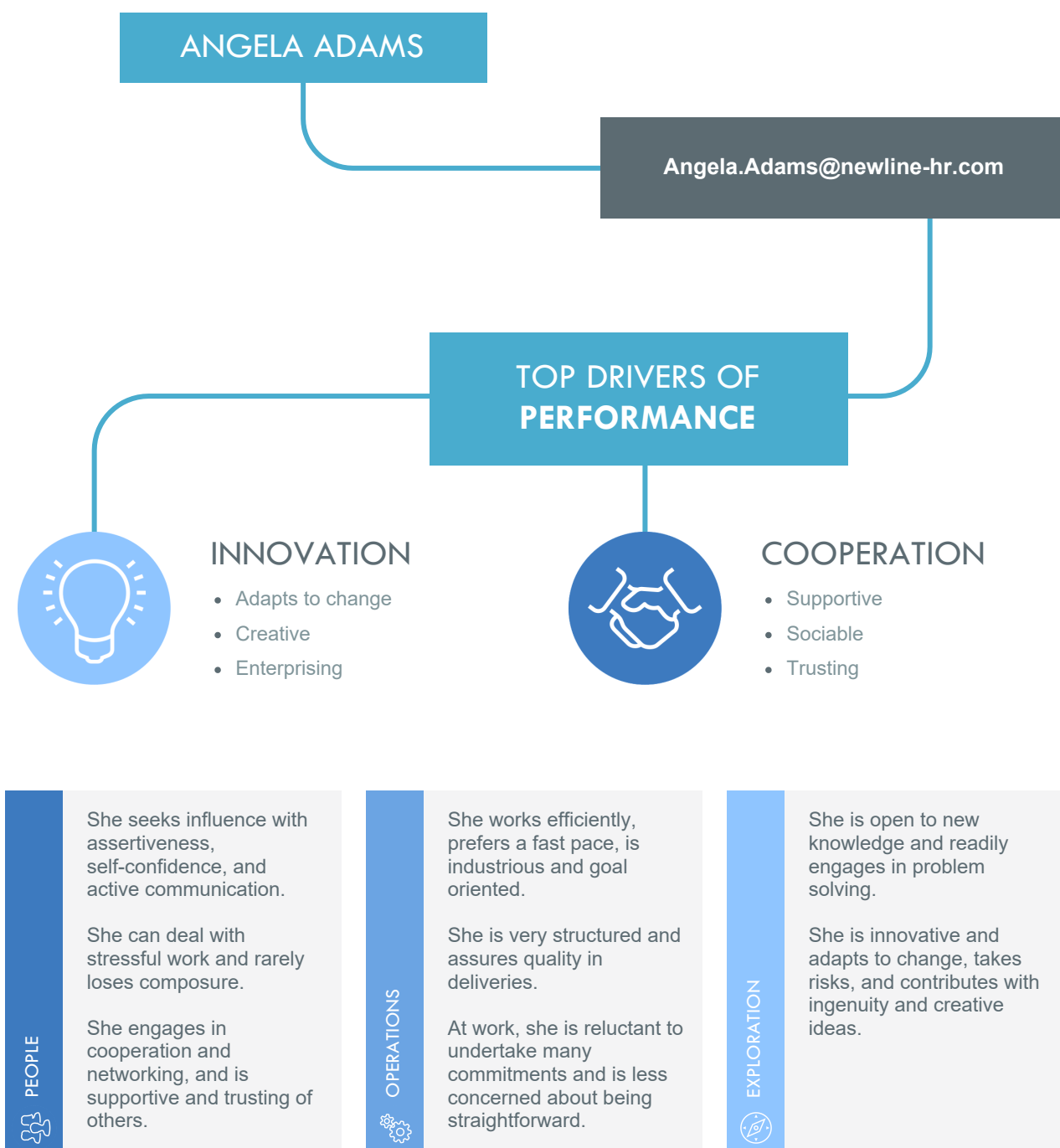
In this report a Spotlight graphic illustrates a suggestion for further exploration.

Spotlight technology tracks whether the respondent, when asked to consider her 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



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

- Takes charge
- Seeks to impact decisions
- Is convincing

COMMUNICATION

Communication measures the degree to which one is expressive.

SCORE



MEANING

- Knows how to captivate people
- Actively seeks out conversation with others
- Can talk with anyone



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

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



ASSERTIVENESS

INTERVIEW QUESTIONS

- How do you give others opportunity to impact decisions?
- When is it important for you to have less of an impact on decisions?
- What are the positive aspects of letting others have an impact on decisions?

COMMUNICATION

INTERVIEW QUESTIONS

- How do you create space for others to express themselves?
- How do others perceive your communication?
- In which situations do you chose to listen over talking?

CONFIDENCE

INTERVIEW QUESTIONS

- Which social situations intimidate you?
- In which situations do you feel comfortable not being the centre of attention?
- How do others perceive you in social situations?



STABILITY

Stability measures the degree to which one keeps composure.

SCORE



MEANING

- Rarely loses composure
- Can keep control of own emotions at work
- Does not openly show irritation

STRESS MANAGEMENT

Stress Management measures how high pressure is handled.

SCORE



MEANING

- Remains calm under pressure
- Can deal with stressful work
- Does not get overwhelmed when stressed



STABILITY

INTERVIEW QUESTIONS

- What do you do to stay cool-headed when frustrated?
- When is it an advantage to not show your emotions?
- How do you interact with others who do not openly show their emotions?

STRESS MANAGEMENT

INTERVIEW QUESTIONS

- When do you find it challenging to stay calm under pressure?
- What experiences have been stressful for you in the past and how have you dealt with them?
- What can others do to help you when you are stressed?



ALTRUISM

Altruism measures the degree to which one is supportive.

SCORE



MEANING

- Is always supportive
- Shows active concern for other people's problems
- Feels highly 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 others are honest
- Is trusting
- Is rarely sceptical of others



ALTRUISM

INTERVIEW QUESTIONS

- When do you avoid getting involved in other people's problems?
- When do you find you get too involved in other people's problems?
- Do you always feel responsible for making others feel comfortable?

NETWORKING

INTERVIEW QUESTIONS

- When do you prefer to work alone?
- Which tasks at work are you comfortable addressing alone?
- When can it be an advantage to work alone?

TRUST

INTERVIEW QUESTIONS

- Which situations will make you sceptical of others?
- When do you lose your trust in others?
- How do you react if you lose your trust in someone?



DRIVE

Drive measures commitment to ensuring progression.

SCORE



MEANING

- Thrives with a fast pace
- Is very energetic
- Forces progression



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

GOAL ORIENTATION

Goal Orientation measures focus on achieving results.

SCORE



MEANING

- Is determined to reach set goals
- Is ambitious
- Is confident in own ability to succeed

INDUSTRIOUSNESS

Industriousness measures diligence and self-discipline.

SCORE



MEANING

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



DRIVE

INTERVIEW QUESTIONS

- When do you let things proceed at their own pace?
- How do people around you perceive your drive?
- In which situations do you get impatient with the pace at work?

GOAL ORIENTATION

INTERVIEW QUESTIONS

- When do you rely on others to set the goals?
- What drives your ambition?
- How do you handle not reaching your goals?

INDUSTRIOUSNESS

INTERVIEW QUESTIONS

- When do you find it difficult to follow through on tasks?
- How do you tackle others' lack of self-discipline?
- How do you prioritise your efforts?



STRUCTURE

Structure measures the degree to which one is organised.

SCORE



MEANING

- Prefers order at work
- Strives to work systematically
- 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



STRUCTURE

INTERVIEW QUESTIONS

- When do you work very systematically?
- When is it important for you to work in a more structured way?
- When do you find systems and structures more important than diverging from given directions?

QUALITY ASSURANCE

INTERVIEW QUESTIONS

- How do you avoid getting lost in the details?
- How do you decide when you have enough details?
- What experience do you have in delivering an imperfect result?



DUTIFULNESS

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

SCORE



MEANING

- Is not very conscientious
- Needs to be aware of keeping focus on duties
- Is reluctant to undertake many commitments

SINCERITY

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

SCORE



MEANING

- Is less genuine in some situations
- Is not always straightforward
- Does not take pride in being authentic



DUTIFULNESS

INTERVIEW QUESTIONS

- When are you particularly conscientious?
- How do you demonstrate how conscientious you are to others?
- How do you react when others are unreliable?

SINCERITY

INTERVIEW QUESTIONS

- How do you know if the rules are worth following?
- When is it important to be straightforward?
- When do you naturally show who you really are?

INTELLECT

Intellect measures openness to new knowledge.

SCORE



MEANING

- Seeks out new knowledge
- Enjoys theoretical discussions
- Strives for a deeper understanding

PROBLEM SOLVING

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

SCORE



MEANING

- Is capable of working with complexity
- Believes in own ability to learn quickly
- Readily engages in problem solving

INTELLECT

INTERVIEW QUESTIONS

- How do you ensure that new knowledge is used in practice?
- When would you say it's a waste of time to keep learning more about something?
- When do you know enough?

PROBLEM SOLVING

INTERVIEW QUESTIONS

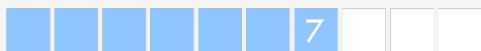
- When do you like working with complex problems?
- What do you do if you find your tasks to be too complex?
- How do you go about solving a problem?



ADAPTABILITY

Adaptability measures adjustment to change.

SCORE



MEANING

- Adapts easily to new situations
- Is open to novel experiences
- Likes change

INGENUITY

Ingenuity measures the degree to which one has original ideas.

SCORE



MEANING

- Constantly challenges the existing
- Is full of new ideas
- Is very creative

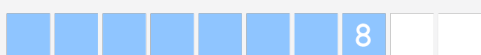


Less of this characteristic is expected in certain contexts. Explore.

RISK TAKING

Risk Taking measures willingness to be enterprising.

SCORE



MEANING

- Is highly enterprising
- Is adventurous
- Is very bold



ADAPTABILITY

INTERVIEW QUESTIONS

- When do you have a hard time adapting to change at work?
- How do you handle stability?
- How do you find working with routines?

INGENUITY

INTERVIEW QUESTIONS

- How do you make sure to exploit the benefits of the conventional?
- When is it important for you to limit your ideas?
- What sort of working environment can help foster your creativity?

RISK TAKING

INTERVIEW QUESTIONS

- How do you conclude that a risk is worth taking?
- What considerations are important for you to make before taking a risk at work?
- When have you taken too many risks at work?

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.