

OPTO

CEO SEARCH FOR GLOBAL HEADQUARTER, TRANSCORP ANGELA ADAMS

ANGELA.ADAMS@NEWLINE-HR.COM



OPTO

+ 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: **English norm**

SPOTLIGHT

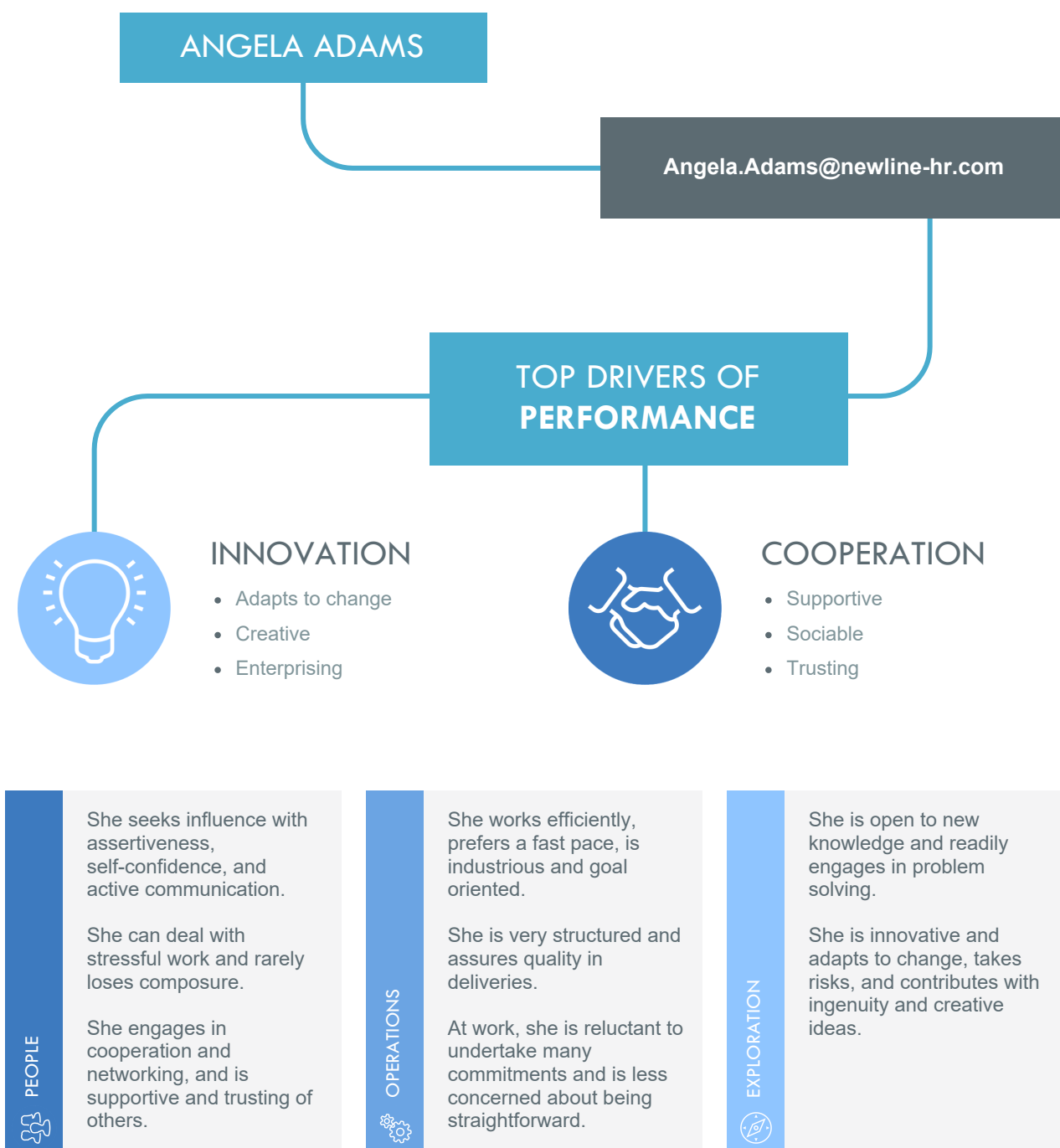
In this report a Spotlight graphic illustrates a suggestion for further exploration.

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



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



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



DRIVE

Drive measures commitment to ensuring progression.

SCORE



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

MEANING

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

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



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



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

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

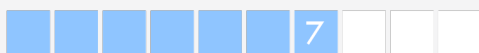
- Is capable of working with complexity
- Believes in own ability to learn quickly
- Readily engages in problem solving



ADAPTABILITY

Adaptability measures adjustment to change.

SCORE



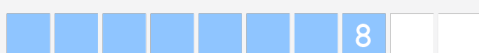
MEANING

- 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

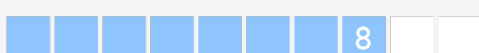


Less of this characteristic is expected in certain contexts. Explore.

RISK TAKING

Risk Taking measures willingness to be enterprising.

SCORE



MEANING

- Is highly enterprising
- Is adventurous
- Is very bold

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.