

# OPTO

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### OPTO

+ 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

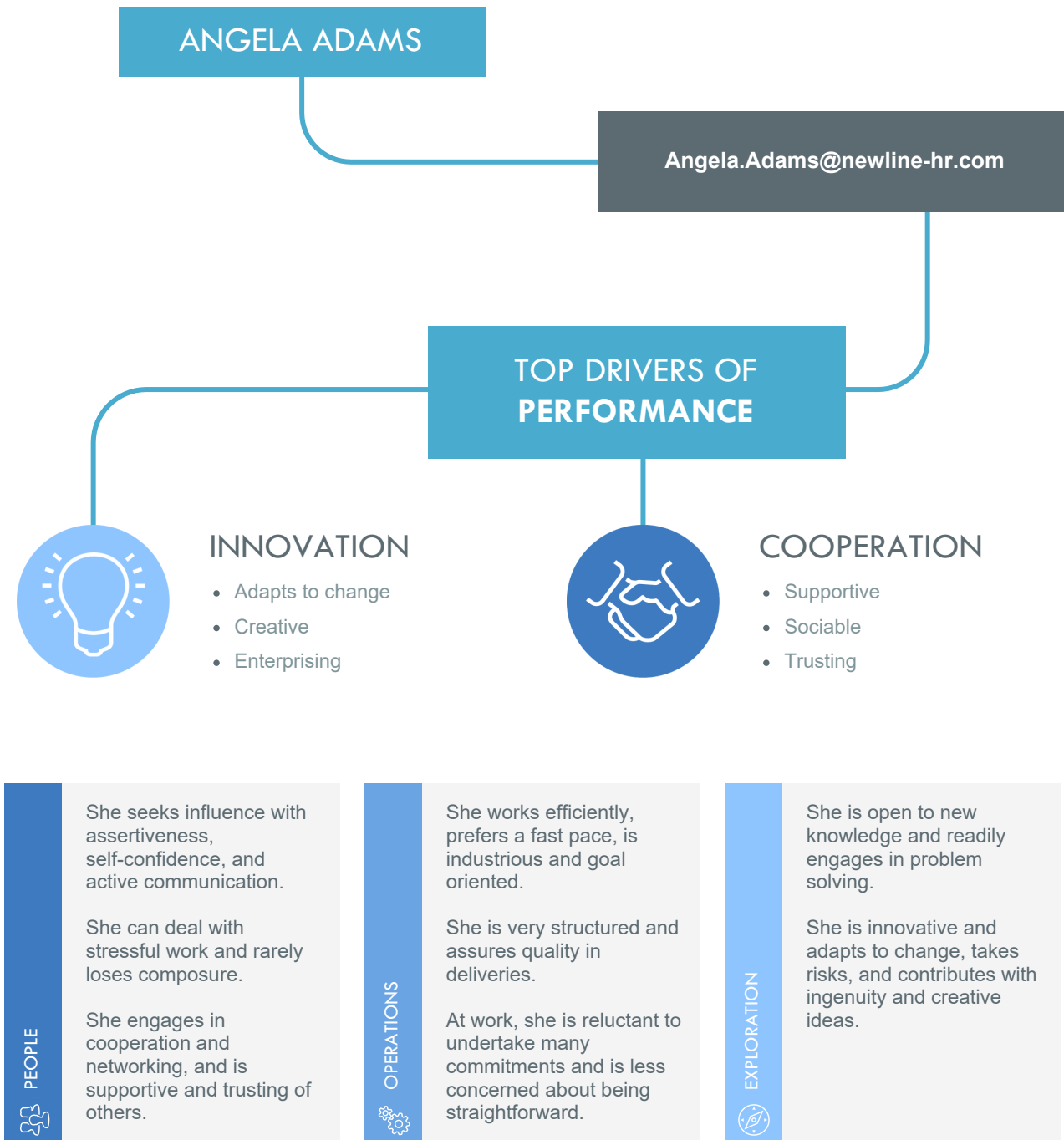
In this report a Spotlight graphic illustrates a suggestion for further exploration.

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



### INFLUENCE

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

#### SCORE



#### MEANING

- Takes charge
- Knows how to captivate people
- Feels confident in social situations



#### COMMUNICATION

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



### RESILIENCE

Resilience is comprised of the Aspects stability and stress management.

#### SCORE



#### MEANING

- Rarely loses composure
- Remains calm under pressure
- Can deal with stressful work



### COOPERATION

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

#### SCORE



#### MEANING

- Is always supportive
- Is outgoing and sociable
- Assumes others are honest



## EFFICIENCY

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

### SCORE



### MEANING

- Thrives with a fast pace
- Is determined to reach set goals
- Is self-disciplined at work



### DRIVE

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



## DELIVERY

Delivery is comprised of the Aspects structure and quality assurance.

### SCORE



### MEANING

- Prefers order at work
- Pays close attention to details
- Aims for perfection



## COMPLIANCE

Compliance is comprised of the Aspects dutifulness and sincerity.

### SCORE



### MEANING

- Is not very conscientious
- Is less genuine in some situations
- Is not always straightforward



## AGILITY

Agility is comprised of the Aspects intellect and problem solving.

### SCORE



### MEANING

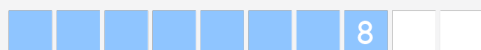
- Seeks out new knowledge
- Is capable of working with complexity
- Believes in own ability to learn quickly



## INNOVATION

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

### SCORE



### MEANING

- Adapts easily to new situations
- Constantly challenges the existing
- Is highly enterprising



### INGENUITY

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

## 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.