Sam Sample

EXPERT

QUESTION PROMPTS REPORT

OCCUPATIONAL PERSONALITY PROFILE

PERSONALITY
OPPRO

REPORT STRUCTURE

The Question Prompts Report presents Sam Sample's profile results in the following sections:

1. Guide to Using This Report
- Introduction
- The Question Prompts Report
- Supplementary Reports
- Reference Group (Norm) Used
- Understanding the Charts and Tables

2. Question Prompts
- Response Style
- Interpersonal Style
- Thinking Style
- Coping Style

3. OPPro Profiles
- Classic Profile
- Big Five Profile

DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

GUIDE TO USING THIS REPORT

INTRODUCTION

The Occupational Personality Profile (OPPro) is a general personality profile designed to assess a broad range of personality traits. These traits assess the candidate's characteristic ways of behaving across a wide range of situations. Identifying behaviour preferences across 9 major personality constructs as well as the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation:

O Openness
- Abstract
- Flexible

C Self-control
- Detail-conscious
- Conforming

E Extraversion
- Gregarious
- Persuasive

A Agreeableness
- Trusting
- Accommodating

N Anxiety
- Emotional
- Pessimistic

Extensive research, conducted over many years, has consistently demonstrated that 10-30% of the variance in job performance is attributable to personality differences. Moreover, a person's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus personality assessment forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:
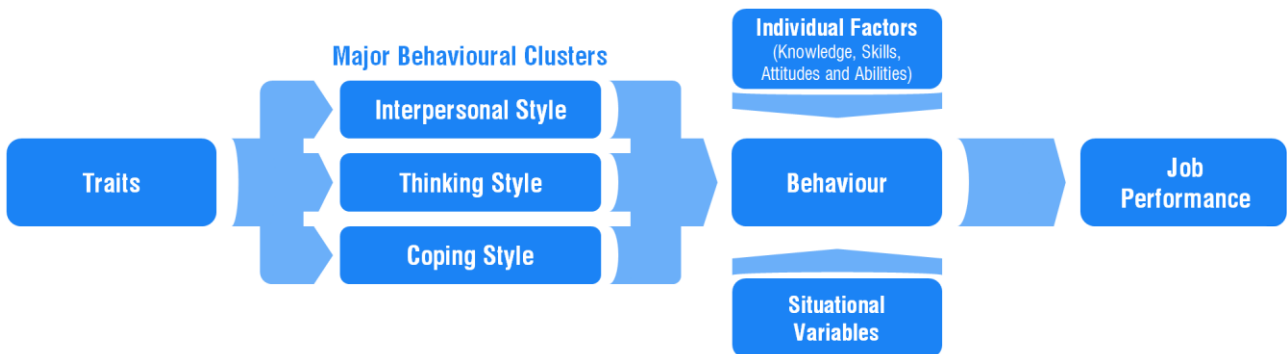
THE QUESTION PROMPTS REPORT

The Question Prompts Report provides interview questions to help probe and corroborate respondents' profiles. The questions are broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test.

SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the OPPro are:

Extended Report

The Extended Report is the most comprehensive of the OPPro expert reports. The main narrative is broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Further information is provided on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Selling Styles and Career Themes. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Derived Dimensions Report

The Derived Dimensions Report provides information on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Selling Styles and Career Themes.
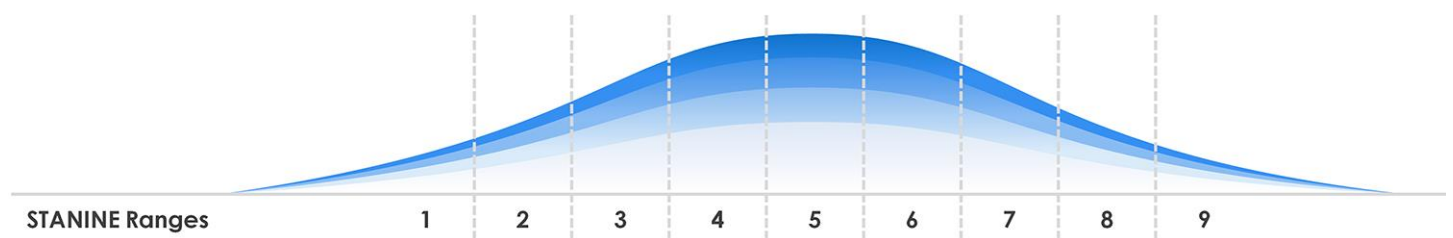
Profile Report

The Profile Report provides profile charts which cover the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents for their personal insight. Similar to this report, it provides descriptions of the individual's most likely behaviours within the three major behavioural clusters. It does not, however, provide potential strengths and development areas, derived work-related behavioural styles or scale scores.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam Sample's results. His results are presented as standardised STANINE scores with Mean=5.0 and SD=2 as demonstrated in the following chart.

STANINE Ranges   1   2   3   4   5   6   7   8   9

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Occupational Personality Profile (OPPro)	General Population	2727

UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
Raw	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
STANINE Score	The STANINE score is a standardised scale used to compare respondent results. The score has a Mean of 5.0 and Standard Deviation of 2. This score is presented as a 9-point scale in the results chart.
Standard Error of Measurement (SE*m***)**	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.

ARABIAN ASSESSMENT & DEVELOPMENT CENTRE L.L.C.
المركز العربي للتقييم والتطوير ذ.م.م

QUESTION PROMPTS

The following section lists a number of points and questions which can be inferred from Sam Sample's profile. The report user may wish to use these points as a basis for further probing.

RESPONSE STYLE

The OPPro contains a measure that examines the way in which the respondent has approached the questionnaire. The questionnaire contains a measure of the extent to which the respondent is attempting to present himself in a socially desirable or favourable way. Sam Sample appears to have answered the questions quite realistically. He has attempted to present a fairly accurate picture of himself. His social desirability score is only slightly above average.

INTERPERSONAL STYLE

Reserved vs Gregarious	Sam Sample's profile suggests that he is rather reserved and may be most comfortable working independently without the distractions of others.

POSSIBLE QUESTIONS:
- How much time do you spend socialising in a day/week?
- Given a problem, would you prefer to strive: a) for the right answer b) a less perfect answer, which is more acceptable to others?
- What do you find interesting about people?
- How many of your social or leisure interests involve other people?
- What type of activities do you enjoy with other people?
- Can you think of an occasion when you have found it easier to work with other people in order to solve a difficult problem?
- When you feel under stress, is it easier if there are other people around with whom to share the problem?
- What advantages are there in working with a group rather than in isolation?
- When you meet new people, how do you welcome them? Do you have a technique for putting them at ease?
- Can you think of a recent occasion when you have been the centre of attention - perhaps at a gathering? How did you feel about that?

Accommodating vs Assertive	Sam Sample's profile suggests that he strikes a balance between getting things done and the need to take into account the interpersonal sensibilities.

POSSIBLE QUESTIONS:
- In what circumstances are you likely to give way in an argument? Give me an example?
- What sort of person do you find most difficult to deal with?

Genuine vs Persuasive

Sam Sample's profile suggests that he is likely to adopt a balanced approach between emphasising his own views and values and the needs of the situation.

POSSIBLE QUESTIONS:

- What if anything, makes you think you are more - or less - socially adept than those with whom you work?
- Give me an example of when you were placed in a situation in which you had to choose between your own personal values and the interests of the situation. What did you do?
- Do others in your group look to you to 'give it to them straight' or do they see you more as a diplomat? Give an example?
- When you compare yourself to others in your working group, do you think you are more diplomatic or more direct than they are?

Cynical vs Trusting

Sam Sample is as trusting as most people. Aware that people cannot always be taken at face value, he does however, see no need to continually question their motives.

POSSIBLE QUESTIONS:

- Do you think your friends regard you as someone who might be taken advantage of or not? What evidence have you got for your views?
- Are others in your working group more or less sceptical than yourself?

Sam Sample

ARABIAN ASSESSMENT & DEVELOPMENT CENTRE L.L.C.
المـركـز الـعـربـي لـلـتـقـيـيـم والـتـطـويـر م.م.ح

THINKING STYLE

Abstract vs Pragmatic	The profile suggests that Sam Sample's orientation is fairly balanced between concentrating on immediate practical realities and more conceptual issues which have longer term or farther reaching consequences.

POSSIBLE QUESTIONS:
- What occupies your mind on a long car or train journey?
- Do you think you spend more or less time, thinking about things, than might others in your working group?
- Does your company/department do sufficient to 'keep up with the game' or do you feel it lags behind? What should it be doing?
- There is much talk about industry's need to change. Is this sometimes over - exaggerated?

Detail-Conscious vs Flexible	Sam Sample's profile suggests that he has a fairly balanced approach to work being neither obsessionally rigid and controlled nor overly neglectful of the need to be fairly structured and organised at times.

POSSIBLE QUESTIONS:
- Do you often need to refer to company policy, or rules and procedures, when making decisions?
- What sort of obligations, if any, do you feel to those you work with?
- Do you have any long term goals? Is it important to you to have these?
- How do you organise your working day?
- Do you regard yourself as more or less predictable than others in your work group?
- How do you think others amongst your working group cope with routine and boredom? Are you less tolerant or more tolerant of routine than others in your group?

COPING STYLE

Emotional vs Phlegmatic	As prone to feelings of anxiety as most, Sam Sample's profile suggests that he should be more than able to cope with the normal pressures and demands of life.

POSSIBLE QUESTIONS:
- Do you think you are more confident or less confident that those who work closest to you? Can you give me an example?
- Do you think you are better at working under pressure than some of your colleagues?

Optimistic vs Pessimistic	When faced with setbacks or dissapointments, Sam Sample may be inclined towards despondency and feelings of self-doubt. He may as a consequence feel that the cards are stacked up against him and give up in the face of what he may consider to be overwhelmingly unfavourable odds.

POSSIBLE QUESTIONS:
- In what type of situation do you feel most secure and confident? (at work, home, pursuing an interest, with friends etc.)
- Describe a situation which describes the lengths you will go to achieve an objective against all odds and when most other people would have given up.
- Tell me about a major personal achievement you have had in the last six months.
- Can you think of a recent event which might lead colleagues to describe you as very determined to reach your objectives?

Composed vs Contesting	Sam Sample appears to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in his attitude.

POSSIBLE QUESTIONS:
- Do you think those with whom you work closest are more relaxed than you, or less so?
- Does your present job require a sense of urgency? Give an example.

OPPRO PROFILES

CLASSIC PROFILE

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9	Right Description	%ile
ASSERTIVE	32	**Accommodating** Empathic, People oriented, Accepting, Avoids confrontation	6	**Assertive** Dominant, Task oriented, Challenging, Confrontative	61
FLEXIBLE	30	**Detail-Conscious** Deliberating, Controlled, Rigid, Enjoys attending to detail	6	**Flexible** Spontaneous, Lacks self-discipline and self-control	62
TRUSTING	34	**Cynical** Suspicious, Cynical, Sceptical, May distrust other people	5	**Trusting** Trusting, Philanthopic, Takes people at face value	40
PHLEG	34	**Emotional** Prone to worry, Moody, Easily takes offense	4	**Phlegmatic** Self-assured, Emotionally stable, Socially confident	30
GREGAR	28	**Reserved** Cool and introspective, Prefers to work alone	3	**Gregarious** Outgoing and sociable, Talkative, Enjoys group work	14
PERSUAS	26	**Genuine** Forthright, Honest and open	6	**Persuasive** Diplomatic, Shrewd, Sensitive to 'political' issues	58
CONTEST	29	**Composed** Calm and composed, Able to unwind and relax	6	**Contesting** Ambitious and competitive, Has difficulty relaxing, Impatient	59
EXTERNAL	29	**Optimistic** Achieving and striving, Positive approach to setbacks	8	**Pessimistic** Resigned, Prone to feelings of helplessness	91
PRAGMATIC	30	**Abstract** Imaginative, Aesthetically sensitive, Creative and artistic	6	**Pragmatic** Down to earth and concrete, Practical and realistic	58
CONFORM	24	**Low Distortion** Presents a realistic positive self-image	6	**High Distortion** Presents an unrealistic positive self-image	69
MIDRESP	128	**Extreme Responses**	9	**Central Tendency**	99

Sam Sample

BIG FIVE PROFILE

Scale	Score	Left Description	1	2	3	4	5	6	7	8	9	Right Description
E	4	**Introversion** Tends to feel uncomfortable in social situations.				4						**Extraversion** Strong predisposition to social interaction.
N	7	**Low aNxiety** Calm, Composed and satisfied with life and ability to cope.							7			**High aNxiety** Problems in coping with day to day situations. Concerned about the future.
O	4	**Pragmaticism** Realistic, practical and conservative in attitudes.				4						**Openness** Enjoy innovation, interested in artistic expression.
A	4	**Independence** Alert, Quick to respond to situations, challenging, self-assured.				4						**Agreeableness** People orientated, empathic, accommodating.
C	6	**Low Self-Control** Free from constraints of social rules.						6				**High Self-Control** Conscious of group standards of behaviour.

Sam Sample