

**Sam Sample**

**EXPERT**

# IDEAL PROFILE REPORT: SAMPLE OPPRO IDEAL

**OCCUPATIONAL PERSONALITY PROFILE**



POWERED BY

**PSYTECH**  
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# GUIDE TO USING THIS REPORT

## INTRODUCTION

The following report is based on the OPPro results of Sam Sample and the perceived ideal personality profile for the role of Sample OPPro Ideal. It aims to assess how well Sam Sample is suited to the personality requirements of this role. It does not take into account his experience, qualifications, abilities, aptitudes or interests, all of which may be important determinants of job performance.

## REPORT SECTIONS

The Ideal Profile report presents Sam Sample's results in the following sections:

### Ideal Profile Summary

This section summarises the results in a profile chart which presents the ideal profile in grey as well as Sam Sample's profile overlaid in Blue. A colour scale is also provided to further highlight profile similarities and differences.

### Question Prompts

This section is designed as an aid to a personality assessment feedback sessions by providing prompts for feedback which focus on the characteristics which may be relevant for the role. The prompts are not intended as definitive interview questions, but rather a recommended direction for eliciting job relevant information from the candidate.

## PROFILE SIMILARITY COEFFICIENT

Sam Sample's overall profile similarity to the ideal is estimated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, where 0 indicates no relationship between the two profiles and 1 indicates a perfect match to the ideal.

## REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Occupational Personality Profile (OPPro)	Working Age Adults	9738

## 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.

# SAMPLE OPPro IDEAL IDEAL PROFILE

Sam Sample's personality profile is referenced to the ideal for the role of *Sample OPPro Ideal*. Overall, Sam Sample's similarity to the ideal is estimated by to be **0.441\***.

## IDEAL PROFILE CHART

Profile Similarity

**0.441**

○ Ideal Profile    ● Sam Sample's Profile

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description	%ile
ASSERT	32	Accommodating		Assertive	55
FLEX	30	Detail-Conscious		Flexible	88
TRUST	34	Cynical		Trusting	30
PHLEG	34	Emotional		Phlegmatic	13
GREG	28	Reserved		Gregarious	13
PERS	26	Genuine		Persuasive	43
CONT	29	Composed		Contesting	59
EXTER	29	Optimistic		Pessimistic	93
PRAG	30	Abstract		Pragmatic	57

\* The Profile Similarity was calculated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, with 0 indicating no relationship between the two profiles.

Colour Scale Legend:

Similar



Different



## QUESTION PROMPTS

The following section lists a number of points which can be inferred from a comparison of Sam Sample's profile and the profile of an ideal candidate for the post of Sample OPPro Ideal. The interviewer may wish to use these as the basis for further probing within an interview.

### INTERPERSONAL STYLE

<b>Reserved vs Gregarious</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be moderately gregarious and to be comfortable working either independently or with others in a team.
	<b>Sam Sample</b>	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?

<b>Accommodating vs Assertive</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to strike a balance between getting things done and the need to take into account the interpersonal sensibilities.
	<b>Sam Sample</b>	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?



<b>Genuine vs Persuasive</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to adopt a balanced approach between emphasising his/her own views and values and the needs of the situation.
	<b>Sam Sample</b>	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?

<b>Cynical vs Trusting</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be as trusting as most people without seeing a need to continually question others' motives.
	<b>Sam Sample</b>	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?



## THINKING STYLE

<b>Abstract vs Pragmatic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to focus on the 'here and now' and on practical realities than the 'big picture'.
	<b>Sam Sample</b>	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?

<b>Detail-Conscious vs Flexible</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be dutiful, planful, structured and organised in his/her approach to work and obligations.
	<b>Sam Sample</b>	Sam Sample's profile suggests that he may be disinclined to attend to the detailed requirements of a task, following rules and meticulously planning for all contingencies, preferring to make decisions and take action in a more flexible manner, taking a more unstructured approach.

### POSSIBLE QUESTIONS:

- Give me an example of when you resolved a situation (at work) by 'going by the book'.
- Do you have any hobbies or interests which require you to be exacting and meticulous?
- Some people believe the saying 'Rules are made for the obedience of fools and the guidance of wise men'. What do you think?
- Do you have any obligations that you feel bound to fulfil?
- Do you have a good head for detail?
- Give me an example of an activity for which you like to plan well in advance.
- What aspects of work do you find to be tedious or boring?



## COPING STYLE

<b>Emotional vs Phlegmatic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to be more than able to cope with the normal pressures and demands of life.
	<b>Sam Sample</b>	Sam Sample's profile suggests that he may be somewhat less able than most to cope with emotionally gruelling situations - being inclined to worry and feel stressed when under pressure.

### POSSIBLE QUESTIONS:

- In which situations do you usually feel most confident?
- When did you last have to work to a tight schedule? Do you get better results on these occasions?
- What sorts of things make you lose your temper?
- Tell me about a disappointment you might have had recently.

<b>Optimistic vs Pessimistic</b>	<b>The Ideal Candidate</b>	The ideal candidate is required to have realistic expectations about his/her likely success at a given task. His/Her approach to problems will be neither unduly defeatist or unrealistically optimistic.
	<b>Sam Sample</b>	When faced with setbacks or disappointments, 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?

<b>Composed vs Contesting</b>	<b>The Ideal Candidate</b>	The ideal candidate is expected to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in his/her attitude.
	<b>Sam Sample</b>	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.
- What sort of things irritate you?
- Do you feel tense at the end of a very busy day? What do you do to relax?
- Give me a recent example of when you have felt like losing your temper with someone. What did you do?
- Do you easily get frustrated?

