

OPTO

CEO search for global headquarter, Transcorp

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OPTO (21/04/2017 12:53)

+ Leadership Report - Executive Summary

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

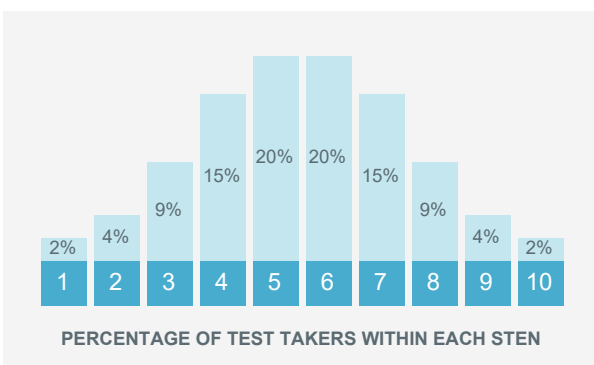
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that 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, with test takers normally distributed across the levels as illustrated in the figure below.



NORM GROUP

The scores in this report are calculated by comparing the test taker's responses with those of a group of individuals who have also taken the test, referred to as a norm group.

The norm group consists of a representative sample of the working population in a specific region.

This allows for a comparable interpretation and practical understanding of the scores.

Selected norm: **International norm**

SPOTLIGHT

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

Spotlight technology tracks whether the respondent, when asked to consider their responses in a more deliberate and thorough manner, consistently ranks up low scores or ranks down high scores.

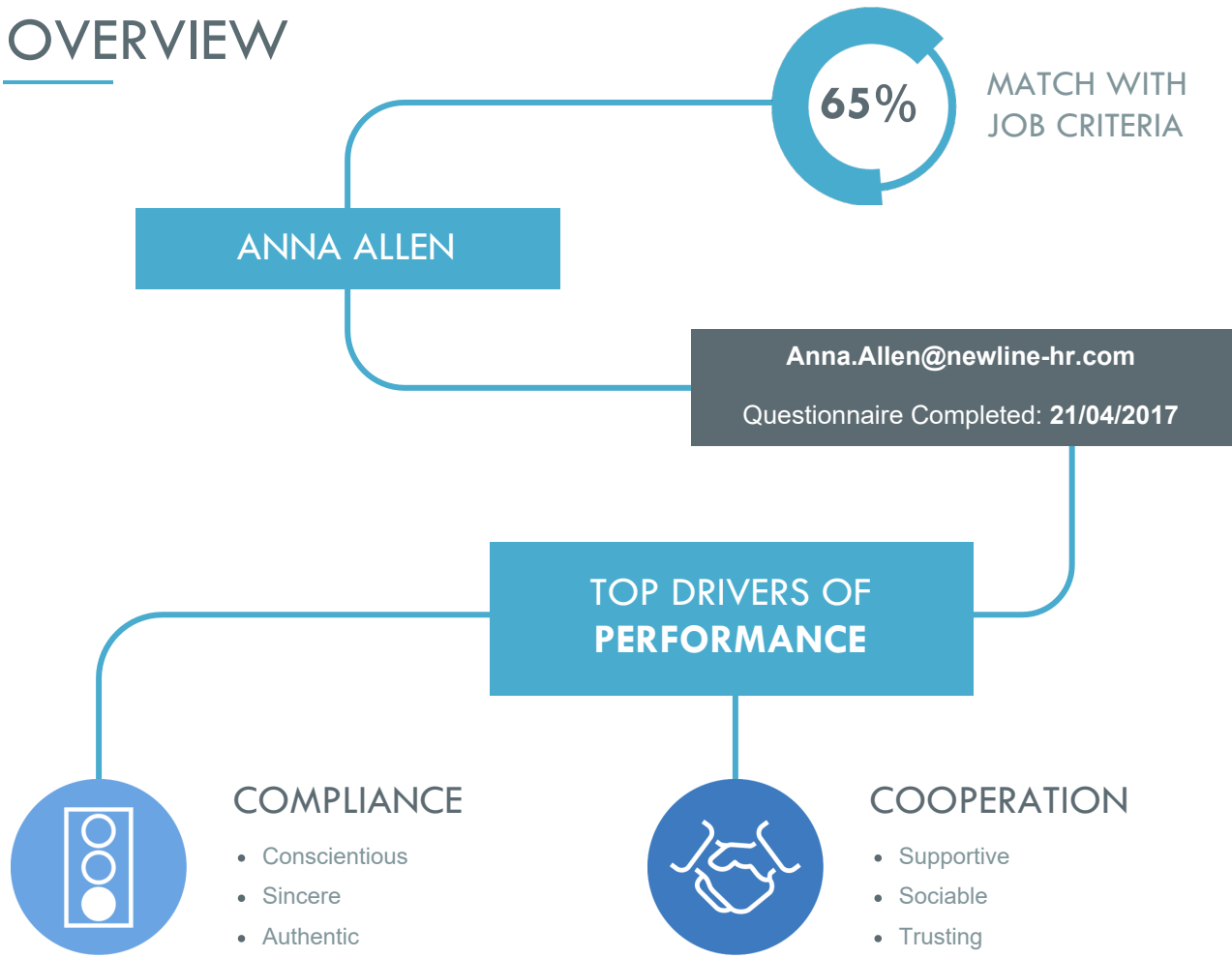
The number of Spotlights in the report is not fixed. On average, each report will contain 2-3 spotlights.



CRITERIA

CEO for Transcorp, Criteria by board of directors

OVERVIEW



HIGHEST ASPECT SCORES

The three highest aspects are dutifulness, altruism and trust. This indicates a leader with an extremely strong focus on doing what is expected, being supportive and believing in the honesty of others.

MOST LIKELY THIS LEADER:

- Consistently upholds all commitments
- Shows active concern for other people's problems
- Is very trusting

ON THE OTHER HAND, THIS LEADER:

- May often have difficulties saying no
- Has a tendency to become overly involved in others' problems
- Can be naïve

SCORE PROFILE

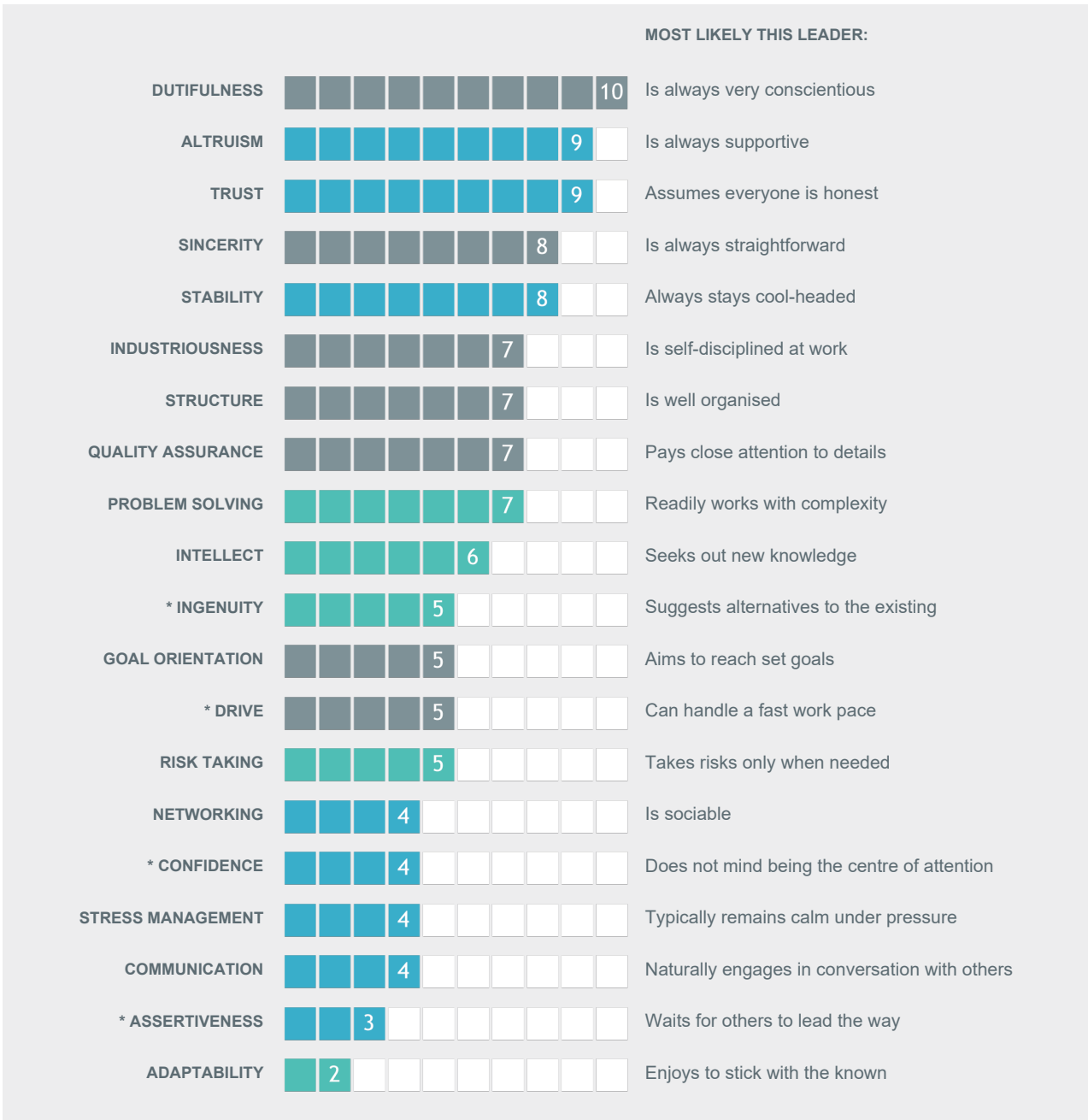
Anna.Allen@newline-hr.com
 Questionnaire Completed: 21/04/2017

SCORE PROFILE

PEOPLE	INFLUENCE	ASSERTIVENESS	measures the degree to which one takes the lead.	3	
		COMMUNICATION	measures the degree to which one is expressive.	4	
		CONFIDENCE	measures the degree to which one is self-assured.	4	
	RESILIENCE	STABILITY	measures the degree to which one keeps composure.	8	
		STRESS MANAGEMENT	measures how high pressure is handled.	4	
	COOPERATION	ALTRUISM	measures the degree to which one is supportive.	9	
		NETWORKING	measures how one cultivates relationships.	4	
		TRUST	measures belief in the honesty of others.	9	
	OPERATIONS	EFFICIENCY	DRIVE	measures commitment to ensuring progression.	5
GOAL ORIENTATION			measures focus on achieving results.	5	
INDUSTRIOUSNESS			measures diligence and self-discipline.	7	
DELIVERY		STRUCTURE	measures the degree to which one is organised.	7	
		QUALITY ASSURANCE	measures thoroughness and attention to details.	7	
COMPLIANCE		DUTIFULNESS	measures the degree to which one does what is expected.	10	
		SINCERITY	measures the degree to which one is genuine and honest.	8	
EXPLORATION		AGILITY	INTELLECT	measures openness to new knowledge.	6
			PROBLEM SOLVING	measures belief in one's ability to work with complexity.	7
	INNOVATION	ADAPTABILITY	measures adjustment to change.	2	
		INGENUITY	measures the degree to which one has original ideas.	5	
RISK TAKING		measures willingness to be enterprising.	5		

SCORE PROFILE

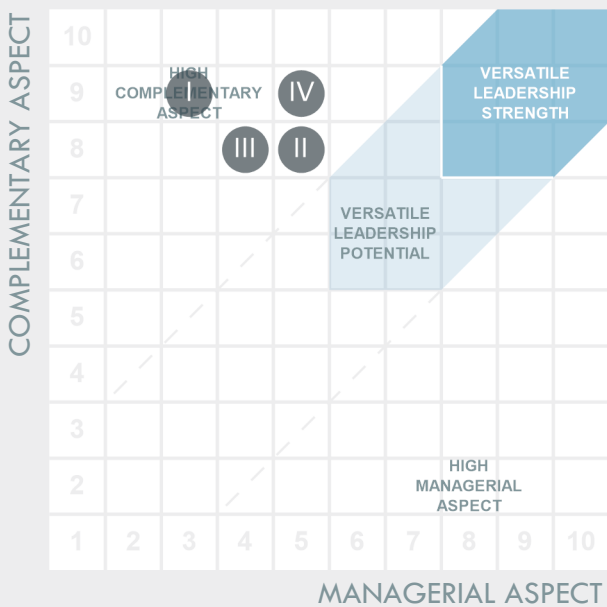
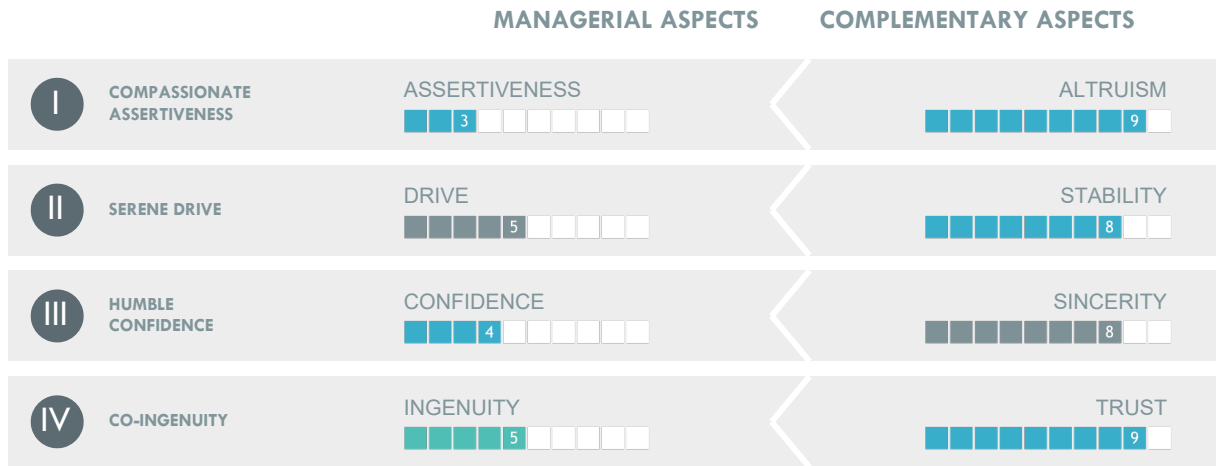
OPTO Aspect scores from the previous page sorted from highest to lowest.



* Aspects where leaders typically score higher than employees in non-leadership roles. See the next page for more information.

VERSATILE LEADERSHIP

Research reveals several OPTO Aspects where leaders typically score higher than employees. The largest differences are found on the four Managerial Aspects; Assertiveness, Drive, Confidence, and Ingenuity. Each Managerial Aspect has a Complementary Aspect, which can enhance Versatile Leadership. Strong Versatile Leadership will most likely create long-term value in organisations.



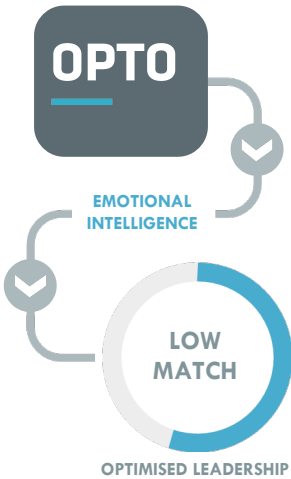
VERSATILE LEADERSHIP
 The blue areas highlighted in the graph illustrate where there is balance between the scores on the Managerial Aspect and the Complementary Aspect.

Darker blue: Versatile Leadership Strength
 Lighter blue: Versatile Leadership Potential

HIGH COMPLEMENTARY ASPECT
 A leader with a high Complementary Aspect but without a balance from the Managerial Aspect does not indicate Versatile Leadership behaviour.

HIGH MANAGERIAL ASPECT
 A leader with a high Managerial Aspect but without a balance from the Complementary Aspect risks delivering less on long-term accomplishments by applying more dominant leadership behaviour.

OPTIMISED LEADERSHIP



Optimised Leadership maps OPTO Aspects to four Emotional Intelligence areas: Executive Well-Being, Sociability, Grounded Support, and Self-Regulation. These qualities are essential for leaders to optimise performance and enhance psychological safety in teams and organisations.

Anna Allen shows an overall average across the four areas that indicates a low match with Optimised Leadership relative to other leaders.

<p>EXECUTIVE WELL-BEING: Low match</p>	<p>Executive Well-Being measures the degree to which a leader is a pillar of strength, emotionally resilient, and socially confident.</p>
<p>SOCIABILITY: Low match</p>	<p>Sociability measures the degree to which a leader is socially adept with focus on building positive relations.</p>
<p>GROUNDING SUPPORT: Good match</p>	<p>Grounded Support measures the degree to which a leader is composed, understanding and appreciative towards others.</p>
<p>SELF-REGULATION: Good match</p>	<p>Self-Regulation measures the degree to which a leader is consistent, diligent and has control over their own emotions, reactions and stress.</p>



The blue dots indicate this leader's match to the Optimised Leadership areas.



The grey distribution shows a reference group of a large sample of leaders worldwide.