

# OPTO

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**Team leader**

**ZOE ZACARIAS**

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**OPTO** (21/04/2017 13:06)

+ Decision 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

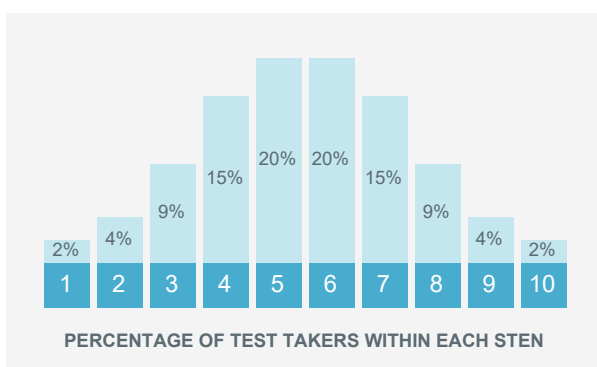
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that 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, 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.

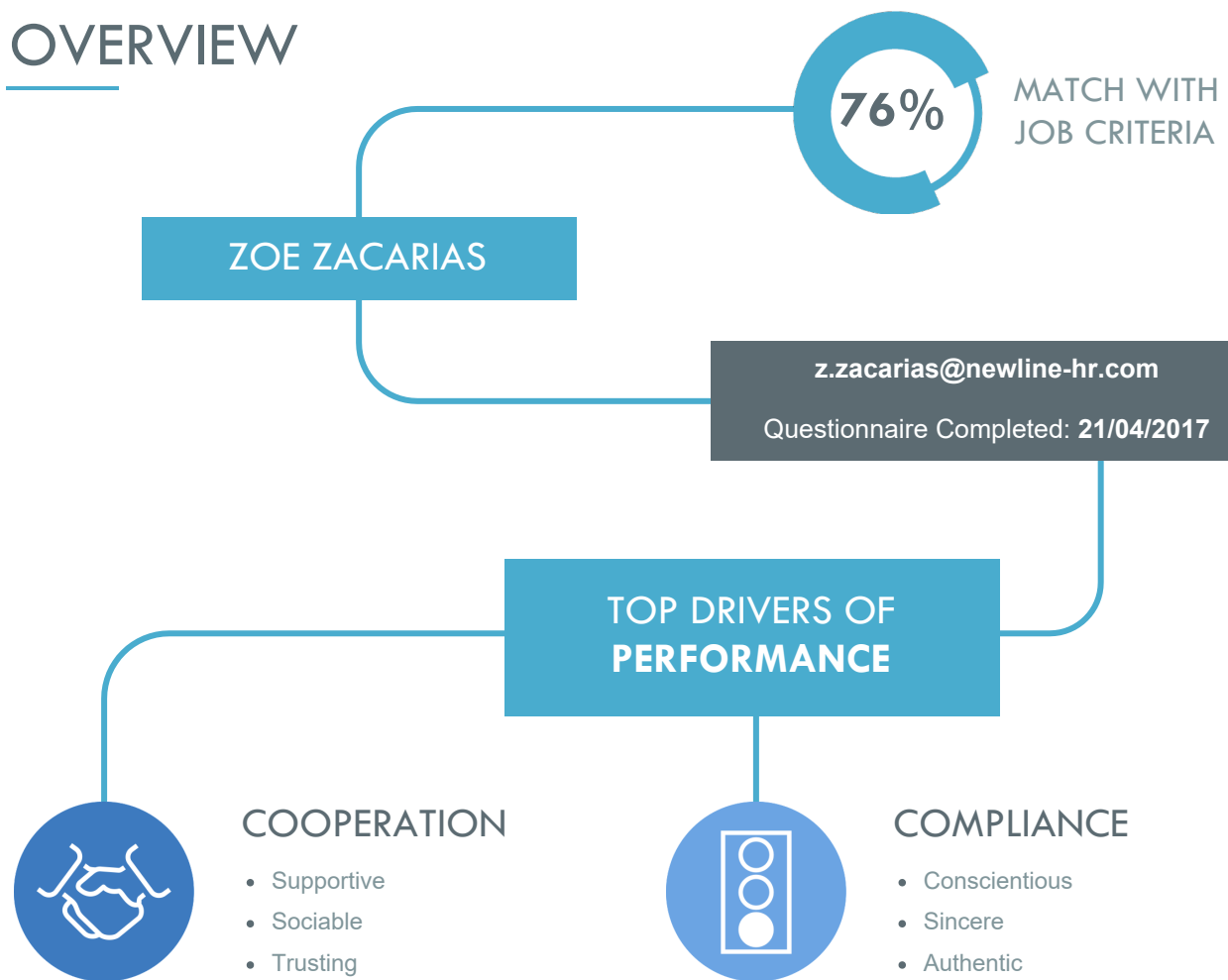
This allows for a comparable interpretation and practical understanding of the scores.

Selected norm: **International norm**

## CRITERIA

Team leader

## OVERVIEW



Aspects with very high scores, which are defined as 8-10, should be looked at more closely to better understand their potential pitfalls. Intuitively, we understand high scores as strengths in a person. However, these very strong Aspects carry behavioural risks that can have a negative impact on other people, tasks and working environments.

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This person shows concern for other people's problems.

This person prefers to work as part of a team.

This person is very trusting and can be naïve.

ZOE ZACARIAS

This person is highly reliable.

This person values authenticity very highly and may overlook the need for diplomacy in favour of being straightforward.

# SCORE OVERVIEW

PEOPLE	<b>INFLUENCE</b> <ul style="list-style-type: none"> <li>• Prefers to let others lead the way</li> <li>• Naturally engages in conversation with others</li> <li>• Feels confident in social situations</li> </ul>	<p>Criteria</p>
	<b>RESILIENCE</b> <ul style="list-style-type: none"> <li>• Can lose composure when frustrated</li> <li>• Typically remains calm under pressure</li> <li>• Can find it challenging to deal with stressful work</li> </ul>	<p>Criteria</p>
	<b>COOPERATION</b> <ul style="list-style-type: none"> <li>• Is supportive</li> <li>• Is outgoing and sociable</li> <li>• Assumes everyone is honest</li> </ul>	<p>Criteria</p>
OPERATIONS	<b>EFFICIENCY</b> <ul style="list-style-type: none"> <li>• Can handle a fast work pace</li> <li>• Is less driven by goal attainment</li> <li>• Is self-disciplined at work</li> </ul>	<p>Criteria</p>
	<b>DELIVERY</b> <ul style="list-style-type: none"> <li>• Is well organised</li> <li>• Pays close attention to details</li> <li>• Aims for perfection</li> </ul>	<p>Criteria</p>
	<b>COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Is very conscientious</li> <li>• Is always straightforward</li> <li>• Takes pride in being a very genuine person</li> </ul>	<p>Criteria</p>
EXPLORATION	<b>AGILITY</b> <ul style="list-style-type: none"> <li>• Is open to new knowledge when necessary</li> <li>• Can enjoy working with complexity</li> <li>• Believes in own ability to learn quickly</li> </ul>	<p>Criteria</p>
	<b>INNOVATION</b> <ul style="list-style-type: none"> <li>• Can adapt to new situations</li> <li>• Challenges the existing</li> <li>• Willingly takes risks</li> </ul>	<p>Criteria</p>

## BRIEF MANAGERIAL PERSPECTIVE

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Questionnaire Completed: 21/04/2017

NORM: International norm

**SOCIAL LEADERSHIP**  
refers to the degree a person is  
perceived as a leader.

As a leader, this person will recognise that setbacks happen and that it will require effort to bounce back from difficult situations.

They will guide behaviour based on the expectations of others and may find it difficult to inspire confidence in others.

Their leadership will be characterised by a high degree of personal integrity.

This person will show good people skills through an empathetic and trusting attitude.

SOCIAL LEADERSHIP

As a leader, they will rely on inputs from key stakeholders to improve the efficiency of plans and achievement of goals.

They will be persistent and conscientiously follow through with plans and projects.

When ambiguity exists about the best way forward, they will exploit conventional ways.

To deal with complexity, they will seek group learning and problem discussion.

EFFECTIVE LEADERSHIP

**LEADERSHIP EFFECTIVENESS**  
refers to the guiding of activities  
toward the achievement of goals.