

OPTO

Team leader

ZOE ZACARIAS

Z.ZACARIAS@NEWLINE-HR.COM



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+ Expanded Interview Guide

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

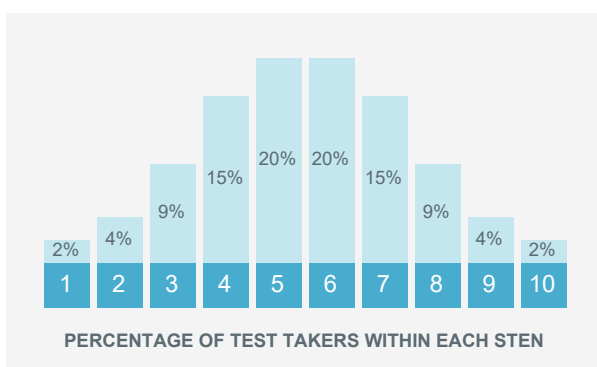
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that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

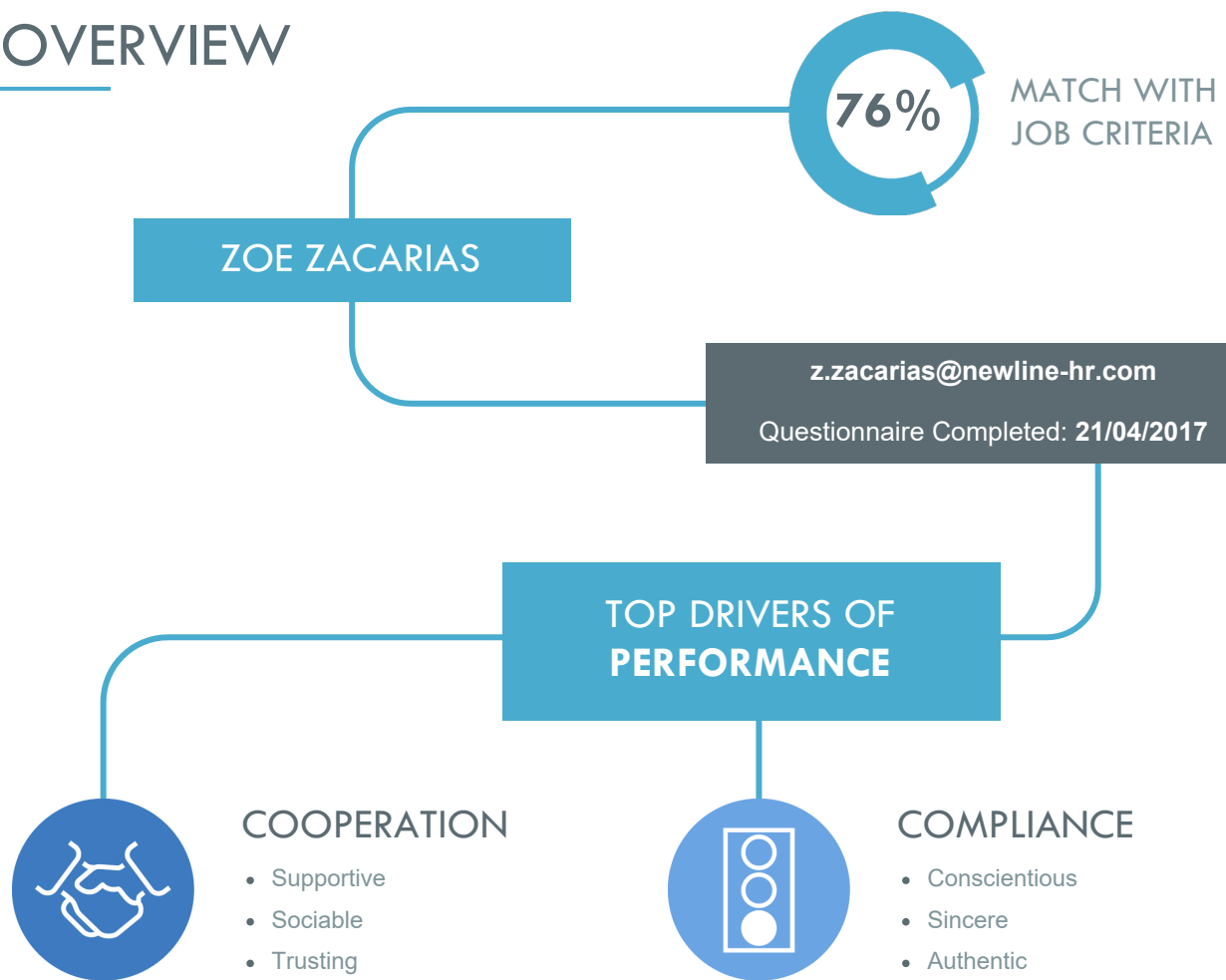
The number of Spotlights in the report is not fixed. On average, each report will contain 2-3 spotlights.



CRITERIA

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.

ZOE ZACARIAS

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 favor of being straightforward.



SCORES

ASSERTIVENESS

Assertiveness measures the degree to which one takes the lead.

SCORE



MEANING

- Prefers to let others lead the way
- Gives room for others to impact decisions
- Does not naturally try to convince others

COMMUNICATION

Communication measures the degree to which one is expressive.

SCORE



MEANING

- Naturally engages in conversation with others
- Prefers to let others do most of the talking
- Can find it challenging to capture the attention of others

CONFIDENCE

Confidence measures the degree to which one is self-assured.

SCORE



MEANING

- Feels confident in social situations
- Is comfortable with being the centre of attention
- Can deal with being criticised in public



ASSERTIVENESS

INTERVIEW QUESTIONS

- How do you seek impact on decisions?
- In which situations do you find it easier to impact decisions?
- How do you go about convincing others?

COMMUNICATION

INTERVIEW QUESTIONS

- How do you make sure that your message gets through?
- How do you capture the attention of others?
- In which situations do you take the lead in a conversation?

CONFIDENCE

INTERVIEW QUESTIONS

- Which social situations intimidate you?
- In which situations do you feel comfortable not being the centre of attention?
- How do others perceive you in social situations?



STABILITY

Stability measures the degree to which one keeps composure.

SCORE



MEANING

- Can lose composure when frustrated
- Believes it is natural to express emotions at work
- Openly shows irritation

STRESS MANAGEMENT

Stress Management measures how high pressure is handled.

SCORE



MEANING

- Typically remains calm under pressure
- Can find it challenging to deal with stressful work
- Does not easily get overwhelmed when stressed



STABILITY

INTERVIEW QUESTIONS

- What do you do to stay cool-headed when frustrated?
- When is it an advantage to not show your emotions?
- How do you interact with others who do not openly show their emotions?

STRESS MANAGEMENT

INTERVIEW QUESTIONS

- Do you have routines in place to unwind when stressed?
- How do other people see you when you are stressed?
- What helps you the most when you feel stressed?



ALTRUISM

Altruism measures the degree to which one is supportive.

SCORE



MEANING

- Is supportive
- Shows concern for other people's problems
- Feels responsible for making others feel comfortable

NETWORKING

Networking measures how one cultivates relationships.

SCORE



MEANING

- Is outgoing and sociable
- Prefers to work as part of a team
- Actively seeks out the company of others

TRUST

Trust measures belief in the honesty of others.

SCORE



MEANING

- Assumes everyone is honest
- Is very trusting
- Believes others have good intentions



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



ALTRUISM

INTERVIEW QUESTIONS

- When do you avoid getting involved in other people's problems?
- When do you find you get too involved in other people's problems?
- Do you always feel responsible for making others feel comfortable?

NETWORKING

INTERVIEW QUESTIONS

- When do you prefer to work alone?
- Which tasks at work are you comfortable addressing alone?
- When can it be an advantage to work alone?

TRUST

INTERVIEW QUESTIONS

- Which situations will make you sceptical of others?
- When do you lose your trust in others?
- How do you react if you lose your trust in someone?



DRIVE

Drive measures commitment to ensuring progression.

SCORE



MEANING

- Can handle a fast work pace
- Engages in tasks with energy
- Works to move things forward

GOAL ORIENTATION

Goal Orientation measures focus on achieving results.

SCORE



MEANING

- Is less driven by goal attainment
- Focuses less on ambition
- Can lack confidence in own ability to succeed

INDUSTRIOUSNESS

Industriousness measures diligence and self-discipline.

SCORE



MEANING

- Is self-disciplined at work
- Follows through with tasks
- Starts assignments right away



DRIVE

INTERVIEW QUESTIONS

- How can you thrive in a fast-paced work environment?
- How do you know when you actively need to move things forward?
- What does it take for you to find your inner drive at work?

GOAL ORIENTATION

INTERVIEW QUESTIONS

- What drives your ambition?
- How do you succeed with your goals?
- When is it important to focus on goals?

INDUSTRIOUSNESS

INTERVIEW QUESTIONS

- When do you find it difficult to follow through on tasks?
- How do you tackle others' lack of self-discipline?
- How do you prioritise your efforts?



STRUCTURE

Structure measures the degree to which one is organised.

SCORE



MEANING

- Is well organised
- Works systematically
- Strictly follows set directions

QUALITY ASSURANCE

Quality Assurance measures thoroughness and attention to details.

SCORE



MEANING

- Pays close attention to details
- Aims for perfection
- Is thorough



STRUCTURE

INTERVIEW QUESTIONS

- When are you willing to diverge from set directions?
- When do you tend to work less systematically?
- How do you react when the directions you've been given are not clear?

QUALITY ASSURANCE

INTERVIEW QUESTIONS

- How do you avoid getting lost in the details?
- How do you decide when you have enough details?
- What experience do you have in delivering an imperfect result?



DUTIFULNESS

Dutifulness measures the degree to which one does what is expected.

SCORE



MEANING

- Is very conscientious
- Is highly reliable
- Upholds all commitments

SINCERITY

Sincerity measures the degree to which one is genuine and honest.

SCORE



MEANING

- Is always straightforward
- Takes pride in being a very genuine person
- Values authenticity very highly



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



DUTIFULNESS

INTERVIEW QUESTIONS

- When is it important to say no to additional commitments?
- In which situations is it important to not uphold all commitments?
- How do you react when others are not that reliable?

SINCERITY

INTERVIEW QUESTIONS

- What may the consequences be if you are too honest?
- In which situations would you be okay with hiding the truth?
- How do you react to people who are not straightforward?

INTELLECT

Intellect measures openness to new knowledge.

SCORE



MEANING

- Is open to new knowledge when necessary
- Is less interested in theoretical discussions
- Prefers attending to the existing understanding of things

PROBLEM SOLVING

Problem Solving measures belief in one's ability to work with complexity.

SCORE



MEANING

- Can enjoy working with complexity
- Believes in own ability to learn quickly
- Readily engages in problem solving

INTELLECT

INTERVIEW QUESTIONS

- When do you actively seek out new knowledge?
- What strategies do you use to get a deeper understanding of things?
- How do you cope with very theoretical knowledge or information?

PROBLEM SOLVING

INTERVIEW QUESTIONS

- When do you like working with complex problems?
- What do you do if you find your tasks to be too complex?
- How do you go about solving a problem?



ADAPTABILITY

Adaptability measures adjustment to change.

SCORE



MEANING

- Can adapt to new situations
- Is usually open to novel experiences
- Acknowledges the need for change

INGENUITY

Ingenuity measures the degree to which one has original ideas.

SCORE



MEANING

- Challenges the existing
- Has many new ideas
- Is creative

RISK TAKING

Risk Taking measures willingness to be enterprising.

SCORE



MEANING

- Willingly takes risks
- Is enterprising
- Is bold



ADAPTABILITY

INTERVIEW QUESTIONS

- What do you do to adapt to change at work?
- In which situations can change at work be valuable?
- How can others support you with change at work?

INGENUITY

INTERVIEW QUESTIONS

- How do you make sure to exploit the benefits of the conventional?
- When is it important for you to limit your ideas?
- What sort of working environment can help foster your creativity?

RISK TAKING

INTERVIEW QUESTIONS

- How do you conclude that a risk is worth taking?
- What considerations are important for you to make before taking a risk at work?
- When have you taken too many risks at work?

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.