

# OPTO

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**Team leader**

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

+ Score 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

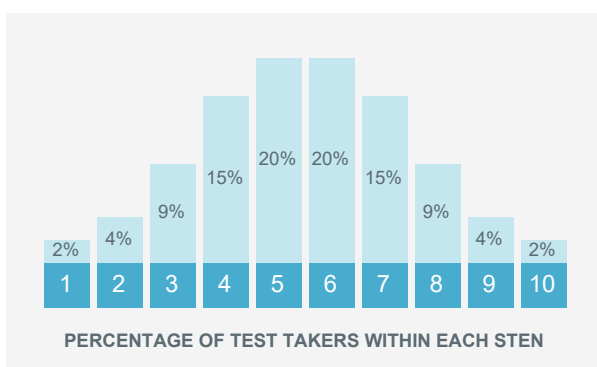
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that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

## SPOTLIGHT

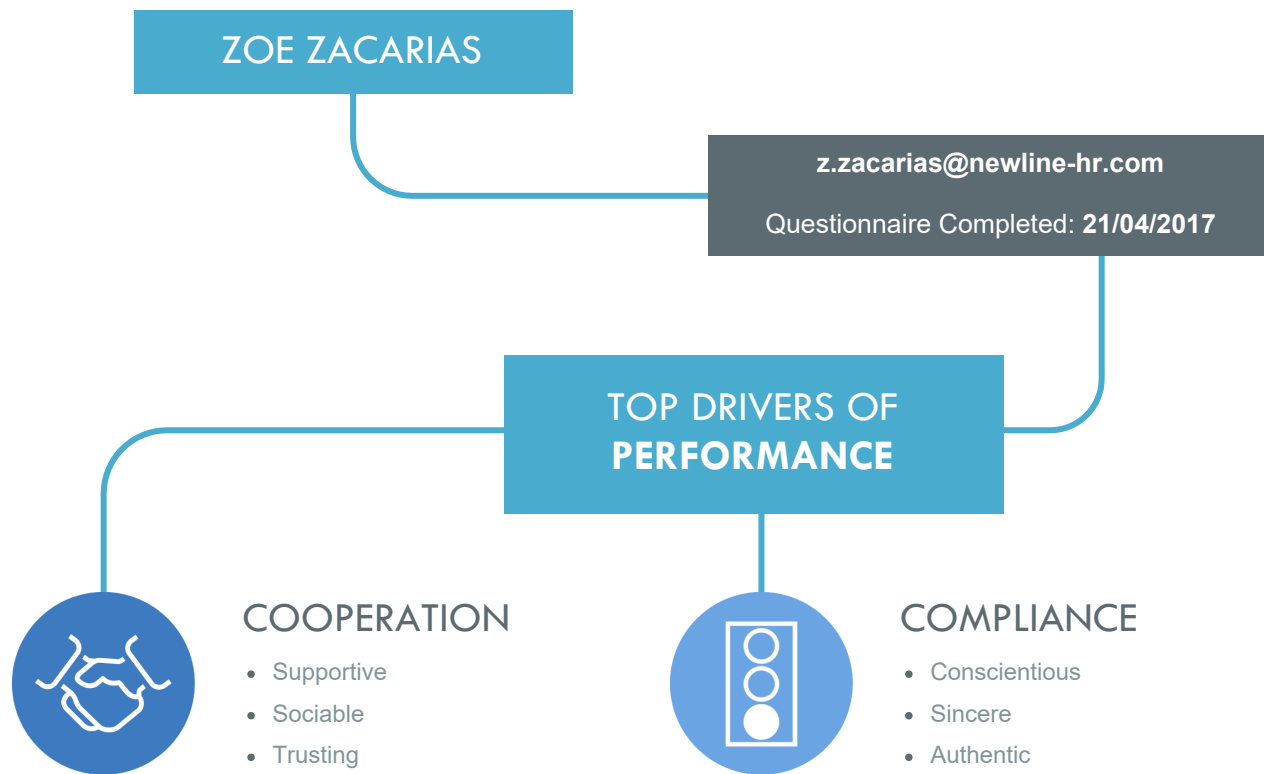
In this report, a Spotlight graphic illustrates a suggestion for further exploration.

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.



## 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 favor of being straightforward.



## SCORES



### INFLUENCE

Influence is comprised of the Aspects assertiveness, communication and confidence.

SCORE



MEANING

- Prefers to let others lead the way
- Naturally engages in conversation with others
- Feels confident in social situations



### RESILIENCE

Resilience is comprised of the Aspects stability and stress management.

SCORE



MEANING

- Can lose composure when frustrated
- Typically remains calm under pressure
- Can find it challenging to deal with stressful work



### COOPERATION

Cooperation is comprised of the Aspects altruism, networking and trust.

SCORE



MEANING

- Is supportive
- Is outgoing and sociable
- Assumes everyone is honest



#### TRUST

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



## EFFICIENCY

Efficiency is comprised of the Aspects drive, goal orientation and industriousness.

### SCORE



### MEANING

- Can handle a fast work pace
- Is less driven by goal attainment
- Is self-disciplined at work



## DELIVERY

Delivery is comprised of the Aspects structure and quality assurance.

### SCORE



### MEANING

- Is well organised
- Pays close attention to details
- Aims for perfection



## COMPLIANCE

Compliance is comprised of the Aspects dutifulness and sincerity.

### SCORE



### MEANING

- Is very conscientious
- Is always straightforward
- Takes pride in being a very genuine person



### SINCERITY

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



## AGILITY

Agility is comprised of the Aspects intellect and problem solving.

### SCORE



### MEANING

- Is open to new knowledge when necessary
- Can enjoy working with complexity
- Believes in own ability to learn quickly



## INNOVATION

Innovation is comprised of the Aspects adaptability, ingenuity and risk-taking.

### SCORE



### MEANING

- Can adapt to new situations
- Challenges the existing
- Willingly takes risks

### 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.