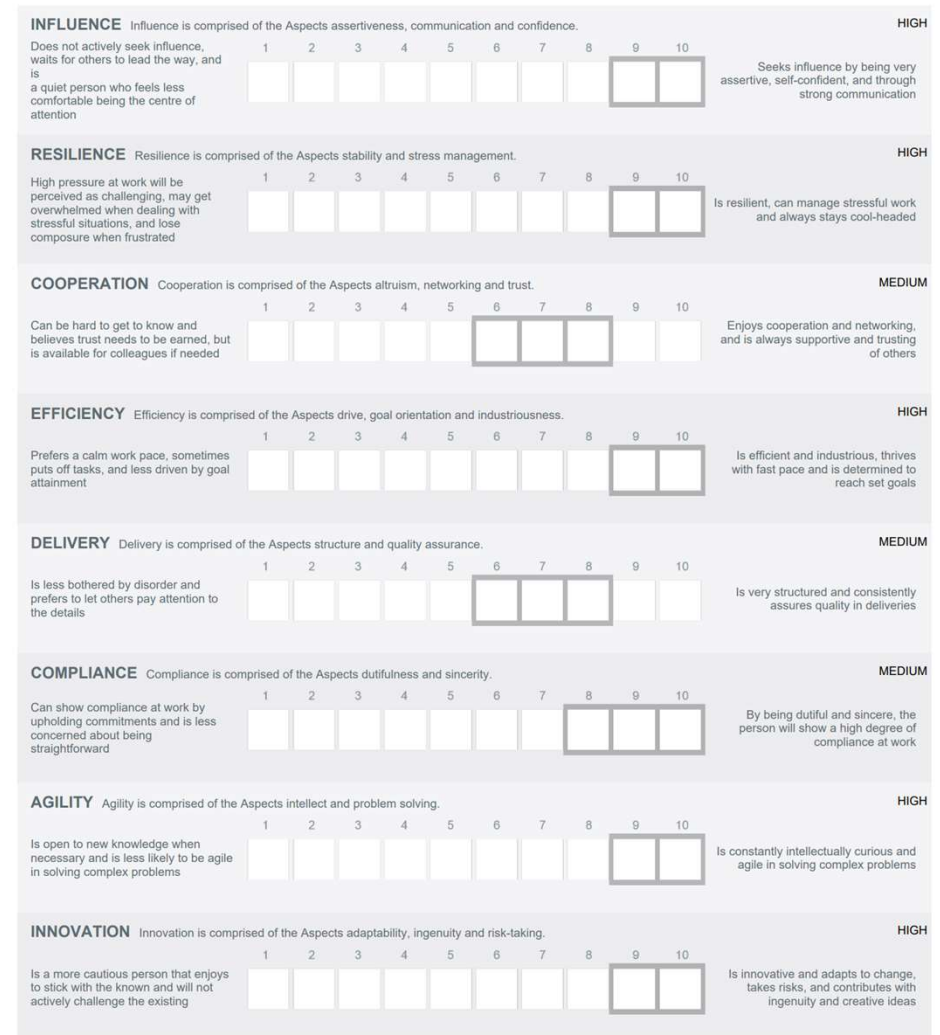

Master's generic OPTO Criterias

OPTO Top leader

Role that demands a high strategic level, decisiveness, clarity, and the ability to lead others. Typical roles include CEOs in medium-sized and large companies, individuals in management teams with strategic responsibilities.



OPTO Leader

Role that includes personnel responsibility, a strategic mindset, an operational approach, and the ability to inspire others. Delegates and takes responsibility. Typical roles include middle managers in larger companies and CEOs in smaller companies.

<p>INFLUENCE Influence is comprised of the Aspects assertiveness, communication and confidence.</p> <p>Does not actively seek influence, waits for others to lead the way, and is a quiet person who feels less comfortable being the centre of attention</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Seeks influence by being very assertive, self-confident, and through strong communication</p>	<p>HIGH</p>
<p>RESILIENCE Resilience is comprised of the Aspects stability and stress management.</p> <p>High pressure at work will be perceived as challenging, may get overwhelmed when dealing with stressful situations, and lose composure when frustrated</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Is resilient, can manage stressful work and always stays cool-headed</p>	<p>HIGH</p>
<p>COOPERATION Cooperation is comprised of the Aspects altruism, networking and trust.</p> <p>Can be hard to get to know and believes trust needs to be earned, but is available for colleagues if needed</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Enjoys cooperation and networking, and is always supportive and trusting of others</p>	<p>HIGH</p>
<p>EFFICIENCY Efficiency is comprised of the Aspects drive, goal orientation and industriousness.</p> <p>Prefers a calm work pace, sometimes puts off tasks, and less driven by goal attainment</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Is efficient and industrious, thrives with fast pace and is determined to reach set goals</p>	<p>HIGH</p>
<p>DELIVERY Delivery is comprised of the Aspects structure and quality assurance.</p> <p>Is less bothered by disorder and prefers to let others pay attention to the details</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Is very structured and consistently assures quality in deliveries</p>	<p>MEDIUM</p>
<p>COMPLIANCE Compliance is comprised of the Aspects dutifulness and sincerity.</p> <p>Can show compliance at work by upholding commitments and is less concerned about being straightforward</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>By being dutiful and sincere, the person will show a high degree of compliance at work</p>	<p>HIGH</p>
<p>AGILITY Agility is comprised of the Aspects intellect and problem solving.</p> <p>Is open to new knowledge when necessary and is less likely to be agile in solving complex problems</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Is constantly intellectually curious and agile in solving complex problems</p>	<p>HIGH</p>
<p>INNOVATION Innovation is comprised of the Aspects adaptability, ingenuity and risk-taking.</p> <p>Is a more cautious person that enjoys to stick with the known and will not actively challenge the existing</p>	<p>1 2 3 4 5 6 7 8 9 10</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>Is innovative and adapts to change, takes risks, and contributes with ingenuity and creative ideas</p>	<p>HIGH</p>

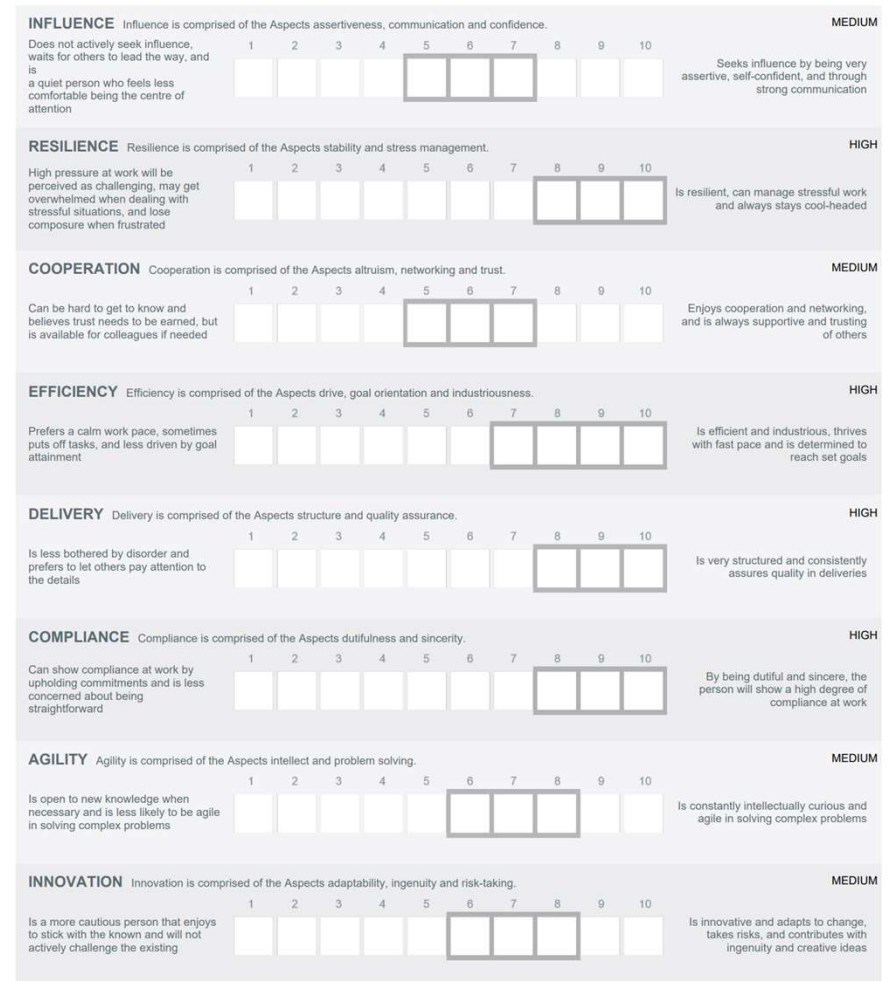
OPTO Generalist

Role that requires a strategic mindset, openness to change, creativity with an operational approach. Typical roles include project managers, business developers, and operational developers.

INFLUENCE	Influence is comprised of the Aspects assertiveness, communication and confidence.	MEDIUM
Does not actively seek influence, waits for others to lead the way, and is a quiet person who feels less comfortable being the centre of attention	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Seeks influence by being very assertive, self-confident, and through strong communication
RESILIENCE	Resilience is comprised of the Aspects stability and stress management.	MEDIUM
High pressure at work will be perceived as challenging, may get overwhelmed when dealing with stressful situations, and lose composure when frustrated	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Is resilient, can manage stressful work and always stays cool-headed
COOPERATION	Cooperation is comprised of the Aspects altruism, networking and trust.	HIGH
Can be hard to get to know and believes trust needs to be earned, but is available for colleagues if needed	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Enjoys cooperation and networking, and is always supportive and trusting of others
EFFICIENCY	Efficiency is comprised of the Aspects drive, goal orientation and industriousness.	HIGH
Prefers a calm work pace, sometimes puts off tasks, and less driven by goal attainment	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Is efficient and industrious, thrives with fast pace and is determined to reach set goals
DELIVERY	Delivery is comprised of the Aspects structure and quality assurance.	MEDIUM
Is less bothered by disorder and prefers to let others pay attention to the details	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	Is very structured and consistently assures quality in deliveries
COMPLIANCE	Compliance is comprised of the Aspects dutifulness and sincerity.	MEDIUM
Can show compliance at work by upholding commitments and is less concerned about being straightforward	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	By being dutiful and sincere, the person will show a high degree of compliance at work
AGILITY	Agility is comprised of the Aspects intellect and problem solving.	HIGH
Is open to new knowledge when necessary and is less likely to be agile in solving complex problems	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Is constantly intellectually curious and agile in solving complex problems
INNOVATION	Innovation is comprised of the Aspects adaptability, ingenuity and risk-taking.	MEDIUM
Is a more cautious person that enjoys to stick with the known and will not actively challenge the existing	1 2 3 4 5 6 7 8 9 10 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Is innovative and adapts to change, takes risks, and contributes with ingenuity and creative ideas

OPTO Specialist

Role that demands execution and in-depth knowledge in specific areas. High technical expertise and delves deeply. Typical roles include, for example, system developers, system administrators, analysts, lawyers with specialized expertise, etc.



OPTO Sales

Sales role linked to performance and measured by KPIs. Focused on new sales.



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