

OPTO

Team leader

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OPTO (21/04/2017 13:06)

+ 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

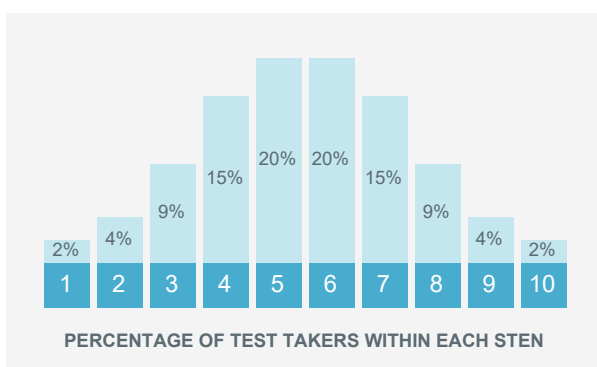
OPTO is a personality test that measures 8 Dimensions of personality which are essential to behaviour and performance at work. Each Dimension is comprised of two or three underlying Aspects. The Dimensions and Aspects are characteristics that individuals exhibit to a greater or lesser extent, and that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

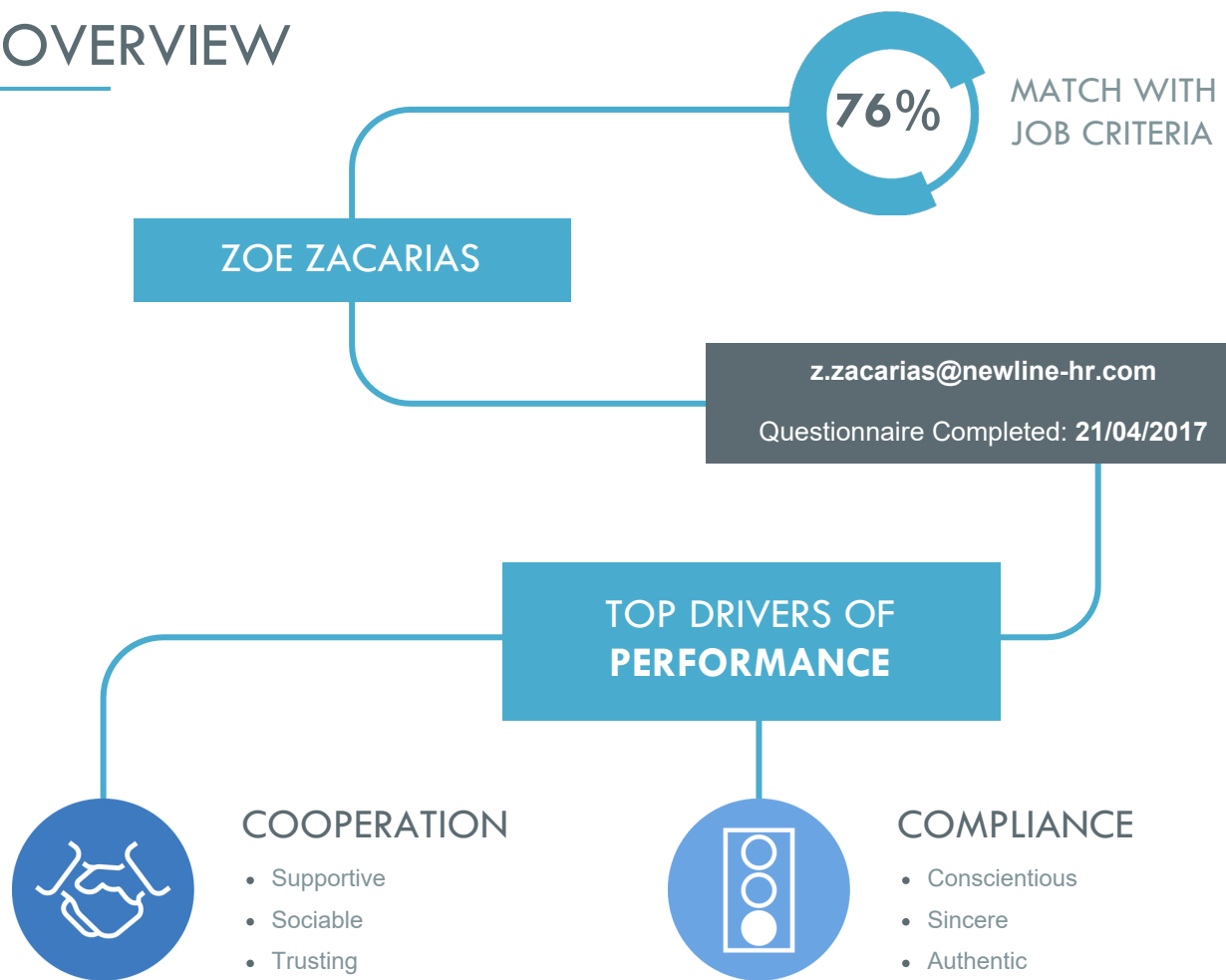
The number of Spotlights in the report is not fixed. On average, each report will contain 2-3 spotlights.



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.

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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.



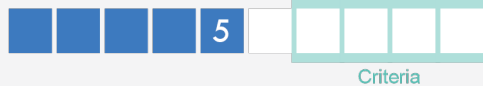
SCORES



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.



INFLUENCE

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?
- 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?
- 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?

RESILIENCE

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?
- 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?

COOPERATION

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?
- 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?
- 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?



EFFICIENCY

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

SCORE



Priority: MEDIUM

Criteria

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



Priority: MEDIUM

Criteria

MEANING

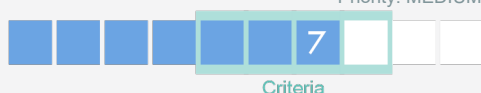
- Is well organised
- Pays close attention to details
- Aims for perfection



COMPLIANCE

Compliance is comprised of the Aspects dutifulness and sincerity.

SCORE



Priority: MEDIUM

Criteria

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.



EFFICIENCY

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

DELIVERY

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?
- 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?

COMPLIANCE

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?
- 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?



AGILITY

Agility is comprised of the Aspects intellect and problem solving.

SCORE



Priority: MEDIUM

MEANING

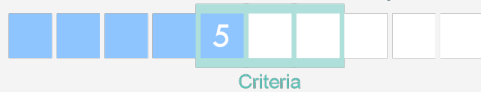
- Is open to new knowledge when necessary
- Can enjoy working with complexity
- Believes in own ability to learn quickly



INNOVATION

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

SCORE



Priority: MEDIUM

MEANING

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



AGILITY

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?
- 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?

INNOVATION

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?
- 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?
- 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.