

DEVELOP YOUR LEADERSHIP

*Guide to areas for improvement in
your leadership based on OPTO's
aspects*

BACKGROUND AND PURPOSE

Master's personality test OPTO is based on the well-established Five-Factor Model, which is widely used in work psychology across the globe. The model's robustness and reliability make it particularly effective in measuring personality traits linked to behaviors, attitudes, and values.

This guide provides you with a deeper understanding of OPTO and how its insights can support your personal development as a leader. OPTO is a powerful personality test that helps you identify your strengths, potential pitfalls, and how your personality traits influence your leadership style and relationships with others.

This guide is specifically designed to help you as a leader:

- ⇒ **Explore OPTO's aspects:** Gain insight into different aspects of your behavior and how they relate to your leadership.
- ⇒ **Identify strengths and pitfalls:** Understand how high scores in different aspects can benefit you, but also what risks they may pose if overemphasized.
- ⇒ **Manage challenges and "allergies":** Learn which situations or behaviors may be challenging for you—both in your own actions and in how you respond to others' behaviors.

By using this guide, you will have the opportunity to reflect on your leadership, develop strategies to enhance self-awareness, handle challenges, and leverage your strengths in a more balanced way. OPTO is not just a tool for understanding yourself—it is also a roadmap for achieving long-term development in your leadership role.

Let's dive in and begin your journey toward becoming the best version of yourself as a leader!

Aspects	Core quality and potential pitfall	Identify your challenge	Identify your allergy
<i>Identify high-scoring aspects on page 5 of your OPTO Leadership Report</i>	<i>The strength and overexertion of your core quality.</i>	<i>The positive opposite of your pitfall.</i>	<i>The behavior of others to which you react strongly, or your own behavior when your challenge is pushed to its limit</i>
Assertiveness	Taking the initiative, influences decisions. Dominant, superior.	To mitigate the pitfall: develop empathy and cooperation skills.	Do you react strongly against indecision and passivity in others?
Communication	Expressive, Grabbing attention. Overcommunicating, disturb others.	To mitigate the pitfall: practice active listening and concise communication.	Do you react strongly against lack of communication or silence in others?
Confidence	Self-confident, enjoying public attention. Hubris. Arrogance,	To mitigate the pitfall: develop humility and openness to feedback.	Do you react strongly against self-doubt or lack of self-confidence in others?
Stability	Handles high pressure well, Remains calm. Ignoring stress, underestimate the need for support.	To mitigate the pitfall: practice being aware of stress and self-care.	Do you react strongly against panic or high anxiety in others?
Stress management	Keeping calm under pressure, collected. Indifferent, distanced, Callous.	To mitigate the pitfall: practice expressing emotions emotionally.	Do you react strongly against emotional instability and unpredictability in others?
Altruism	Supportive, care about others. Excessive self-sacrifice, gets too involved in other people's problems.	To mitigate the pitfall: set boundaries and practice self-care.	Do you react strongly against selfishness and lack of consideration in others?
Networking	Social, builds strong relationships. Difficulties with independent tasks, Stretches too far in social ties.	To mitigate the pitfall: focus on deeper, meaningful relationships and prioritizing time for yourself.	Do you react strongly against isolation and poor networking skills in others?
Trust	Believes in the honesty of others, Trusts others easily. Naivety, At risk of being exploited.	To mitigate the pitfall: balance trust with discernment, develop critical thinking.	Do you react strongly against cynicism and distrust in others?
Drive	High energy, Relentless pursuit of goals. Overworked, impatience, overwhelm others.	To mitigate the pitfall: develop patience and the ability to slow down.	Do you react strongly against laziness and lack of ambition in others?
Goal orientation	Strong focus on achieving results. Tunnel vision, neglect of other important aspects, Unrealistic expectations.	To mitigate the pitfall: develop broader perspectives, Balance goals with team well-being.	Do you react strongly against lack of focus and lack of clarity in goals in others?
Industriousness	Diligent, disciplined. Perfectionism, Workaholism, frustration over workflow interruptions.	To mitigate the pitfall: learn to let go, accept imperfections.	Do you react strongly against procrastination and lack of discipline in others?
Structure	Organised, methodical. Lack of flexibility, Resistance to change.	To mitigate the pitfall: develop adaptability, embrace innovation.	Do you react strongly against disorganization and chaos in others?
Quality assurance	Careful, Attention to detail. Microcontrol, Excessive focus on small details.	To mitigate the pitfall: focus on the big picture and evaluate which details are less important.	Do you react strongly against the negligence and neglect of details of others?
Dutifulness	Conscientious, reliable. Rigidity, Hard to say no.	To mitigate the pitfall: learn to prioritize and decline tasks and responsibilities more often.	Do you react strongly against the irresponsibility and unreliability of others?
Sincerity	Honest, genuine. Rakt på sak, lack of diplomacy and tact.	To mitigate the pitfall: develop diplomacy and tact. Learn when it's best not to speak.	Do you react strongly against dishonesty and manipulation in others?
Intellect	Curious, Seeking knowledge. Paralysis of analysis, Too theoretical, Spending too much time on research.	To mitigate the pitfall: apply practical solutions, balance theory with action.	Do you react strongly against anti-intellectualism and lack of curiosity in others?
Problem solving	Thrives on complexity, confident in their abilities. Overcomplicating problems, Underestimating the consequences of complexity.	To mitigate the pitfall: simplify where possible, involve others in problem-solving.	Do you react strongly towards simplistic thinking or avoidance of complexity in others?
Adaptability	Adapts easily to change, Embracing new experiences. Overburdening others with change, want to change for the sake of change.	To mitigate the pitfall: maintain consistency and evaluate the need for change.	Do you react strongly against resistance to change and rigidity in others?
Ingenuity	Creative, innovative, Challenging the status quo. Unpredictable, creates unnecessary disturbances.	To mitigate the pitfall: balance creativity with practical application and consider challenges for others.	Do you react strongly against conformity and aversion to new ideas in others?
Risk-taking	Bold, adventurous, willing to take risks. Ruthlessness, take uncalculated risks.	To mitigate the pitfall: develop your risk assessment and balance boldness with caution	Do you react strongly against risk aversion and excessive caution in others?

OWN NOTES AND INSIGHTS