

**Ben More | XXyy Ltd
9 November 2017**

EXPERT

STANDARD REPORT

OCCUPATIONAL PERSONALITY PROFILE





GUIDE TO USING THIS REPORT

INTRODUCTION

The Occupational Personality Profile (OPPro) is a general personality profile designed to assess a broad range of personality traits. These traits assess the candidate's characteristic ways of behaving across a wide range of situations. Identifying behaviour preferences across 9 major personality constructs as well as the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation:



- Abstract
- Flexible



- Detail-conscious
- Conforming



- Gregarious
- Persuasive



- Trusting
- Accommodating



- Emotional
- Pessimistic

REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Occupational Personality Profile (OPPro)	Adult Males & Females	4422

DISCLAIMER

This is a strictly confidential assessment report on Ben More which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Ben.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



REPORT OVERVIEW

The following section lists a number of points which can be inferred from Ben's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

COMMENTS

- Due to his suspicious nature, he might have difficulty integrating himself within a team.
- May have difficulty working under pressure.
- May feel uncomfortable in situations in which he has to constantly meet new people.
- Having a 'political' nature, he may be inclined to say what he thinks other people want to hear.
- May be tense, hard-driving and competitive.
- May not persevere when confronted with set-backs.
- May have difficulty maintaining his composure under pressure.
- May have difficulty delegating work to others.
- At times he may be inclined to manipulate situations to his advantage.
- Lacking confidence in his own ability, he may become disheartened when things go wrong.
- He may have taken some 'knocks' in life and as a result have low self-esteem.



PERSONALITY ASSESSMENT

RESPONSE STYLE

The OPPro contains a measure that examines the way in which the respondent has approached the questionnaire. The questionnaire contains a measure of the extent to which the respondent is attempting to present himself in a socially desirable or favourable way. Ben appears to have answered the questions in a socially desirable manner. He has attempted to present himself very positively and consequently his profile should be viewed with a degree of caution.

INTERPERSONAL STYLE

Ben is a persuasive person who has a fairly strong social presence. Capable of thinking on his feet' he will be able to talk convincingly about most subjects. He finds it relatively easy to hide his true feelings and at times may appear to be quite friendly with someone he really dislikes. Aware of social expectations, his fairly persuasive personality and ability to hide his feelings from others may lead him to be rather manipulative at times. Generally his social expertise will be an asset at work, although perceptive colleagues may on occasion be wary of him, seeing him as somewhat manipulative. His selling and leadership potential is, however, likely to be quite high.

Fairly cool and reserved, Ben is likely to take time in establishing new relationships. He will prefer working on his own, thinking through problems away from the distraction of others people. Having a fairly low need for affiliation, he will not usually go out of his way to seek company. Enjoying his own company, he feels little need to be the centre of attention, often preferring to listen and let others do the talking. Ben does not usually make the first move when getting to know someone new, and is disinclined to make conversation with people he does not know. Furthermore, his cynical and fault-finding nature is unlikely to make him a good team member. Although it may take him time to warm to people, he will be quite friendly once he knows them well.

Ben is as assertive as most people. On occasion, he may become frustrated at being insufficiently 'pushy', when his colleagues do not conform to his sense of urgency and self-imposed high standards. While he generally knows his own mind, he is unlikely to force his views on others without consultation. On occasion, he may become frustrated at being insufficiently 'pushy', when his colleagues do not conform to his sense of urgency and self-imposed high standards. He tries to achieve a balance between achieving his own objectives and being sensitive to the needs of colleagues. Although he will try to avoid criticising colleagues and subordinates he will comment upon their work if it is necessary to do so. When faced with disagreement he will look for a compromise that will keep people happy, yet ensure the task reaches completion.

THINKING STYLE

Ben is likely to lack spontaneity, placing importance instead on self-discipline and self-control. Inclined to enjoy jobs that require following set procedures and systems he will tend to prefer to work within well-defined structures and rules. While he is a little more conscientious and persevering than most, he is not unduly obsessive about attending to fine detail. Somewhat conservative by nature, he is likely to be relatively traditional in his attitudes, having a fair respect for authority and the status quo.

Very suspicious, Ben is not inclined to trust people whose motives he generally questions. While he sees this as simply being realistic, others may view him as rather cynical and jaded. He believes that most people are out for themselves, and, as a consequence thinks it is important to be quite cautious in dealings with others. Finding it difficult to trust other people unless he knows them well, he may at times be on his guard in case people take advantage of him.

When approaching problems Ben tries to achieve a balance between attending to practical matters, yet bearing theoretical issues in mind. While he may occasionally be somewhat abstract in his approach to problems he is not, in general, prone to flights of academic fancy. As interested in artistic, creative activities as



most people, he has an average level of aesthetic sensitivity. While not overly creative he will nonetheless see the value of the arts.

COPING STYLE

Ben has a very contesting, tense and competitive nature. Continually striving to produce work of the highest standard, with a strong desire to be in control he may be inclined to take on more work than he can realistically handle. Ben dislikes being kept waiting and has little time for people who are slow or indecisive, being inclined to think that they are simply being obstructive. Full of tense nervous energy he is likely to work long hours and place his work above his social life. Ben's tendency to work under pressure, and the difficulty he finds when trying to relax at the end of the day, may in the long run make him open to stress-related health problems.

Ben is prone to feelings of pessimism and self-doubt when things go wrong. Having a rather fatalistic outlook on life, he is inclined to believe that his actions are not likely to determine the outcome of events, believing instead that life is something of a gamble which is mostly determined by fate. Although he tries to approach problems in a positive, optimistic way, initial setbacks are likely to take a very heavy toll on his self-confidence. Following repeated failures he will find it difficult to hold out hope that he will be able to complete the task successfully. Somewhat prone to depression he may be inclined to accept failures rather than to struggle to overcome them.

Ben is a moody person who is quite excitable and can be quick to take offence. Lacking emotional stability he can be easily upset by trivial matters and may tend to be somewhat temperamental. He is inclined to worry and at times may have difficulty concentrating. He is often upset by other peoples 'helpful' comments or suggestions and may have difficulty accepting criticism. Fairly anxious and inclined to be apprehensive, he is likely to worry whether his work is up to standard, and may have difficulty coping with new demands.



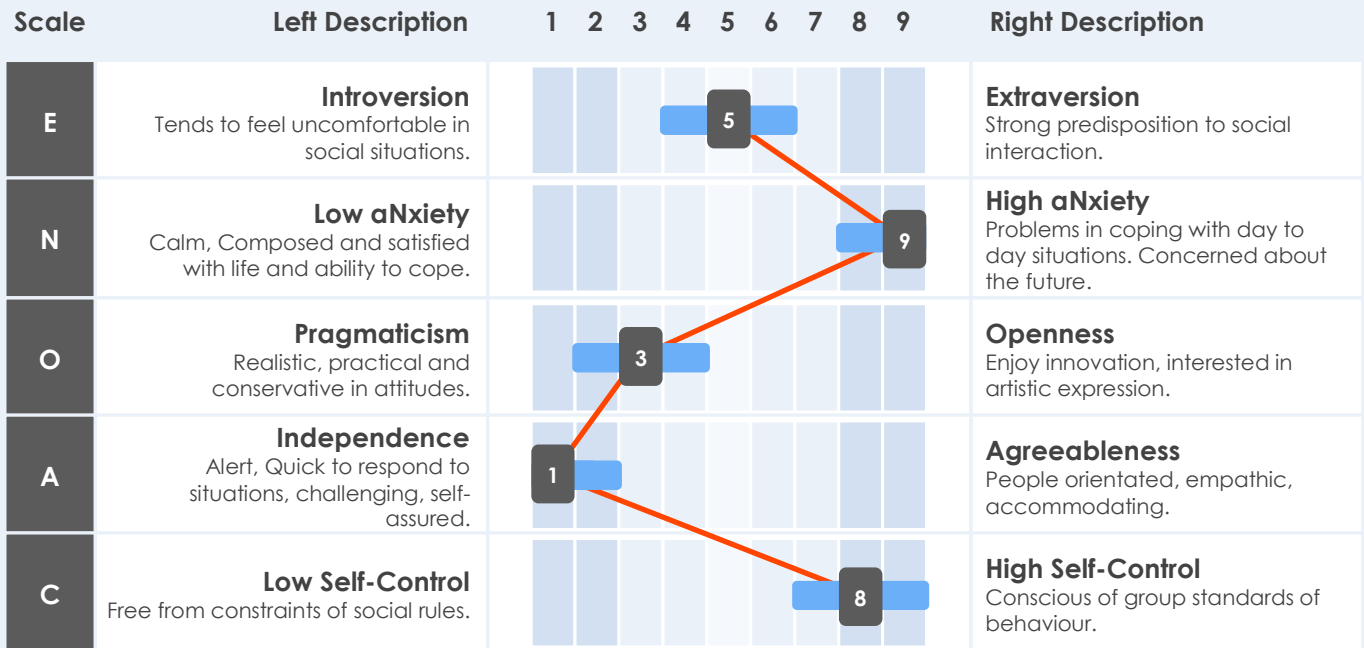
OPPRO PROFILES

CLASSIC PROFILE

Left Description	1	2	3	4	5	6	7	8	9	Right Description
Accommodating Empathic, People oriented, Accepting, Avoids confrontation					5					Assertive Dominant, Task oriented, Challenging, Confrontative
Detail-Conscious Deliberating, Controlled, Rigid, Enjoys attending to detail				4						Flexible Spontaneous, Lacks self-discipline and self-control
Cynical Suspicious, Cynical, Sceptical, May distrust other people		2								Trusting Trusting, Philanthropic, Takes people at face value
Emotional Prone to worry, Moody, Easily takes offense		2								Phlegmatic Self-assured, Emotionally stable, Socially confident
Reserved Cool and introspective, Prefers to work alone			3							Gregarious Outgoing and sociable, Talkative, Enjoys group work
Genuine Forthright, Honest and open							7			Persuasive Diplomatic, Shrewd, Sensitive to 'political' issues
Composed Calm and composed, Able to unwind and relax								8		Contesting Ambitious and competitive, Has difficulty relaxing, Impatient
Optimistic Achieving and striving, Positive approach to setbacks									9	Pessimistic Resigned, Prone to feelings of helplessness
Abstract Imaginative, Aesthetically sensitive, Creative and artistic					5					Pragmatic Down to earth and concrete, Practical and realistic



BIG FIVE PROFILE



RESPONSE STYLES PROFILE

