

Sample Person
Occupational Personality Inventory (OPI)
Combined Managerial and Graduate

Test Date:02/06/2009 GMT

Personal Feedback Report for Sample Person

INTRODUCTION

This report is confidential and is intended only to be used by the person who completed the questionnaire.

The report has been provided to give you some feedback on the OPI, the questionnaire which you recently completed.

The OPI is a self report questionnaire which asked you to describe your behaviour, preferences and attitudes in relation to different aspects of your working life. The conclusions reached in this report are based on a systematic comparison of your questionnaire answers with those of a large group of people who have completed the OPI in the past.

When considering this report's description of your personality, it is important to recognise that it is based on the answers that you gave, and it is your own view of your behaviour, rather than how your personality might be described by another person. Inevitably, an individual's actual knowledge, experience and the pressures of the role will affect how that individual actually behaves. A self report questionnaire can nevertheless give important clues to understanding the way that individuals see their style at work and it is likely to enable us to predict a good deal about behaviour in different situations.

This report links the information under six broad headings and summarises all of your responses to the questionnaire. You may already have received feedback on your responses - if you have not had any feedback and you have any questions about the content of this report please direct them to the individual who sent the report to you. The contents of this report are likely to be a good description of your behaviour at work for up to 12 months, depending upon the work role and personal circumstances. If it is to be used in the future, consideration should be given to its continued relevance.

EXTROVERSION

These scales look at how you interact with others and the level of personal impact you have on other people.

Detailed interpretation of your responses:

- Your style is likely to be fairly reserved and considered.
- Your responses suggest that you are rather less outgoing than most people. You probably prefer to deal with familiar faces and situations and may become uncomfortable when asked to speak in front of a crowd.
- You like to maintain a low-key approach and may be viewed by others as quiet and unassuming.
- Your responses suggest that you prefer to take a fairly frank and open approach to interpersonal communication.
- You are likely to be seen as quite honest and forthright by others.
- You are likely to find it easier than most to tell people exactly what you believe and feel about them.
- Your responses suggest that you are someone who is as persuasive and influential as most people.
- You report being someone who, whilst able to control and convince others, does not necessarily actively seek out this sort of situation.
- You are likely to enjoy selling as much as most people.
- Your responses suggest that you are someone who is quite a forceful and strong-willed individual.
- You may have some strong views or opinions and are happy to let others know of them.
- You are likely to see yourself as being fairly happy to lead others.

ENERGY

These scales look at your energy levels, in terms of how energetic and career focused you perceive yourself as being, how much you feel the need to compete with others and benchmark your achievements against the achievements of others, and also how decisive as opposed to measured you feel yourself to be.

Detailed interpretation of your responses:

- Your responses suggest that you are someone who prefers not to have to make rapid decisions.
- You are someone who is generally more comfortable when given the opportunity to make decisions after a full and thorough consideration of the facts.
- Whilst you are unlikely to be rushed into making a hasty decision that you later regret, you may on occasion spend more time than is necessary when coming to a conclusion.
- Your responses suggest that you are someone who quite likes to compete with, and beat others. Note that these responses may also be indicative of someone who enjoys competitive activities (often sports) outside of the workplace.
- You report being someone who generally benchmarks your achievements against the achievements of others.
- Your nature suggests that you will probably quite enjoy competitive environments, albeit that this is unlikely to be your primary motivation.
- Your responses suggest that you are someone who is fairly ambitious and career oriented, and will often be seen to make sacrifices for the sake of your career.
- You are likely to be fairly vigorous and dynamic where your career is concerned, usually pursuing your goals in an enthusiastic fashion.
- Likely to be motivated by stretching work targets, you come across as someone for whom a career challenge is rarely turned down.

EMOTIONALITY

These scales look at your emotional side, including the extent to which you openly display your emotions, your levels of anxiety, and how these factors affect your confidence and assuredness.

Detailed interpretation of your responses:

- Your responses suggest that you would generally see yourself as reasonably open in the expression of your emotions, both positive and negative.
- You can be fairly candid, someone who is fairly comfortable letting others see when you are particularly happy or sad.
- You are likely to value the expression of emotion in the workplace, whilst also tempering this with a degree of emotional self control.
- Your responses suggest that you are someone who can be somewhat tense, anxious or nervous.
- You may well find it quite difficult to 'switch off' after work, and may find yourself dwelling on issues. You may also find that you get particularly tense before important events.
- You may find that this high level of nervous energy acts as a motivating force for you.
- Your responses suggest that you are someone who is generally confident in your abilities to deal with whatever situations you may find.
- You are likely to be quite self assured, with a tendency to accept challenges that is tempered by a degree of realism about your actual capacity to meet the challenge. Generally, you are likely to be comfortable putting yourself in situations that might concern others.
- However, you may nonetheless need to be aware of a tendency to over-commit to challenges that are beyond your experience or skill level, as you may on occasion run the risk of overestimating your capabilities.

AGREEABLENESS

These scales look at your level of team orientation, tolerance of and sympathy for others, and the extent to which you seek praise and recognition.

Detailed interpretation of your responses:

- Your responses suggest that you are someone who is very happy letting others know about your achievements, and may indeed feel uncomfortable if you are not afforded this recognition by others.
- This suggests that you are someone for whom recognition is a clear motivational force.
- You are also likely to be someone who is strongly motivated by the more visible trappings of status and success. Indeed your responses suggest someone who enjoys it when others recognise your status within a community or an organisation.
- Your responses suggest that you are very self reliant, someone who takes a very independent view and is quite happy to 'go it alone'.
- You report being someone who feels only limited need for the support or companionship of others.
- You will probably be very comfortable in doing things your own way if you are unable to find others to support you. Indeed you may not actually try too hard to look for consensus or agreement from others.
- Your responses suggest that you are someone who in general tends to maintain a degree of scepticism about the capabilities and motives of others.
- You may tend to underestimate the capabilities of others, or expect the worst of them.
- It is rather unlikely that you will find that others take advantage of you.
- Your responses suggest that you are no more and no less tolerant and empathic than are most people.
- You are likely to strike a balance between people and task focus in terms of the way you behave at work.
- Whilst being concerned about the welfare of others this is likely to be tempered by a degree of objectivity.

STRUCTURE

These scales look at your approach to working in terms of the amount of structure that you like to apply to your workload. Also how you go on to organise your workload: firstly in terms of potential conflicts with your personal priorities; secondly in terms of project management issues, such as work quality and task prioritisation; and thirdly with respect to your preference for using data to inform your decisions and solutions.

Detailed interpretation of your responses:

- The pattern of your responses suggest that you have a fairly strong sense of morals and ethics at work.
- You are likely to be rather uncomfortable if required to do something which conflicts with your personal beliefs.
- You are likely to be seen by colleagues as a principled individual.
- Your responses suggest someone who likes to adopt a methodical and organised approach to your work.
- You are likely to have rather an efficient work style, and you are likely to value tasks such as planning, monitoring and organising.
- You are likely to remain committed to your very planned approach to managing any task, even in a rapidly changing environment.
- The pattern of your responses indicates that you are as interested in detail as most people.
- You are likely to be reasonably careful when completing paperwork, generally being as committed as your colleagues to maintaining standards.
- It is likely that you will avoid being either too immersed in the detail of issues or being someone who misses important points through taking too much of an overview.
- Your responses suggest that you tend to lose interest when faced by boring or repetitive tasks.
- You may well be more effective at getting new things started than at ensuring existing tasks are fully completed.
- You may tend to prefer pragmatic to ideal solutions, particularly if the ideal solution requires a very thorough or time consuming approach.
- Your responses suggest that you have a preference for tasks that involve some dealing with numerical and statistical data.
- You are likely to place a high weighting on the use of statistical information when you are making problem-solving decisions.
- As a result, you may prefer not to have to arrive at solutions purely on an intuitive basis.

OPENNESS TO EXPERIENCE

These scales look at your level of intellectual curiosity and your preference for change and innovation, or stability and certainty.

Detailed interpretation of your responses:

- Your responses suggest that you like to critically evaluate an idea, plan or process.
- You are very likely to avoid taking things at face value.
- You will tend to enjoy spotting the flaws in arguments.
- The pattern of your responses in this area suggests that you tend to be quite pragmatic and down to earth.
- You may tend to dislike academic debate and may be uninterested in conceptual considerations, preferring to concentrate on more concrete issues.
- Your main focus is likely to be on whether an idea will work in practice, rather than on academic, perhaps indulgent, conjecture.
- Your responses suggest that you do not see yourself as particularly creative or imaginative.
- You may dislike situations requiring innovative solutions, possibly preferring tried and trusted methods or deferring to more creative colleagues.
- You may be able to generate some ideas and original solutions but you are likely to be uncomfortable when looked to as the sole source of creative ideas.
- The pattern of your responses in this area suggests that you may prefer to work in environments where there are rules and regulations for guidance.
- You are likely to see paperwork as vital and set procedures as necessary and a definite advantage.
- Your responses suggest someone rather conformist in approach and as a result, you are somewhat unlikely to carry out unauthorised actions.
- Your responses suggest that you like to have some certainty and stability in your work and you may find too much change unnecessary or unsettling.
- You may prefer to avoid situations affording lots of variety.
- Whilst you can deal with a certain amount of change, you may tend to prefer more stable environments, and may find it difficult to deal with excessive ambiguity.