

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

Test Date:02/06/2009 GMT

Summary Report for Sample Person

Response Style - 7

- In his responses to this questionnaire, Sample Person has rated himself in a way that is neither unduly self critical nor unduly lenient.

Social Boldness - 2

- Sample Person's responses suggest that he is likely to be a shy and reserved individual who prefers to deal with familiar faces and situations.

Social Sophistication - 3

- He reports being someone who prefers to take a more frank and open approach to interpersonal communication. As a result, he may be seen as rather candid and occasionally somewhat lacking in tactfulness.

Influence and Persuasiveness - 6

- His responses suggests that he is someone who is as persuasive and influential as most people. He is generally comfortable having a fairly high profile role and whilst he can control others, it is not necessarily something he actively seeks out.

Assertiveness - 8

- He describes himself as someone who is quite a forceful, dominant and strong-willed individual.

Decisiveness - 3

- His responses suggest someone who prefers not to have to make rapid decisions. He is generally more comfortable when given the opportunity to make decisions after a full and thorough consideration of the facts.

Competitiveness - 7

- The pattern of Sample Person's responses suggests that he is someone who quite likes to compete with, and beat others.

Energy and Ambition - 8

- His responses suggest someone who is fairly ambitious and career oriented, willing to make some sacrifices for the sake of his career. He is likely to be fairly vigorous and dynamic, pursuing his goals in an enthusiastic fashion.

Emotional Control - 4

- He describes himself as someone who is generally fairly expressive of his emotions, both positive and negative, although this is tempered with a degree of emotional self control.

Anxiety - 9

- His responses suggest someone who is generally tense, anxious or nervous. He may well find it quite difficult to 'switch off' after work. However, but he may find that this high level of nervous energy acts as a motivating force.

Self-Confidence - 7

- He reports being someone who is generally confident in his abilities to deal with most situations. He is likely to be quite self assured and comfortable putting himself in situations that might concern others although his tendency to accept challenges is tempered by a degree of realism about his actual capacity to meet those challenges.

Modesty - 1

- He describes himself as being very happy letting others know about his achievements, and may indeed feel uncomfortable if he is not afforded this recognition by others. As a result, he may be perceived by others as a little brash, or as lacking in sensitivity towards more modest colleagues.

Independence - 10

- The pattern of Sample Person's responses suggests that he is someone who feels very self-reliant, having only limited need for the support or companionship of others. He is likely to take a very independent view and is quite happy to 'go it alone'. He may on occasion fail to seek beneficial group support or indeed fail to be offered support by those who perceive him as being less group-oriented.

Trust - 3

- He reports being someone who is likely to maintain a degree of scepticism about the capabilities and motives of others. It is very unlikely that others take advantage of him. However, it may also make it difficult for him to allow others the freedom they need to develop their skills.

Empathy - 5

- His responses suggest that he is no more and no less tolerant and empathic than most. His concern for others is likely to be tempered by a degree of objectivity that should enable him to make tough decisions or to take a more objective view.

Sense of Duty - 7

- He reports having a fairly strong sense of ethics at work, such that he could be slightly uncomfortable if required to do something which conflicts with his personal beliefs. He is likely to be seen by colleagues as a principled individual, although on occasion may be viewed as somewhat overly idealistic.

Organised - 8

- The pattern of Sample Person's responses suggests someone who quite likes to adopt a methodical and organised approach to his work. He is generally likely to value tasks such as planning, monitoring and organising. On occasion this may reduce the flexibility with which he can respond to new and unexpected events.

Attention to Detail - 6

- He describes himself as being as interested in detail as most people, generally trying to strike a balance between being too immersed in the minutiae of issues and taking too much of an overview.

Conscientious and Reliable - 4

- The pattern of Sample Person's responses suggests that he will tend to find it difficult to maintain focus in the face of boring or repetitive tasks. He may well be more effective at getting new things started than at ensuring existing tasks are fully completed.

Data Focus - 8

- His responses suggest that he is likely to quite enjoy dealing with numerical and statistical data. He will tend to base his problem-solving decisions on data rather than making inferences or arriving at solutions on a purely intuitive basis.

Analytical - 10

- He reports being someone who likes to critically evaluate an idea, plan or process. He is likely to be good at spotting the flaws in arguments although He may be seen as overly critical or picky by others.

Theoretical - 3

- The pattern of his answers suggests that he tends to be quite pragmatic and down to earth. He may be uninterested in theoretical or conceptual considerations, focusing more on whether an idea will work in practice.

Imaginative - 4

- Sample Person's responses suggest that he does not see himself as particularly creative or imaginative. He may dislike situations requiring innovative solutions, possibly preferring tried and trusted methods or deferring to more creative colleagues.

Conformity - 9

- His responses suggest someone who prefers to work in environments where there are rules and regulations for guidance. He will tend to be highly conformist in approach, being very unlikely to carry out unauthorised actions and seeing paperwork and procedures as definite aids to his work.

Openness to Change - 3

- He describes himself as someone who prefers to have some certainty, stability and consistency in his work. He may find too much change and variety unnecessary or unsettling.