

# OPTO



**master**<sup>™</sup>  
VALUE PEOPLE

**CEO**

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**OPTO** (19/07/2019)

+ Decision Report

**master**<sup>™</sup>  
VALUE PEOPLE

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# 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.



## NORM GROUP

The scores in this report are created by comparing the responses to the test with those of a representative group of test takers, referred to as a norm group. This allows for an accurate and practical understanding of the scores.

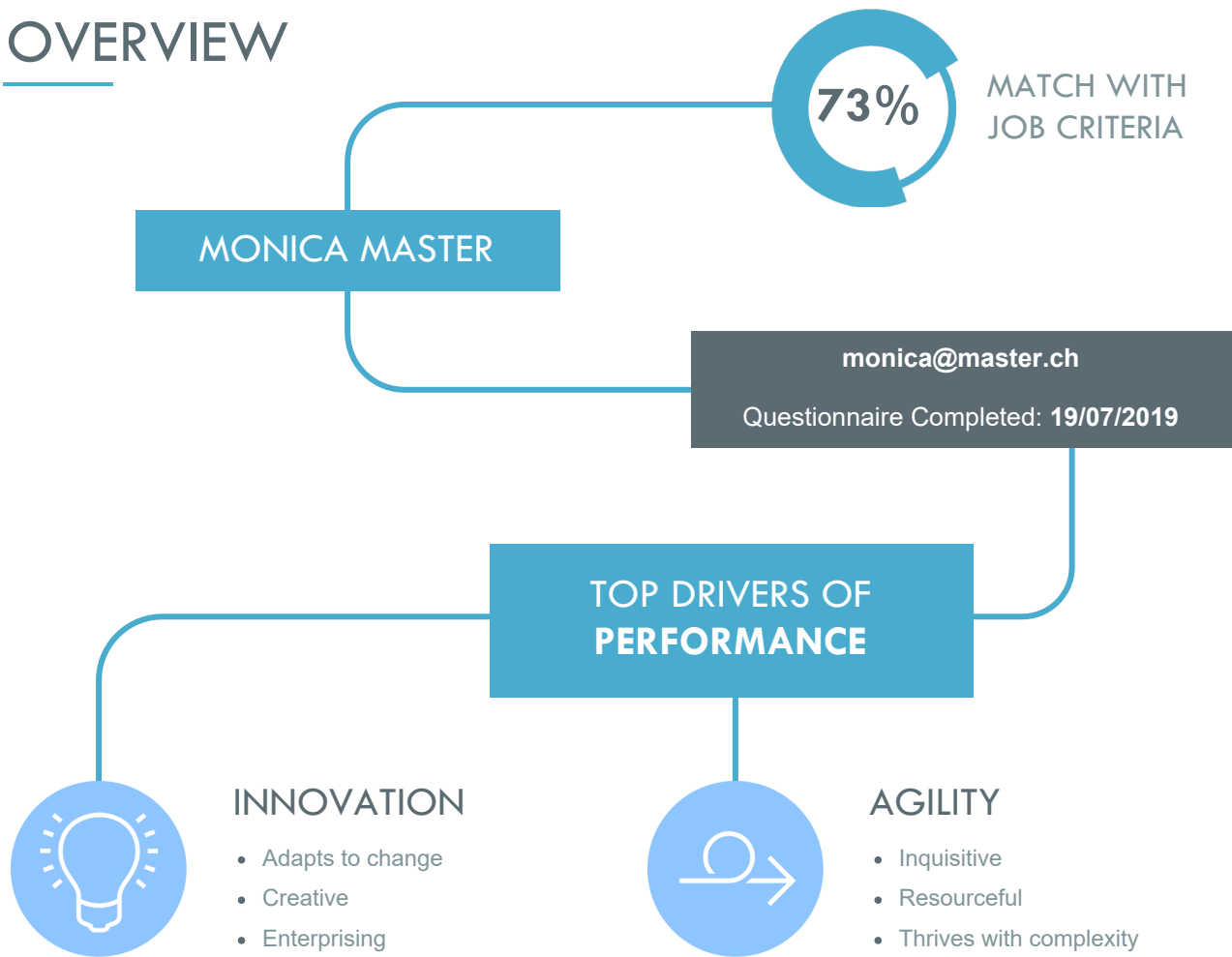
By considering age, gender, education, industry, and managerial level, the norm is representative of the group selected by the certified test user.

Selected norm: **Swiss (German) norm**

## CRITERIA

CEO

# OVERVIEW



**PEOPLE**

This person seeks influence with assertiveness, self-confidence, and active communication.

High pressure at work will be perceived as challenging, and this person may get overwhelmed when dealing with stressful situations, and lose composure when frustrated.

This person feels comfortable cooperating as part of a team, is helpful, sociable and trusting of colleagues.

**OPERATIONS**

This person works efficiently, prefers a fast pace, is industrious and goal oriented.

This person is less bothered by disorder and prefers to let others pay attention to the details.

This person is likely to show compliance at work by upholding commitments and is less concerned about being straightforward.

**EXPLORATION**

This person is constantly intellectually curious and agile in solving complex problems.

This person is innovative and adapts to change, takes risks, and contributes with ingenuity and creative ideas.

When Aspect scores vary, parts of the summary may be too general. Read the meaning of the scores on the following pages for more details.

# SCORE OVERVIEW

PEOPLE	<b>INFLUENCE</b> <ul style="list-style-type: none"> <li>Automatically takes charge</li> <li>Knows how to captivate people</li> <li>Feels confident in social situations</li> </ul>	
	<b>RESILIENCE</b> <ul style="list-style-type: none"> <li>Can lose composure when frustrated</li> <li>Finds it challenging to stay calm under pressure</li> <li>Has difficulty dealing with stressful work</li> </ul>	
	<b>COOPERATION</b> <ul style="list-style-type: none"> <li>Is available for colleagues if needed</li> <li>Is sociable</li> <li>Believes most people are honest</li> </ul>	
OPERATIONS	<b>EFFICIENCY</b> <ul style="list-style-type: none"> <li>Thrives with a fast pace</li> <li>Is very determined to reach set goals</li> <li>Sometimes puts off tasks</li> </ul>	
	<b>DELIVERY</b> <ul style="list-style-type: none"> <li>Is less bothered by disorder</li> <li>Pays attention to details</li> <li>Believes excellence is not always necessary</li> </ul>	
	<b>COMPLIANCE</b> <ul style="list-style-type: none"> <li>Is less conscientious</li> <li>Is likely to be genuine</li> <li>Can be straightforward</li> </ul>	
EXPLORATION	<b>AGILITY</b> <ul style="list-style-type: none"> <li>Actively seeks out new knowledge</li> <li>Thrives working with complexity</li> <li>Is highly confident of own ability to learn quickly</li> </ul>	
	<b>INNOVATION</b> <ul style="list-style-type: none"> <li>Adapts very easily to new situations</li> <li>Constantly challenges the existing</li> <li>Is highly enterprising</li> </ul>	