



Executive Candidate Assessment

Assessment: Occupational Personality Profile

Ideal Profile Sales Representative

Candidate Name: Sam Sample



Detail2
Recruitment



GUIDE TO USING THIS REPORT

INTRODUCTION

The following report is based on the OPPro results of Sam Sample and the perceived ideal personality profile for the role of Sales Representative. It aims to assess how well Sam Sample is suited to the personality requirements of this role. It does not take into account his experience, qualifications, abilities, aptitudes or interests, all of which may be important determinants of job performance.

REPORT SECTIONS

The Ideal Profile report presents Sam Sample's results in the following sections:

Ideal Profile Summary

This section summarises the results in a profile chart which presents the ideal profile in grey as well as Sam Sample's profile overlaid in Blue. A colour scale is also provided to further highlight profile similarities and differences.

Question Prompts

This section is designed as an aid to a personality assessment feedback sessions by providing prompts for feedback which focus on the characteristics which may be relevant for the role. The prompts are not intended as definitive interview questions, but rather a recommended direction for eliciting job relevant information from the candidate.

PROFILE SIMILARITY COEFFICIENT

Sam Sample's overall profile similarity to the ideal is estimated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, where 0 indicates no relationship between the two profiles and 1 indicates a perfect match to the ideal.

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 Sam Sample 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 Sam Sample.

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.



SALES REPRESENTATIVE IDEAL PROFILE

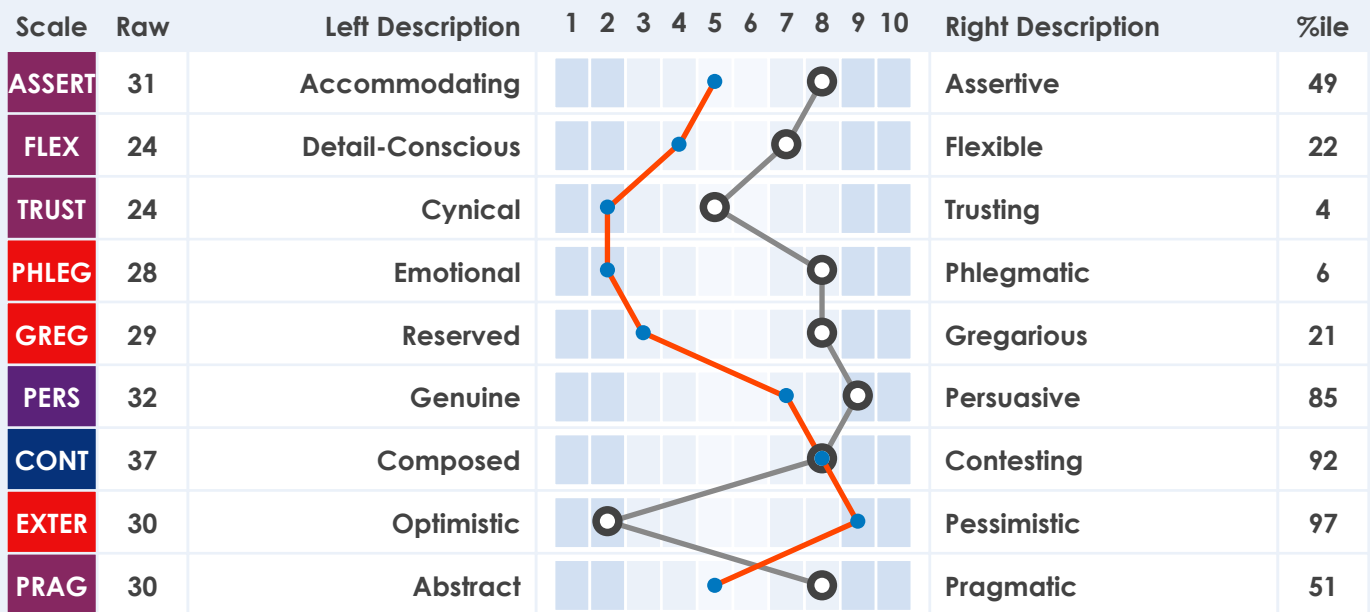
Sam Sample's personality profile is referenced to the ideal for the role of *Sales Representative*. Overall, Sam Sample's similarity to the ideal is estimated by to be **0.255***.

IDEAL PROFILE CHART

Profile Similarity

0.255*

○ Ideal Profile ● Sam Sample's Profile



* The Profile Similarity was calculated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, with 0 indicating no relationship between the two profiles.

Colour Scale Legend:

Similar



Different



QUESTION PROMPTS

The following section lists a number of points which can be inferred from a comparison of Sam Sample's profile and the profile of an ideal candidate for the post of Sales Representative. The interviewer may wish to use these as the basis for further probing within an interview.

INTERPERSONAL STYLE

Reserved vs Gregarious	The Ideal Candidate	The ideal candidate is required to be highly gregarious and to have a need to be surrounded by supportive friends and colleagues.
	Sam Sample	Sam Sample's profile suggests that he is rather reserved and may be most comfortable working independently without the distractions of others.

POSSIBLE QUESTIONS:

- How much time do you spend socialising in a day/week?
- Given a problem, would you prefer to strive: a) for the right answer b) a less perfect answer, which is more acceptable to others?
- What do you find interesting about people?
- How many of your social or leisure interests involve other people?
- What type of activities do you enjoy with other people?
- Can you think of an occasion when you have found it easier to work with other people in order to solve a difficult problem?
- When you feel under stress, is it easier if there are other people around with whom to share the problem?
- What advantages are there in working with a group rather than in isolation?
- When you meet new people, how do you welcome them? Do you have a technique for putting them at ease?
- Can you think of a recent occasion when you have been the centre of attention - perhaps at a gathering? How did you feel about that?

Accommodating vs Assertive	The Ideal Candidate	The ideal candidate is required to be forcefully task-orientated, with a tendency to be more concerned about getting things done than worrying about the sensibilities of colleagues.
	Sam Sample	Sam Sample's profile suggests that he strikes a balance between getting things done and the need to take into account the interpersonal sensibilities.

POSSIBLE QUESTIONS:

- In what circumstances are you likely to give way in an argument? Give me an example?
- What sort of person do you find most difficult to deal with?



Genuine vs Persuasive	The Ideal Candidate	The ideal candidate is required to be aware of social expectations, to be politically orientated and to express views that others may wish to hear.
	Sam Sample	Sam Sample's profile suggests that while being aware of social expectations, he may tend to be politically orientated, expressing views that others may wish to hear.

POSSIBLE QUESTIONS:

- Describe a situation when you felt uncomfortable about presenting a stance or position with which you disagreed to colleagues.
- When trying to convince others around to your point of view, do you feel that it is important to bring all relevant arguments to bear, even if they undermine your case?
- What techniques would you adopt to rebuild trust among colleagues after a disagreement or dispute?
- Give me an example of when you last were straight with people and it backfired on you.
- Can you think of a recent occasion at work when you wanted to say something very direct to a colleague, but held back for some reason?
- Give me an example of an occasion when you felt obliged to 'fit in with the group'.
- Do you adjust your behaviour according to the group you are with?
- Have your colleagues or friends ever criticised you for being rather stuffy?
- Do you ever feel you have to behave in a particular manner?

Cynical vs Trusting	The Ideal Candidate	The ideal candidate is required to be as trusting as most people without seeing a need to continually question others' motives.
	Sam Sample	The profile suggests that Sam Sample is not at all inclined to trust other people. Being prone to question peoples' motives he thinks it is extremely important to be cautious in one's dealings with others.

POSSIBLE QUESTIONS:

- To what extent are you prepared to accept what others tell you?
- What have been the advantages of your particular style?
- Give me an example of an occasion when you gave someone the benefit of the doubt.
- Has putting all your cards on the table ever backfired on you?
- Would you do it again?
- How tolerant are you of people who are under-performing?



THINKING STYLE

Abstract vs Pragmatic	The Ideal Candidate	The ideal candidate is required to focus on the 'here and now' and on practical realities than the 'big picture'.
	Sam Sample	The profile suggests that Sam Sample's orientation is fairly balanced between concentrating on immediate practical realities and more conceptual issues which have longer term or farther reaching consequences.

POSSIBLE QUESTIONS:

- What occupies your mind on a long car or train journey?
- Do you think you spend more or less time, thinking about things, than might others in your working group?
- Does your company/department do sufficient to 'keep up with the game' or do you feel it lags behind? What should it be doing?
- There is much talk about industry's need to change. Is this sometimes over - exaggerated?

Detail-Conscious vs Flexible	The Ideal Candidate	The ideal candidate is required to have a balanced approach to work being neither obsessively rigid and controlled nor overly neglectful of the need to be fairly structured and organised at times.
	Sam Sample	Sam Sample's profile suggests that he has a fairly balanced approach to work being neither obsessively rigid and controlled nor overly neglectful of the need to be fairly structured and organised at times.

POSSIBLE QUESTIONS:

- Do you often need to refer to company policy, or rules and procedures, when making decisions?
- What sort of obligations, if any, do you feel to those you work with?
- Do you have any long term goals? Is it important to you to have these?
- How do you organise your working day?
- Do you regard yourself as more or less predictable than others in your work group?
- How do you think others amongst your working group cope with routine and boredom? Are you less tolerant or more tolerant of routine than others in your group?



COPING STYLE

Emotional vs Phlegmatic	The Ideal Candidate	The ideal candidate is required to be an emotionally stable person, who faces reality in a very calm mature way. Being a resilient person he/she should be more than able to quickly recharge his/her batteries given demanding work schedules.
	Sam Sample	Sam Sample's profile suggests that he may be somewhat less able than most to cope with emotionally gruelling situations - being inclined to worry and feel stressed when under pressure.

POSSIBLE QUESTIONS:

- In which situations do you usually feel most confident?
- When did you last have to work to a tight schedule? Do you get better results on these occasions?
- What sorts of things make you lose your temper?
- Tell me about a disappointment you might have had recently.

Optimistic vs Pessimistic	The Ideal Candidate	The ideal candidate is expected to approach life in a very positive and optimistic way - he/she is likely to persevere in the face of failure.
	Sam Sample	When faced with setbacks or disappointments, Sam Sample may be inclined towards despondency and feelings of self-doubt. He may as a consequence feel that the cards are stacked up against him and give up in the face of what he may consider to be overwhelmingly unfavourable odds.

POSSIBLE QUESTIONS:

- In what type of situation do you feel most secure and confident? (at work, home, pursuing an interest, with friends etc.)
- Describe a situation which describes the lengths you will go to achieve an objective against all odds and when most other people would have given up.
- Tell me about a major personal achievement you have had in the last six months.
- Can you think of a recent event which might lead colleagues to describe you as very determined to reach your objectives?

Composed vs Contesting	The Ideal Candidate	The ideal candidate is required to have a fairly high level of drive and nervous energy, suggesting that he/she may be impatient and competitive.
	Sam Sample	Sam Sample's profile points to a fairly high level of drive and nervous energy, suggesting that he may be impatient, irritable and competitive, perhaps finding it difficult to relax and unwind and keep home and work apart.

POSSIBLE QUESTIONS:

- Do minor things ever 'get on your nerves'?
- When did you last feel a sense of frustration over something at work?
- Give me a recent example of when you have felt like losing your temper with someone. What was it about?
- What sort of things do you do in order to relax?



- What sort of things irritate you?
- Do you feel tense at the end of a very busy day? What do you do to relax?
- Give me a recent example of when you have felt like losing your temper with someone. What did you do?
- Do you easily get frustrated?