



Executive Candidate Assessment

Assessment: Occupational Personality Profile

Feedback Report

Candidate Name: Sam Sample



Detail2
Recruitment



REPORT STRUCTURE

The Feedback Report presents your profile results in the following sections:

1. Guide to Using This Report

2. Personality Assessment

- Your Interpersonal Style
- Your Thinking Style
- Your Coping Style



GUIDE TO USING THIS REPORT

This report is a summary of your personality profile, as assessed by the Occupational Personality Profile (OPPro). The OPPro is designed to provide a more objective assessment of personality than is normally possible from a typical interview.

Your results on this questionnaire will be considered in the light of the other relevant data. Previous experience, interests, aptitudes and motivation all play a very significant part in determining an individual's fit within a new working environment. The use of the OPPro is restricted to professionals who have been trained in personality testing, and who will be able to interpret the significance of your profile within a work setting.

The development suggestions provided in this report are based on the results of your personality profile and not on an assessment of your skills and development needs. Any personal development recommendations must be reviewed by a learning and development specialist to accurately assess your needs.



PERSONALITY ASSESSMENT

Your Interpersonal Style

You are a fairly persuasive person who has quite a strong social presence. Capable of 'thinking on your feet', you will feel comfortable talking about most subjects. Quite aware of social expectations, you should be able to use these to your own advantage, should you wish. Consequently, your selling and leadership potential are likely to be quite high. A little less sociable and outgoing than most people it may take you a while to establish new friendships. You are inclined to prefer working on your own, preferring to think through a problem free from the distraction of other people. Being a little reserved, you may on occasion prefer to avoid large social gatherings where you know few people. You are as assertive as most people, and while you generally know your own mind, you are unlikely to try to force your own views on others. Although you will try to avoid criticising colleagues and subordinates you will, nonetheless, comment upon their work if it is necessary to do so.

Your Thinking Style

A little more self-disciplined than most you are a fairly conscientious, persevering individual who, in general, likes to see a task through to the end. Having a slightly conservative nature, you are likely to respect tradition and the status quo. While you are not unduly obsessive about attending to fine detail you do recognise the importance of precision. Having a rather suspicious nature, you are inclined to question others' motives. Believing that most people are out for themselves, you may at times ask yourself what they are really want. As a consequence you think it is important to be quite cautious when dealing with colleagues. When approaching problems you try to achieve a balance between attending to practical matters, yet bearing in mind theoretical issues. As interested in the arts as most people, while you may not be too creative you may nonetheless see the value of the arts.

Your Coping Style

You are a fairly tense and competitive person. Continually striving to produce work of a high standard, you will wish to be the best in everything you do. You dislike being kept waiting and may have little time for slow or indecisive people. Full of tense nervous energy you are likely to work long hours, often taking your work home with you. Inclined, on occasion, to feelings of pessimism and self-doubt when things go wrong, others may at times think that you have a rather fatalistic outlook on life. Although you may initially approach most problems in a fairly positive, optimistic way, setbacks may take a very heavy toll on your self-confidence. A sensitive person, you may on occasion be quick to take offence. At times you may appear to others as touchy or temperamental, and your colleagues may sometimes be concerned not to upset you. Inclined to worry, you may at times be troubled by feelings of self-doubt.