



OCCUPATIONAL
PERSONALITY
APPRAISAL (OPA)TM
EXTENDED VERSION

TEAM PROFILE REPORT

2 JUNE 2030
SAMPLE
TEAM

TEAM

AGENCY : SAMPLE INC
TEAM : SAMPLE TEAM
DATE : 2 JUNE 2030

INTRODUCTION

The Occupational Personality Appraisal (OPA) provides a perspective of individuals in terms of personality traits based on the five factor dimensions of personality. These were researched extensively and have been found to be consistent and applicable across age and different cultures to describe a person's personality.

The OPA is designed and constructed to provide a general description of a normal personality that will be relevant for work, educational and social settings. The instrument and results will be useful for multiple purposes ranging from self-development/understanding, career development/counselling, selection, assessment, and screening for human capital purposes. There is no "right" or "wrong" style of personality, as every profile has their own strengths and areas for improvement.

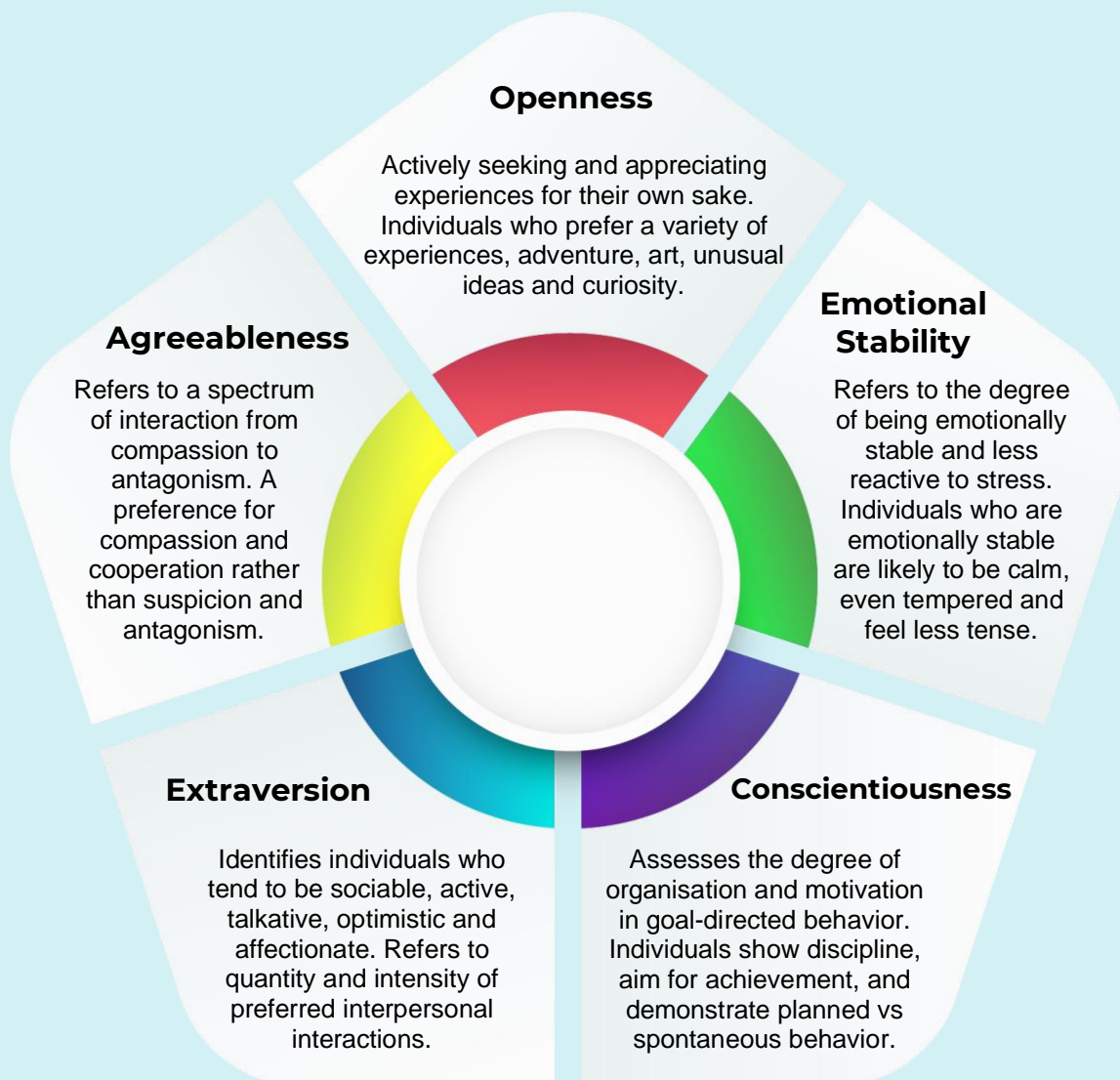
IMPRESSION MANAGEMENT

Impression management which is also known commonly as self-presentation is where candidates attempt to convey an unusually positive impression of themselves by answering socially desirable responses (i.e. revealing only the positive aspects).

The IM score is 6. If the score is above 80, it is considered high. Hence, the interpretation of this report should take that score into consideration.

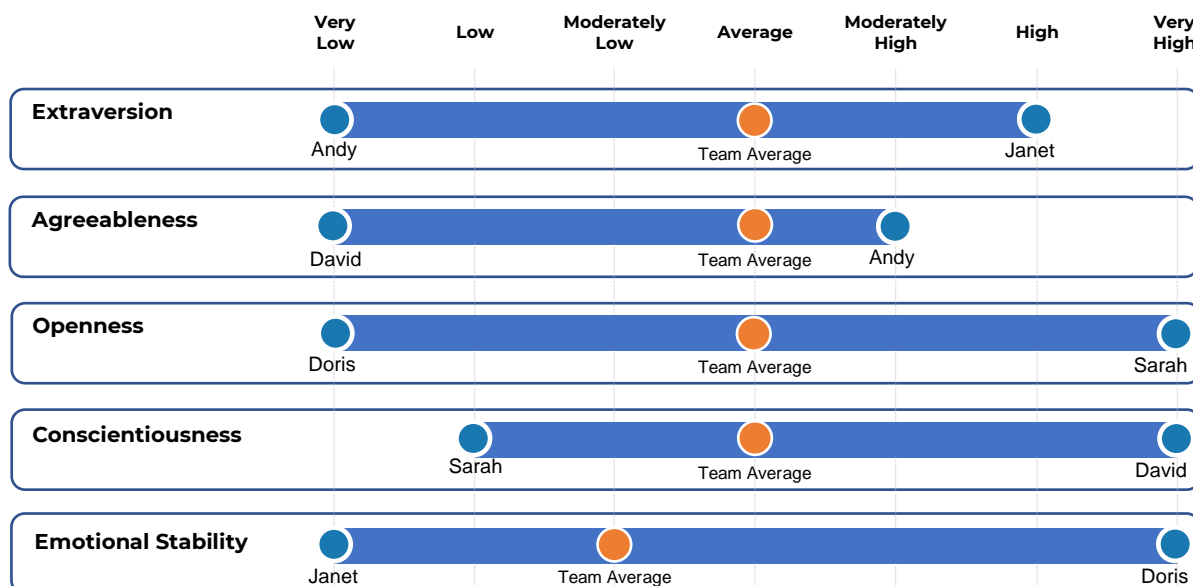
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MAIN PERSONALITY FACTORS



Name: Sample Team

Company: Sample Inc

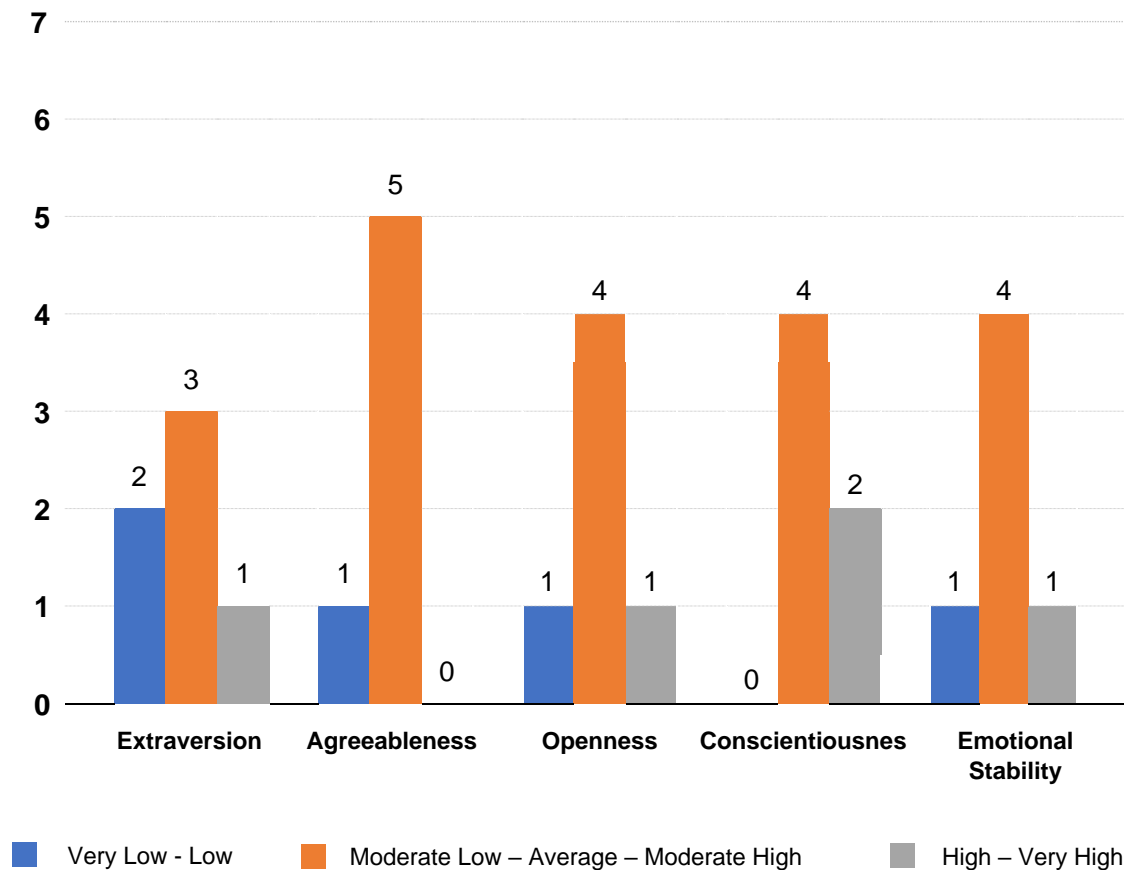


This chart summarizes the Big Five personality scores for all the members of the team. The dot on the right of each factor scale represent the member who scored the highest on that factor, while the dot on the left represents the member who score the lowest on that factor.

The point in the middle represents the “Team Average”, which is the average score of all members in the team.

TEAM SCORE DISTRIBUTION

This chart shows the distribution of team members who score low, average, or high on each of the Big Five Main Factors. The number on top of the bar represents the number of people in the team who scored in each category.

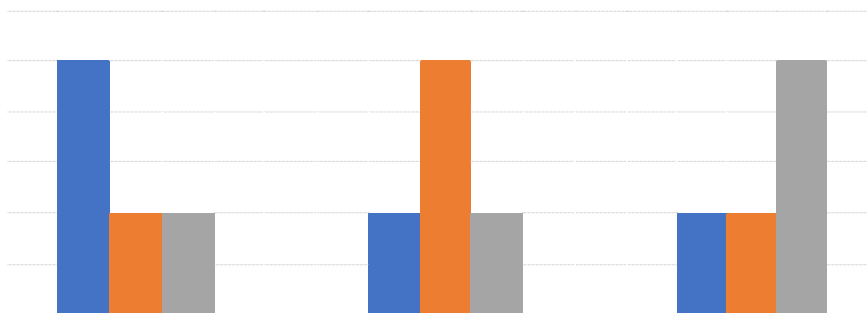


The distribution of team members among the different groups can provide an indicator of how the team is likely to approach their tasks. For example, if a team has many members with high to Very High Conscientiousness scores, they may be more likely to prefer an organised approach to their tasks.

INTERPRETING TEAM SCORE DISTRIBUTION

The diagram below illustrates some possible interpretations that could be drawn from the Team Score Distribution or each Main Personality Factor.

Sample Chart



Extraversion

Very Low

Low

Moderate Low

Average

Moderate High

High

Very High

Team members tend to be more comfortable being alone and less likely to engage with others.

Team members tend to be as comfortable as most with being in social situations or being alone.

Team members tend to enjoy being around people and are more likely to be sociable with others.

Agreeableness

Team members tend to be more competitive and value their own interests over others.

Team members tend to be able to balance being competitive and cooperative with others.

Team members tend to be more cooperative and value others' interests over their own.

Openness

Team members tend to prefer familiar situations and tried and tested methods of success.

Team members tend to be able to balance between innovative solutions and tried and tested approaches.

Team members tend to prefer novel situations and finding more innovative methods of success.

Conscientiousness

Team members tend to prefer a more relaxed approach to work and thinking on the spot.

Team members tend to be able to balance between more relaxed and more orderly approaches to tasks.

Team members tend to prefer a more organized approach to work and carefully planning for success.

Emotional Stability

Team members tend to feel anxious and worried when faced with stress and difficulties at work.

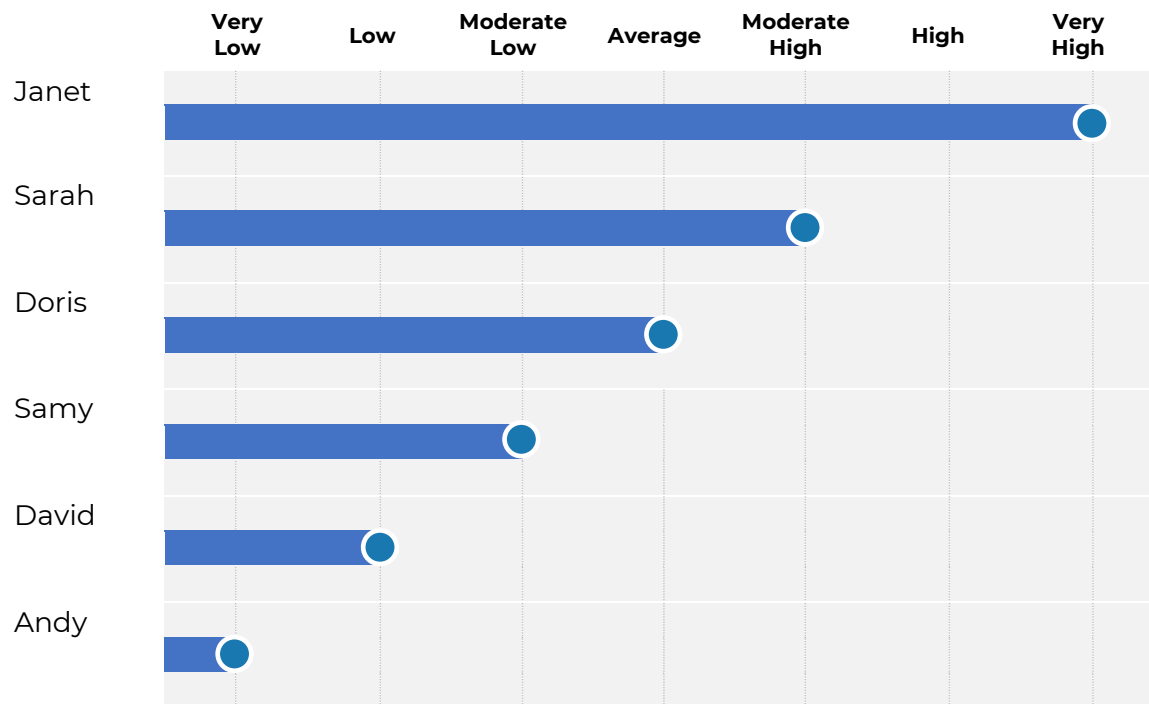
Team members are generally able to keep calm when faced with stress, but may feel anxious about challenges at times.

Team members tend to feel more calm and composed when faced with stress and difficulties at work.

EXTRAVERSION

Identifies individuals who tend to be sociable, active, talkative, optimistic and affectionate. Refers to quantity and intensity of preferred interpersonal interactions.

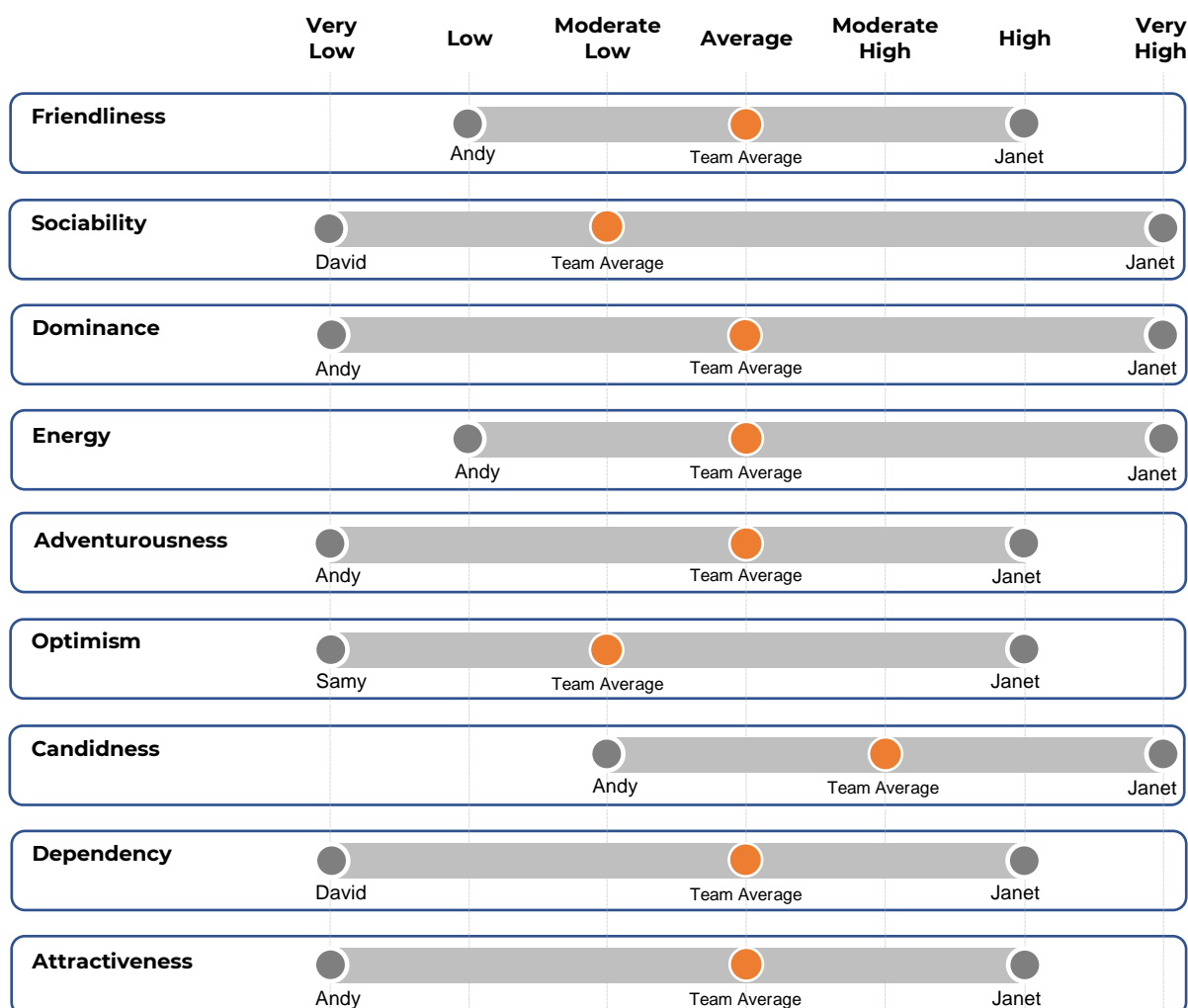
The chart below compares each team members score on the Extraversion main factor with each other.



EXTRAVERSION SUB-FACTORS

The chart below illustrates the team's average score on each of the nine Extraversion sub-factors. The higher the average score, the greater the team tends towards that sub-factor. Detailed explanations for each sub-factor can be found in this report's Glossary section.

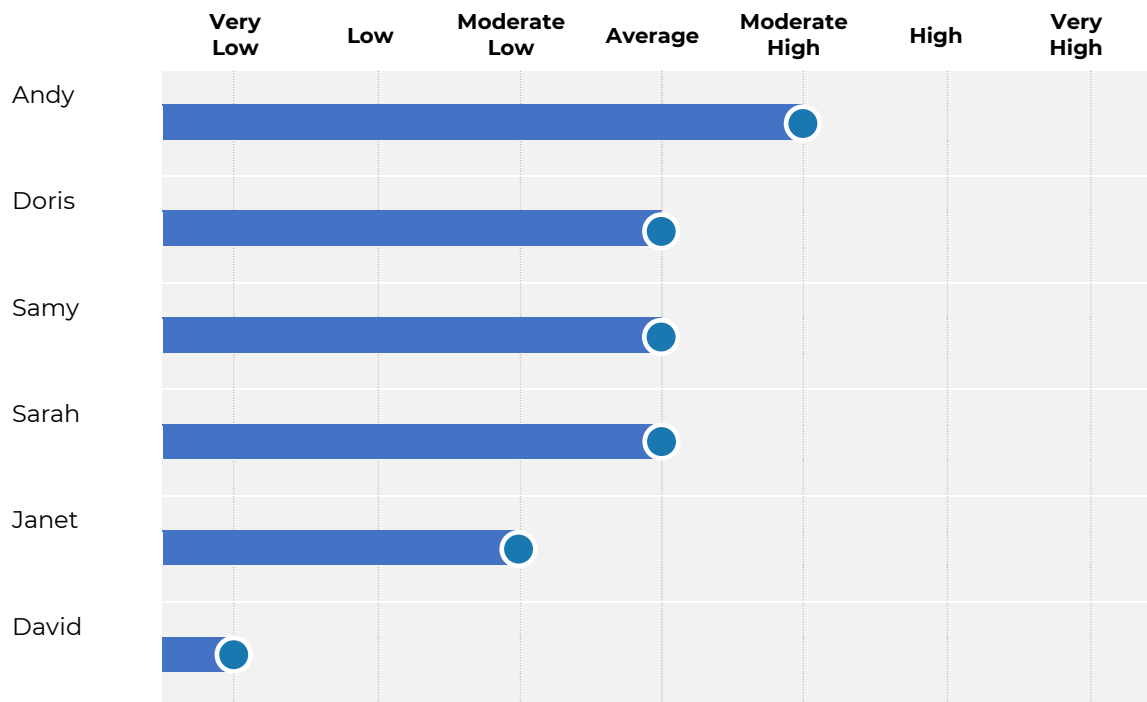
Sub-Factors Scores



AGREEABLENESS

Identifies individuals who prefer harmony and cooperation in social interactions rather than suspicion and antagonism.

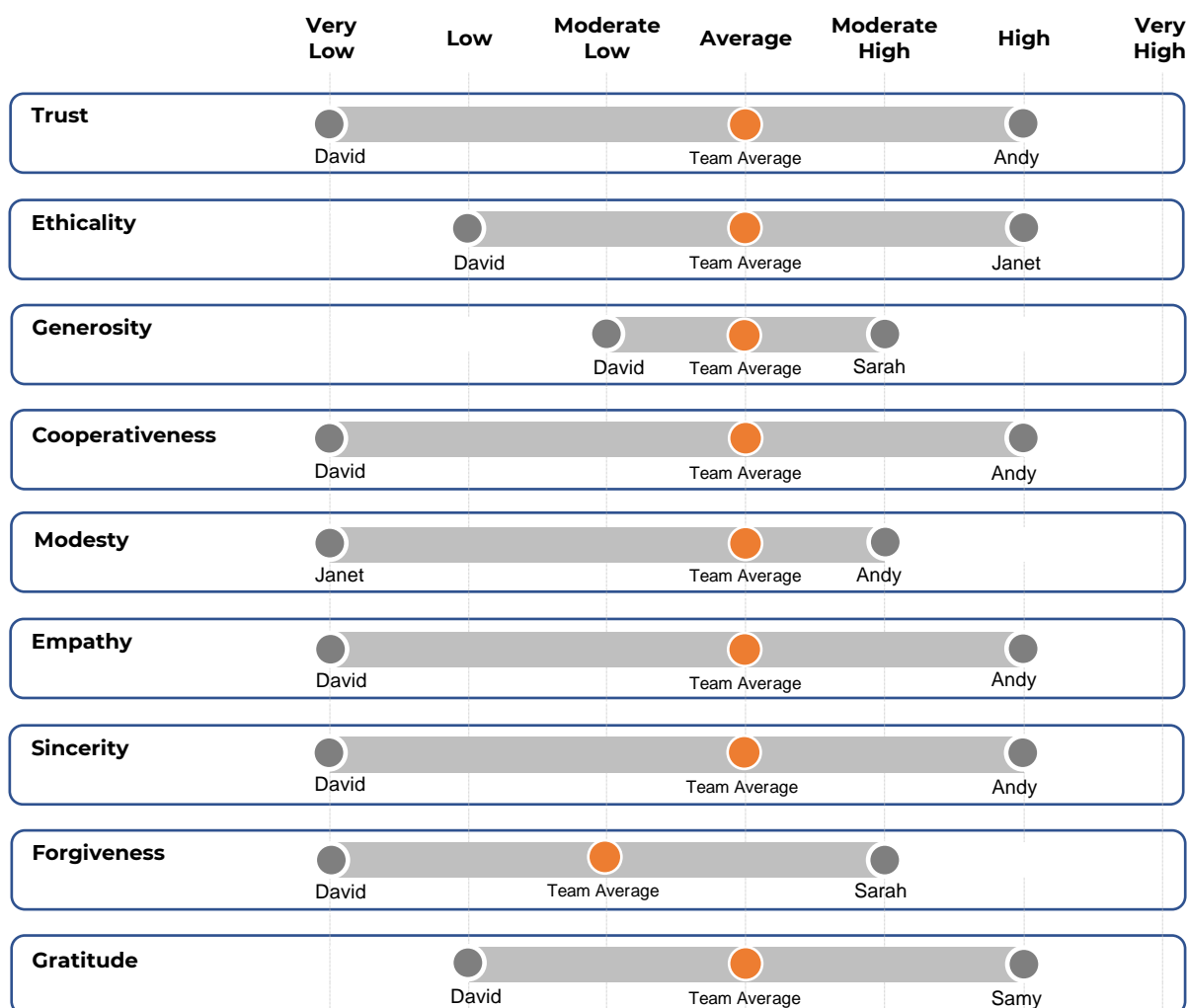
The chart below compares each team members score on the Agreeableness main factor with each other.



AGREEABLENESS SUB-FACTORS

The chart below illustrates the team's average score on each of the nine Agreeableness sub-factors. The higher the average score, the greater the team tends towards that sub-factor. Detailed explanations for each sub-factor can be found in this report's Glossary section.

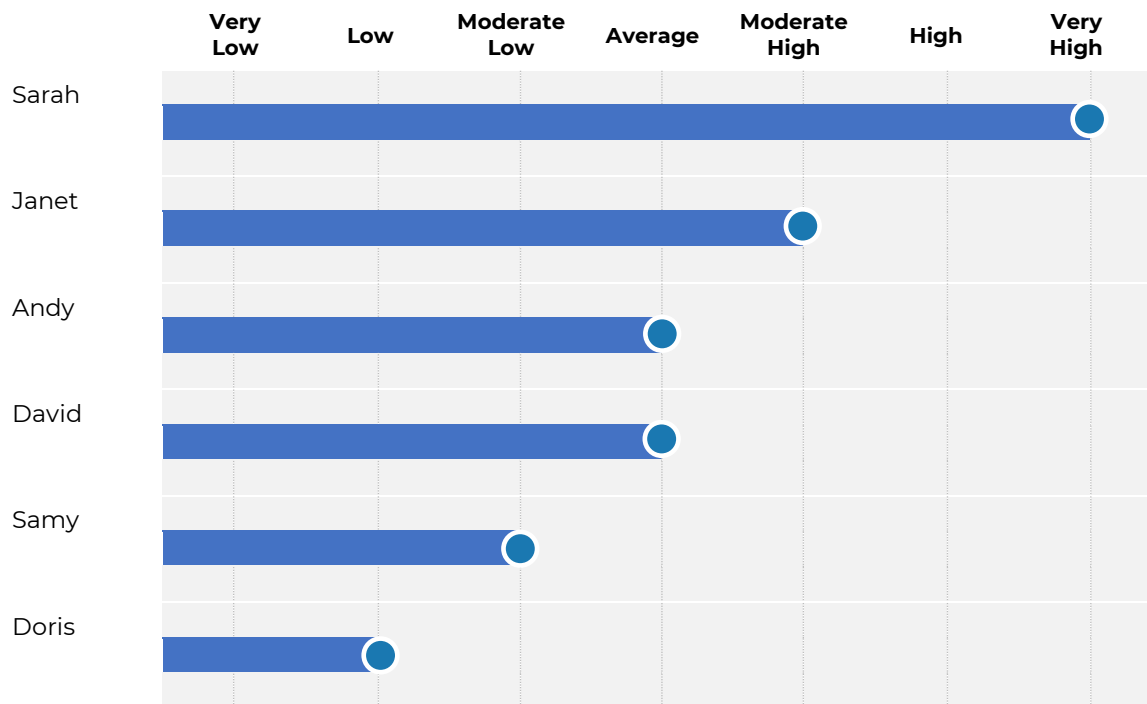
Sub-Factors Scores



OPENNESS

Actively seek and appreciate new experiences. Individuals who prefer a life with a wide variety of experiences, adventure, art, unusual ideas and curiosity.

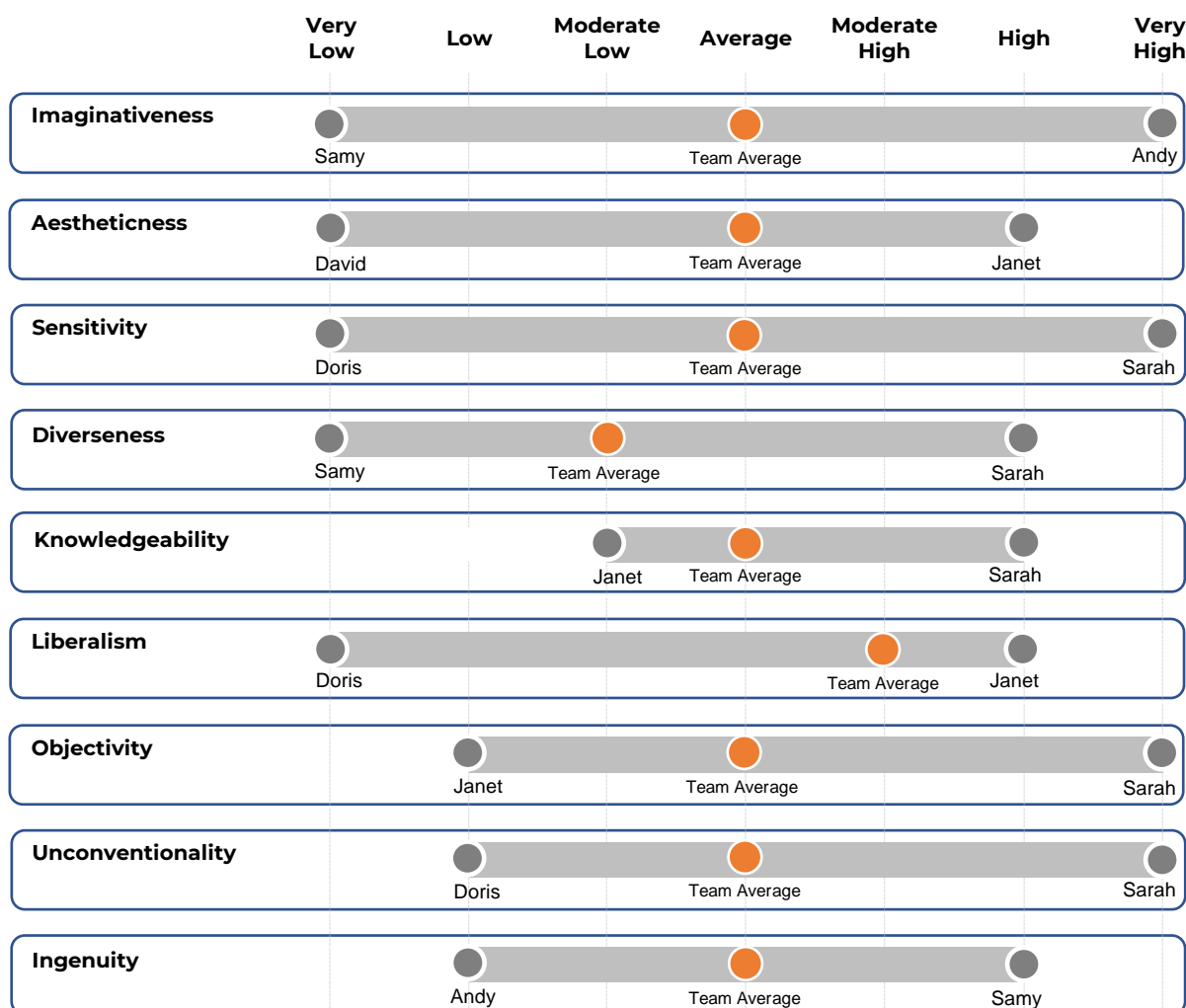
The chart below compares each team members score on the Openness main factor with each other.



OPENNESS SUB-FACTORS

The chart below illustrates the team's average score on each of the nine Openness sub-factors. The higher the average score, the greater the team tends towards that sub-factor. Detailed explanations for each sub-factor can be found in this report's Glossary section.

Sub-Factors Scores

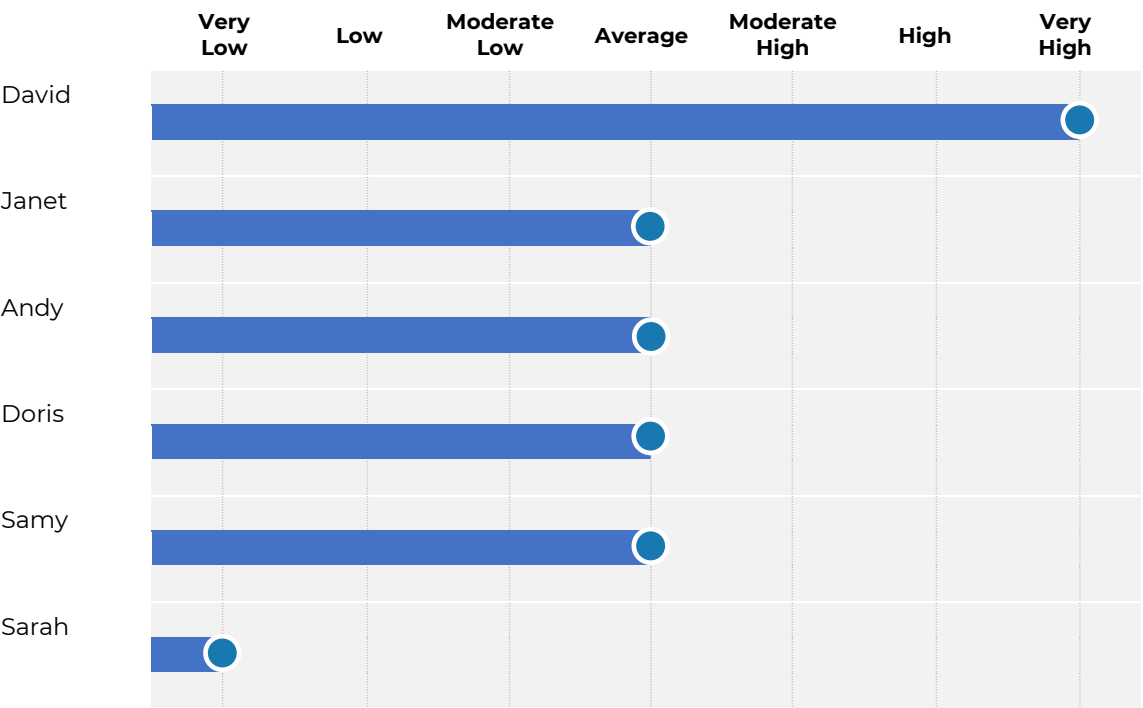




CONSCIENTIOUSNESS

Assesses the degree of organization and motivation in goal-directed behavior. Individuals show discipline, aim for achievement, and demonstrate planned vs spontaneous behavior.

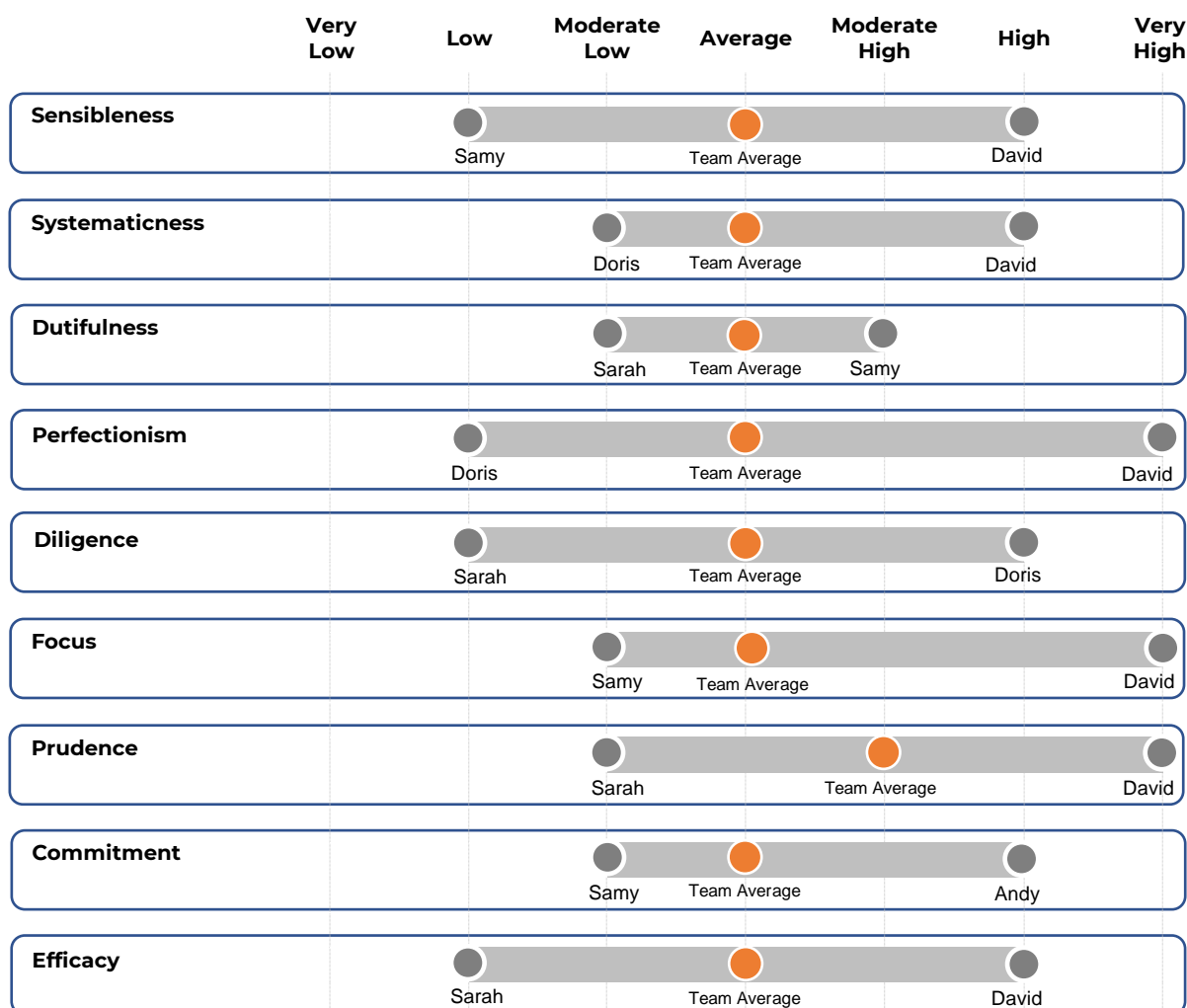
The chart below compares each team members score on the Conscientiousness main factor with each other.



CONSCIENTIOUSNESS SUB-FACTORS

The chart below illustrates the team's average score on each of the nine Conscientiousness sub-factors. The higher the average score, the greater the team tends towards that sub-factor. Detailed explanations for each sub-factor can be found in this report's Glossary section.

Sub-Factors Scores

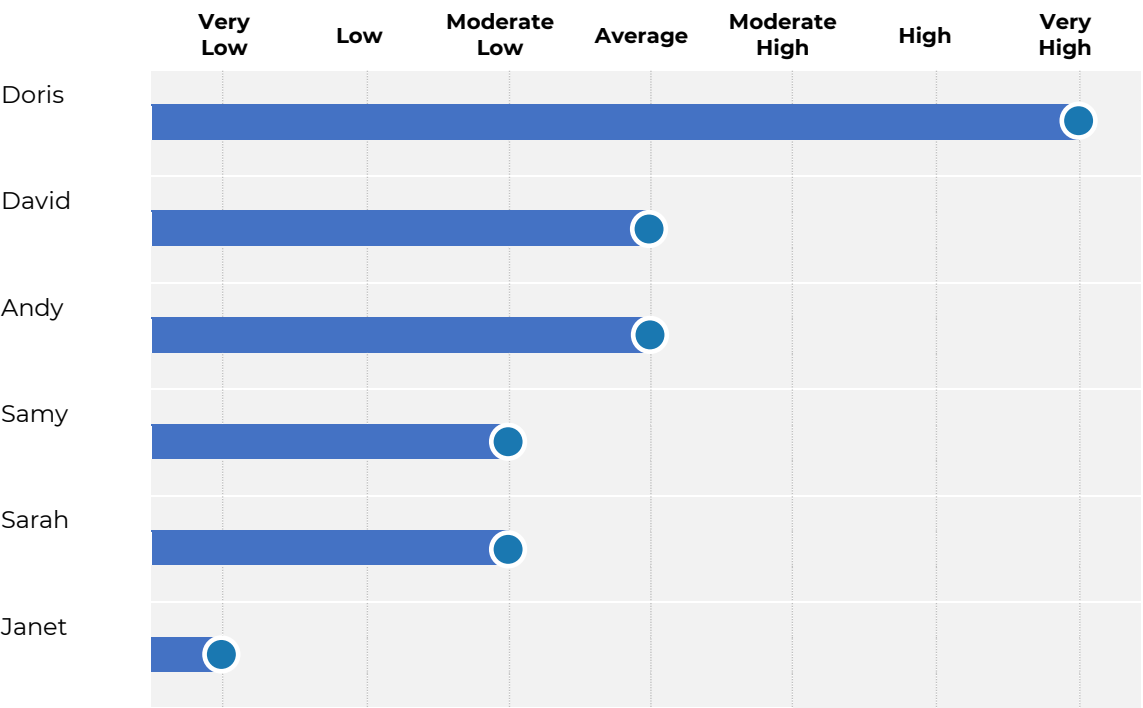




EMOTIONAL STABILITY

Refers to the degree of being emotionally stable and less reactive to stress. Individuals who are emotionally stable are likely to be calm, even tempered, and feel less tense.

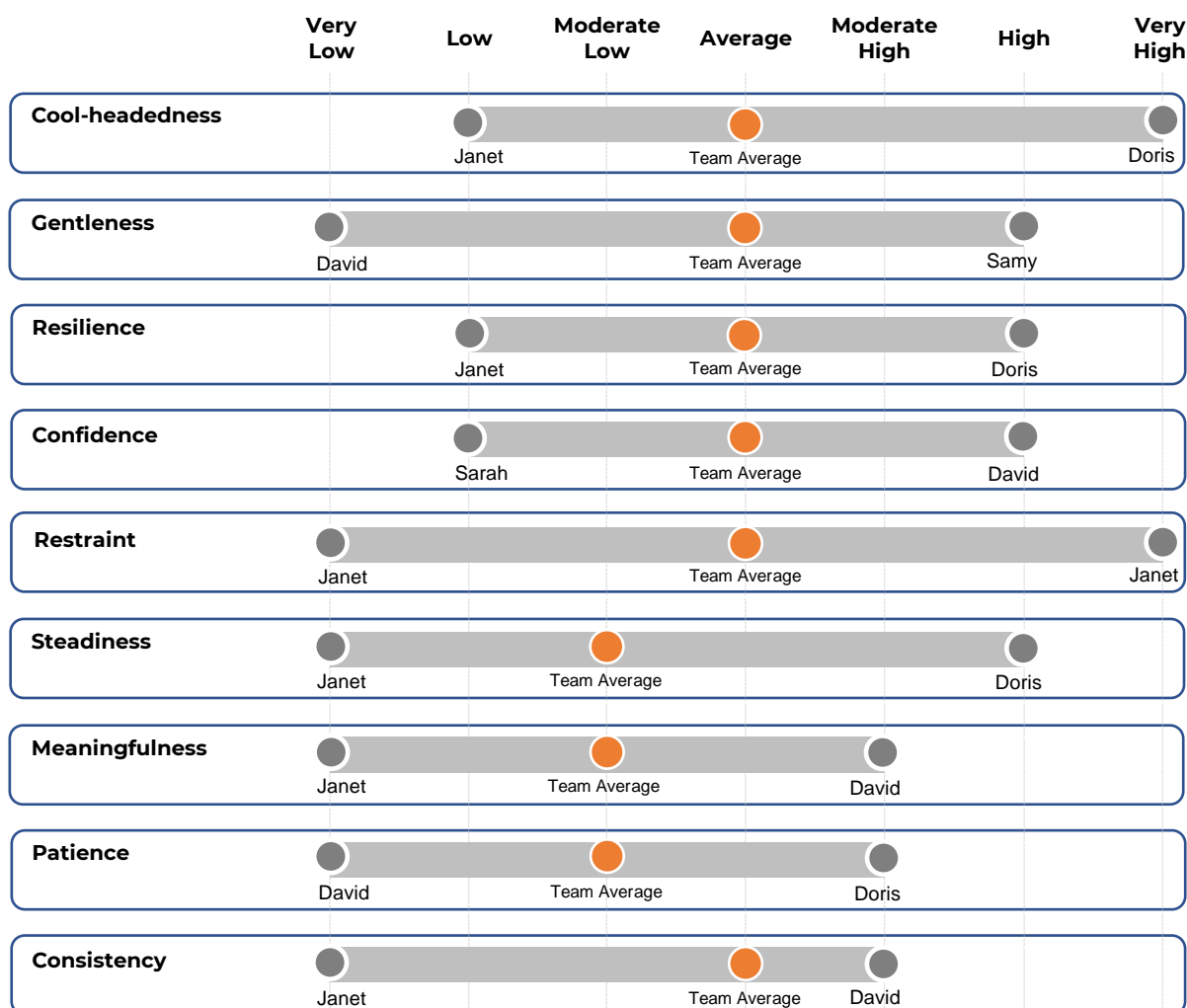
The chart below compares each team members score on the Emotional Stability main factor with each other.



EMOTIONAL STABILITY SUB-FACTORS

The chart below illustrates the team's average score on each of the nine Emotional Stability sub-factors. The higher the average score, the greater the team tends towards that sub-factor. Detailed explanations for each sub-factor can be found in this report's Glossary section.

Sub-Factors Scores



GLOSSARY

Extraversion:

Identifies individuals who tend to be sociable, active, talkative, optimistic and affectionate. Refers to quantity and intensity of preferred interpersonal interactions.

| Sub-Factor | Low | High |
|-----------------------|--|--|
| Friendliness | Distant, cold | Friendly, warm |
| Sociability | Quiet, shy, stays out of public view | Loud, gregarious, attracts attention |
| Dominance | Non-assertive, avoids confrontation, seeks harmony | Assertive, confrontational, seeks to win |
| Energy | Sedentary, slow paced, relaxed | Active, energetic, busy |
| Adventuresome | Avoids new experiences, risk-averse | Excited to try new experiences, risk-seeking |
| Optimism | Pessimistic, sober | Optimistic, cheerful |
| Candidness | Guarded, cagey | Frank, open |
| Dependency | Prefers to be alone, avoids company | Feels uncomfortable being alone, seeks company |
| Attractiveness | Feels left out of social events and networks | Feels popular in social events and networks |

Agreeableness:

Identifies individuals who prefer harmony and cooperation in social interactions rather than suspicion and antagonism.

| Sub-Factor | Low | High |
|------------------------|---|--|
| Trust | Suspicious, distrustful | Accepting, trusting |
| Ethicality | Hard to read, worldly, manipulative | Transparent, frank, forthright |
| Generosity | Focused on own needs | Focused on others' needs |
| Cooperativeness | Competitive, contentious, seeking to win | Deferent, compliant, cooperative |
| Modesty | Likes to show off, keen to be perceived as better than others | Humble, modest, self-effacing |
| Empathy | Disconnected, uncaring | Sympathetic, caring |
| Sincerity | Adaptable, changes behaviour based on people & situation | Authentic, behaves the same no matter the people & situation |
| Forgiveness | Hard to forgive | Easy to forgive |
| Gratitude | Rarely shows appreciation | Readily shows appreciation & gratitude |

Openness:

Identifies individuals who actively seek and appreciate new experiences. Such individuals prefer a life with a wide variety of experiences, adventure, art, unusual ideas and being able to express their curiosity.

| Sub-Factor | Low | High |
|--------------------------|---|--|
| Imaginativeness | Sticks to the real world, interested in facts | Indulges in daydreaming and fiction |
| Aestheticness | Prosaic, lack of interest in the arts | Artistic, appreciative of beauty in the world |
| Sensitivity | Emotions are unimportant, controlled | Emotions are important, responsive |
| Diverseness | Narrow range of activities, prefers status quo | Wide range of interests, willing to try new things |
| Knowledgeability | Little interest in pursuing new knowledge and ideas | Curious, actively seeks out new knowledge and ideas |
| Liberalism | Traditionally-minded, rejects new values and cultures | Open-minded and accepting of new values and cultures |
| Objectivity | Actively defends own ideas and beliefs | Actively challenges own ideas and beliefs |
| Unconventionality | Prefers traditional status-quo ideas and beliefs | Open to unproven new ideas and beliefs |
| Ingenuity | Uses known and tested solutions | Thinks of new and original solutions |

Conscientiousness:

Identifies individuals who show discipline, aim for achievement, and act according to plans rather than spontaneity. Assesses the degree of organisation and motivation in goal-directed behaviour.

| Sub-Factor | Low | High |
|-----------------------|---|--|
| Sensibleness | Difficulty making good decisions, judgements and plans | Makes good decisions, judgements and plans |
| Systematicness | Disorganised, unmethodical, untidy | Organised, systematic, tidy |
| Dutifulness | Unreliable, undependable, irresponsible | Reliable, dependable, responsible |
| Perfectionism | At ease with lower standard of oneself | Demands the highest standard of oneself |
| Diligence | Avoids unnecessary work, does just enough to get by | Works hard, goes the extra mile |
| Focus | Easily distracted, wanders from task to task | Focuses on the task at hand |
| Prudence | Takes short-cuts, makes spontaneous decisions | Plans carefully, double-checks frequently |
| Commitment | Lack of follow-through, difficulty finishing tasks | Follows up on tasks, ensures tasks are finished |
| Efficacy | Believes in fate/destiny; locus of control outside self | Believes in hard work and effort; locus of control within self |

Emotional Stability:

Identifies individuals who are likely to be serene, even tempered and less tense. Refers to the degree of being able to remain calm and avoid reacting emotionally to stress with anger, anxiety or depression.

| Sub-Factor | Low | High |
|-----------------------|---|---|
| Coolheadedness | Worrisome, easily troubled | Self-assured, tranquil |
| Gentleness | Aggressive, easily angered | Gentle, highly tolerant |
| Resiliency | Depressed, withdrawn from the world | Resilient, embracing the world |
| Confidence | Easily embarrassed, self-effacing | Thick-skinned, self-confident |
| Restraint | Impulsive, wants results immediately | Measured, willing to wait |
| Steadiness | Nervous, panics when stressed | Calm and steady, even when stressed |
| Meaningfulness | Feels that life lacks meaning and purpose | Has a strong sense of meaning and purpose in life |
| Patience | Impatient, always rushing | Patient, accepting of delays |
| Consistency | Changes plans and decisions based on mood | Plans and decisions not influenced by mood |