

CONFIDENTIAL

IDEAL PROFILE REPORT

(CANDIDATE ALIGNED WITH THE IDEAL PROFILE)

Sally Sample

25th April 2024

EXPERT

IDEAL PROFILE
REPORT



GUIDE TO USING THIS REPORT

INTRODUCTION

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

REPORT SECTIONS

The Ideal Profile report presents Sally 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 Sally 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

Sally 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)	Senior Managers	530

DISCLAIMER

This is a strictly confidential assessment report on Sally 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 Sally 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.



OPP IDEAL PROFILE IDEAL PROFILE

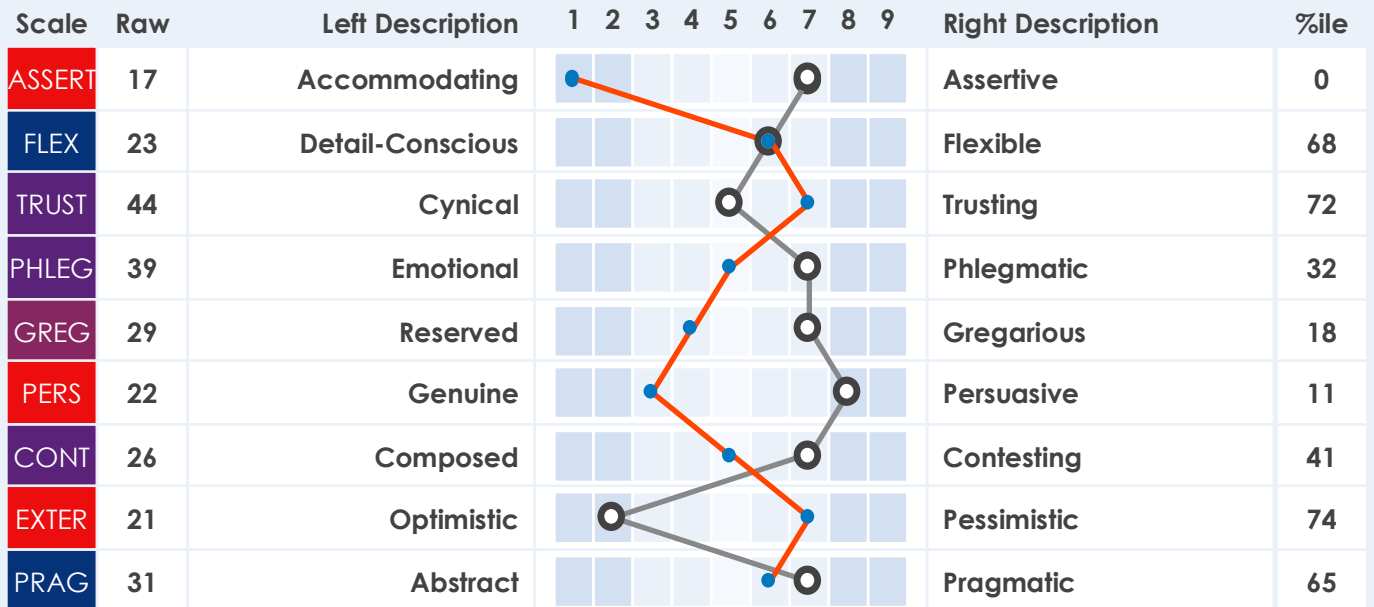
Sally Sample's personality profile is referenced to the ideal for the role of *OPP Ideal Profile*. Overall, Sally Sample's similarity to the ideal is estimated by to be **0.391***.

IDEAL PROFILE CHART

Profile Similarity

0.391

○ Ideal Profile ● Sally 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.





QUESTION PROMPTS

The following section lists a number of points which can be inferred from a comparison of Sally Sample's profile and the profile of an ideal candidate for the post of OPP Ideal Profile. 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 moderately gregarious and to be comfortable working either independently or with others in a team.
	Sally Sample	Sally Sample's profile suggests that she is moderately gregarious and appears to be comfortable working either independently or with others in a team.

POSSIBLE QUESTIONS:

- What percentage of your time do you think you might spend: a) with others? b) on your own?
- What aspects of your work give you most satisfaction?
- Give me an example of an occasion when you had an important task to complete. Did it matter to you whether you were able to work on it alone, or whether you had to work with others?
- What proportion of your work would you say requires you to operate on your own, rather than with others? Are you happy with this split? How would you change it if you could?

Accommodating vs Assertive	The Ideal Candidate	The ideal candidate is required to strike a balance between getting things done and the need to take into account the interpersonal sensibilities.
	Sally Sample	Sally Sample's profile suggests that she may be more concerned about the sensibilities of colleagues than focussing on the needs of the task - she may tend to avoid or smooth over confrontation.

POSSIBLE QUESTIONS:

- Give me an example of when you strongly influenced someone at work.
- How do you deal with opposition to your ideas or plans?
- Give me an example of a situation when the feelings of others got in the way of progress? What did you do about it?
- When did you last put your own wishes before those of others?
- Give me an example of an instance when you felt really angry with someone, and let them know it in no uncertain way.
- Give me a recent example of when you have felt like losing your temper with someone. What was it about?



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.
	Sally Sample	The results suggest that Sally Sample may have difficulty expressing views that run counter to her own values and beliefs, even when this may be required by the situation.

POSSIBLE QUESTIONS:

- Describe the last time you were in a situation when you had to be 'nice' to someone you actively disliked.
- What technique would you adopt to when having to present a 'party line' with which you disagreed to colleagues?
- Give me an example of when you felt it necessary to tell a harmless white-lie in the interests of the situation.
- Can you think of a recent occasion (perhaps a social event) when you had to play a role which does not come naturally to you?
- How did you feel about that?
- Give me an example of an occasion when you had to be very direct in your dealings with someone.
- Can you think of a time recently when you might have unintentionally upset someone through being undiplomatic? How did you feel about it?
- Give me an example of when you think you might have behaved out of character when with a group of people (at work or otherwise).
- Can you think of an occasion when you did something which shocked or surprised a group of friends, or people at work?
- When did you last just 'say what you felt' when talking to your boss or someone else of importance?
- Do you think you adjust your social behaviour according to the group you are with? Give me an example?
- Do you have friends who ignore social niceties? What do you think of them? To what extent if any, do they embarrass you?

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.
	Sally Sample	Sally Sample appears to have a very trusting nature, seeing little reason to be suspicious of others' motives. Could this make her appear somewhat credulous and over-indulgent at times?

POSSIBLE QUESTIONS:

- Give me an example of an occasion when you have doubted someone's intentions or motives, and have been justified.
- To what extent are you sceptical of what other people tell you?
- What have been the advantages of your particular style?
- How tolerant are you of people who are under-performing?
- When people let you down, how do you react?



THINKING STYLE

Abstract vs Pragmatic	The Ideal Candidate	The ideal candidate is required to have a balance between concentrating on immediate practical realities and more conceptual issues which have longer term or farther reaching consequences.
	Sally Sample	The profile suggests that Sally 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.
	Sally Sample	Sally Sample's profile suggests that she 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 more than able to cope with the normal pressures and demands of life.
	Sally Sample	As prone to feelings of anxiety as most, Sally Sample's profile suggests that she should be more than able to cope with the normal pressures and demands of life.

POSSIBLE QUESTIONS:

- Do you think you are more confident or less confident than those who work closest to you? Can you give me an example?
- Do you think you are better at working under pressure than some of your colleagues?

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.
	Sally Sample	When faced with setbacks or disappointments, Sally Sample may be inclined towards despondency and feelings of self-doubt. She may as a consequence feel that the cards are stacked up against her and give up in the face of what she 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 expected to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in his/her attitude.
	Sally Sample	Sally Sample appears to have a fairly balanced approach towards work, being neither too tense and competitive nor too relaxed in her attitude.

POSSIBLE QUESTIONS:

- Do you think those with whom you work closest are more relaxed than you, or less so?
- Does your present job require a sense of urgency? Give an example.
- 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?