

# OPTO

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VALUE PEOPLE

MASTER HUMAN RESOURCES  
CONSULTING

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master™ human resources consulting  
Personaldiagnostik und Potenzialanalysen  
TESTREPORT



**OPTO**

+ Decision Report

master™  
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 usually shown using an intuitive scale ranging from 1 to 10, with 10 being the highest. The scale is commonly referred to as a STEN scale.



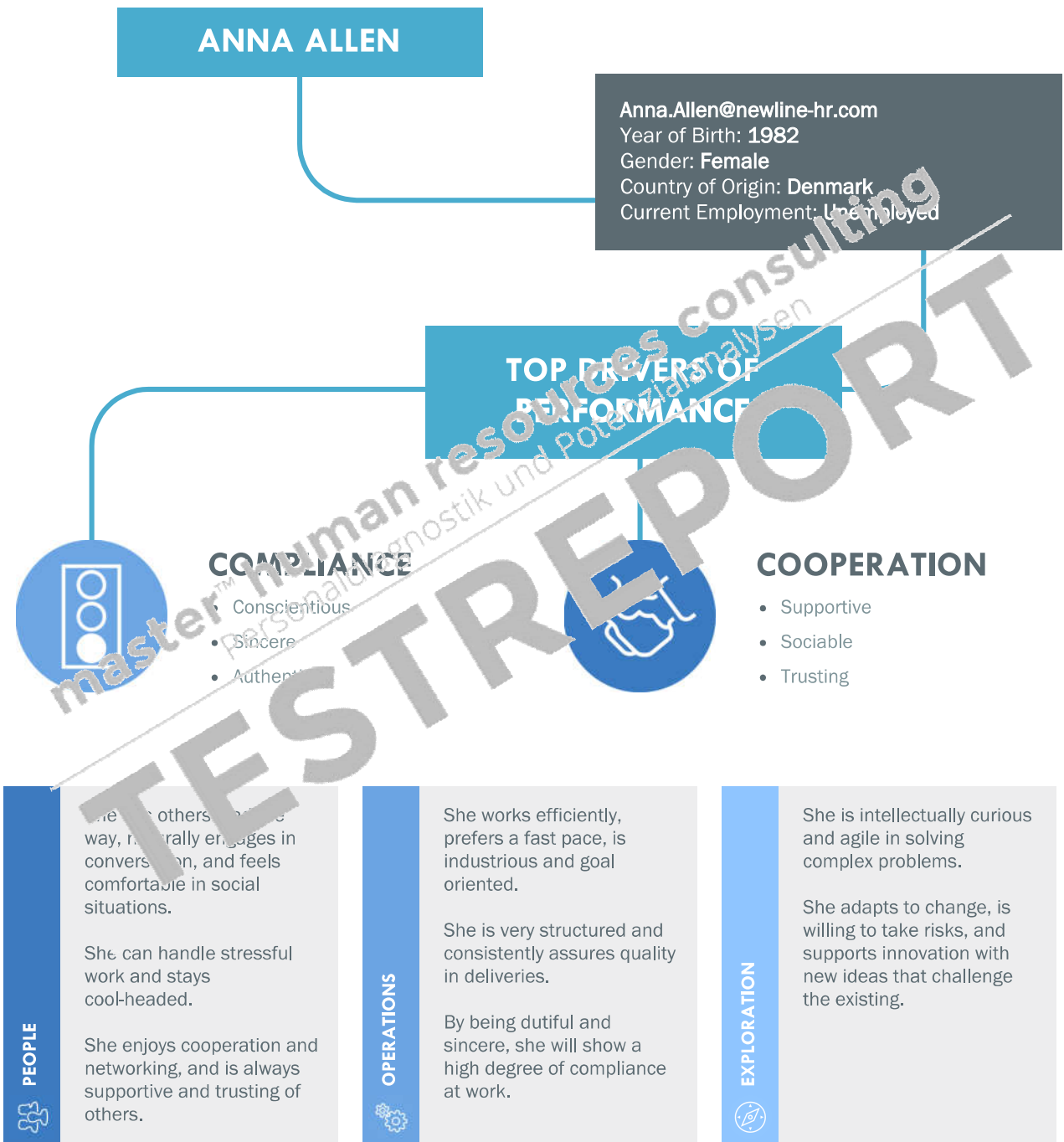
## NORM GROUP

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: International norm

# OVERVIEW



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>• Prefers to let others lead the way</li> <li>• Naturally engages in conversation with others</li> <li>• Feels confident in social situations</li> </ul>	5
	<b>RESILIENCE</b> <ul style="list-style-type: none"> <li>• Always stays cool-headed</li> <li>• Remains calm under pressure</li> <li>• Can deal with stressful work</li> </ul>	4
	<b>COOPERATION</b> <ul style="list-style-type: none"> <li>• Is always supportive</li> <li>• Is outgoing and sociable</li> <li>• Assumes everyone is honest</li> </ul>	8
OPERATIONS	<b>EFFICIENCY</b> <ul style="list-style-type: none"> <li>• Prefers a fast pace</li> <li>• Is determined to reach set goals</li> <li>• Has high self-discipline</li> </ul>	7
	<b>DELIVERY</b> <ul style="list-style-type: none"> <li>• Is always well organized</li> <li>• Pays close attention to details</li> <li>• Aims for perfection</li> </ul>	8
	<b>COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Is always very conscientious</li> <li>• Takes pride in being authentic</li> <li>• Would never take credit for other people's work</li> </ul>	9
EXPLORATION	<b>AGILITY</b> <ul style="list-style-type: none"> <li>• Seeks out new knowledge</li> <li>• Readily works with complexity</li> <li>• Is confident of own ability to learn quickly</li> </ul>	7
	<b>INNOVATION</b> <ul style="list-style-type: none"> <li>• Can adapt to new situations</li> <li>• Challenges the existing</li> <li>• Takes risks only when needed</li> </ul>	6

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# LEADERSHIP PERSPECTIVE

