

Sample Sam
24 Jul 2013

RESPONDENT

FEEDBACK REPORT

PERSONALITY





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 likely to be as persuasive and influential as most people, having a fairly strong social presence when this is called for. Feeling most comfortable when talking about a subject you are familiar with, you may need to be personally convinced of something before you can persuade others of a particular point of view. You are as sociable and outgoing as most people and will be as happy to be part of a team as to work on your own. Having achieved a balance between self-sufficiency and a need for other people, you are likely to be neither over dependent upon other people, nor too individualistic. You are a fairly assertive person who has the ability to dominate many interpersonal relationships. Relatively forceful and fairly determined, you will not easily take no for an answer. In general, you will not avoid expressing your own opinion for fear of upsetting other people and you can, if necessary be quite forceful.

Your Thinking Style

Not at all a traditional or conservative person, you may on occasion disregard set procedures and rules. Consequently you may wish to avoid jobs that require closely attending to fine detail and working within rigidly defined procedures and systems. Having little need to cling to the past for a sense of security, you will be open to new ideas and innovations. A little more suspicious than many people, you may at times doubt others' honesty and good will. Believing that some people are simply out to further their own ends, you may question others' motives, particularly if they are acting in a very philanthropic way. You are a very intellectually oriented person who may prefer to have the ideas and let other people put them into practice. You will enjoy academic debate, and are likely to have an interest in the arts and other creative pursuits. An intellectual person, you will enjoy having ideas and thinking through problems, particularly if they are abstract and theoretical in nature.

Your Coping Style

You have a balanced approach towards work, being neither too tense and competitive nor too relaxed and easy going in your attitude towards work. Although you will work hard when necessary, you may dislike having to continually meet close deadlines. Not a particularly optimistic person you may be prone to feelings of pessimism and self-doubt when things go wrong. At times thinking that life is something a gamble, which is determined by fate or chance, others may on occasion see you as a little fatalistic. Somewhat more emotionally stable than most people, you are not a particularly touchy or moody person. You have quite a realistic approach to life and are not inclined to worry excessively about the future. Not unduly prone to suffer from feelings of anxiety or self-doubt, you will take most things in your stride.