



OCCUPATIONAL
PERSONALITY
APPRAISAL (OPA)[™]
EXTENDED VERSION

INDIVIDUAL INTREPRETIVE REPORT

2 JUNE 2018

**SAMPLE
CANDIDATE**



CANDIDATE

AGENCY : SAMPLE INC

NRIC : S1234567X

CANDIDATE : SAMPLE CANDIDATE

DATE : 2 JUNE 2018

INTRODUCTION

The Occupational Personality Appraisal (OPA) describes an individual in terms of personality traits based on the five factor model, a well researched and widely accepted framework found to be consistent across different ages and cultures.

The OPA is designed and constructed to provide a general description of personality that is 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.

IMPRESSION MANAGEMENT

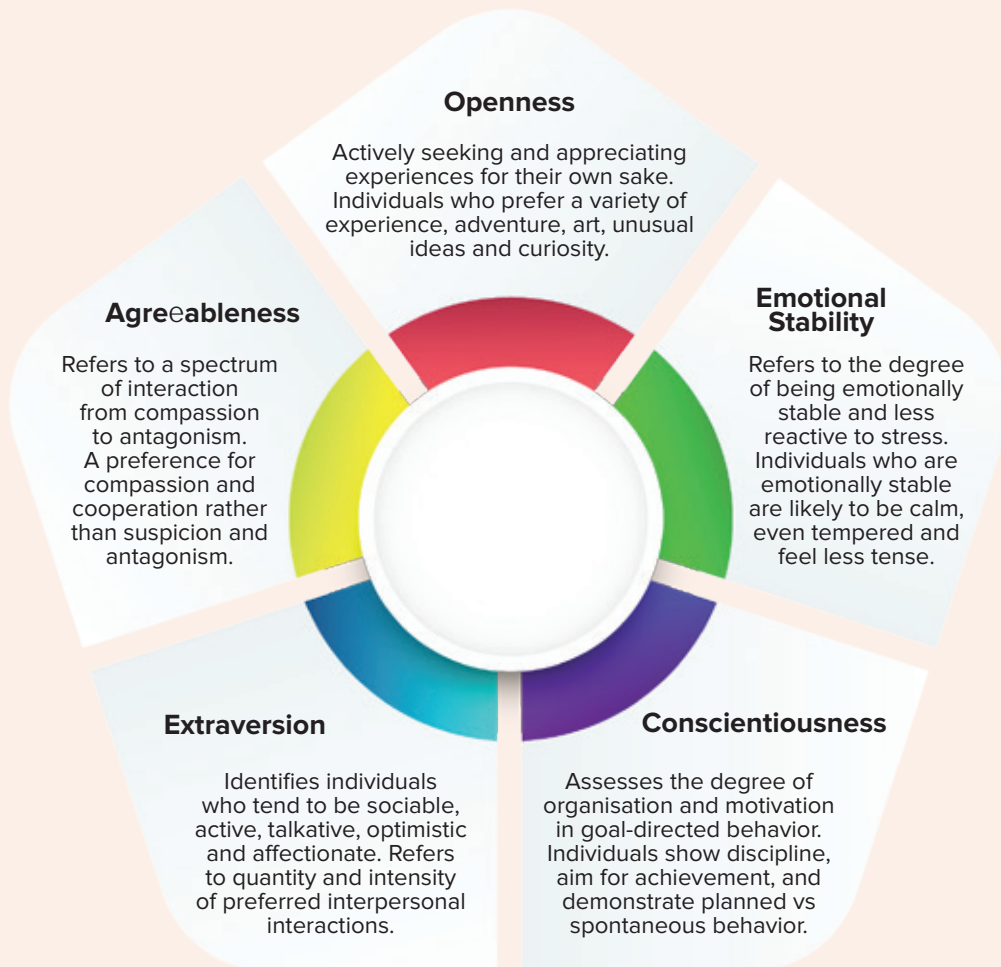
Impression Management (IM) scores highlight attempts by candidates to convey an unusually positive impression of themselves by giving socially desirable responses.

The IM score is 97. A score above [80] is considered high and hence interpretation of this profile should take the IM score into consideration.

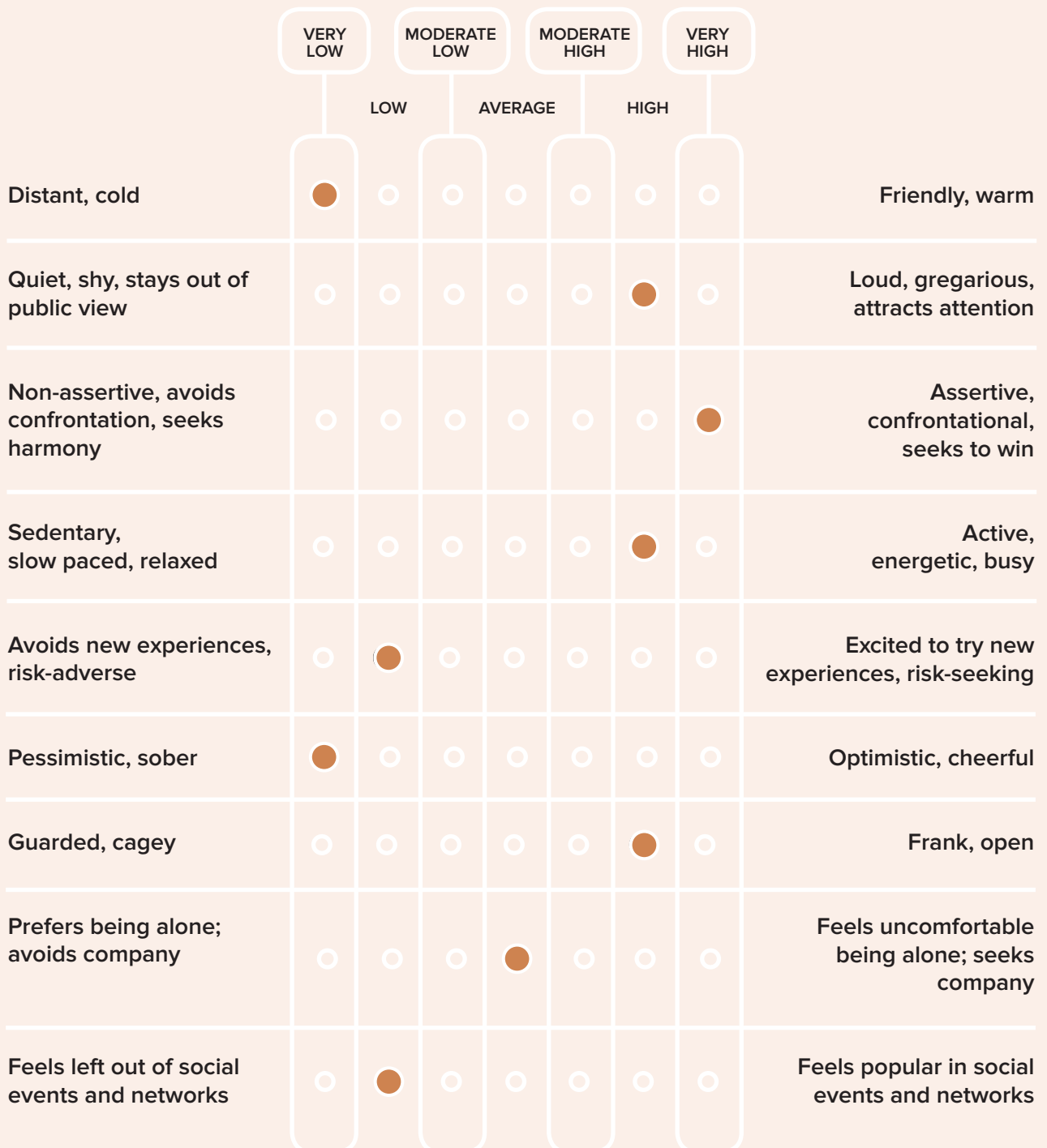
NAME: Sample Candidate **NRIC:** S1234567X **AGENCY:** Sample Inc

	VERY LOW	LOW	MODERATE LOW	AVERAGE	MODERATE HIGH	HIGH	VERY HIGH
EXTRAVERSION				●			
AGREEABLENESS				●			
OPENNESS				●			
CONSCIENTIOUSNESS		●					
EMOTIONAL STABILITY						●	

5 MAIN PERSONALITY FACTORS



EXTRAVERSION



DETAILED DESCRIPTION

You have a moderate level of sociability and are interested to get to know others around you. You are at ease in most social situations and are able to engage and interact with those around you. You are likely to be socially confident and your responses in social situations are typical with most.

● Friendliness

You are less inclined to form attachments to others, and prefer to maintain formal and professional relationships at work. You tend to make logical and analytical decisions, and are not easily swayed by emotional aspects. You may be perceived to be somewhat reserved and aloof.

● Dominance

You do not hesitate to impress your own others on others and take charge of situations when required. You may come across as dominant or controlling to others, and appear dismissive of others' views.

● Adventuresome

You prefer routine and staying with familiar roles within your comfort zone. You may find it difficult to adapt to change and may choose to forgo new experience and opportunities to learn.

● Candidness

You are frank and straightforward in communicating your opinions to others. While your ability to give direct feedback is likely to help the other party improve, you may be viewed as lacking in tact when giving negative feedback.

● Attractiveness

You come across as aloof and people may find it difficult to approach or engage with you.

● Sociability

You gain energy from interacting with others. You tend to seek out and enjoys team work and social networking. Conversely, you feel less comfortable working alone and may socialise unnecessarily, which may affect team productivity.

● Energy

You are highly driven and have a strong sense of time urgency towards tasks. When others are not able to keep up with your pace, you may come across as annoyed and impatient.

● Optimism

You tend to take a pragmatic and realistic view on things. This may cause others to view you as lacking in enthusiasm or optimism.

● Dependency

You can be counted on to complete most tasks and are seen as being as reliable as most.

AGREEABLENESS



DETAILED DESCRIPTION

You are typically able to balance your personal views with that of others. You are empathetic to other people's situation but do not allow this to overly influence your considerations in decision making. You are generally comfortable sharing your experience and learning with others.

● Trust

You tend to be cynical and tend not to take others' words and actions at face value. You expect others to have their own agenda and constantly try to read between the lines. You are somewhat disinclined to reach out to others, preferring to work independently, and this may impact on your ability to create connections with others.

● Generosity

No narrative interpretation.

● Modesty

You are reluctant to showcase your achievements and successes with others. While others perceive you as humble, you may undersell yourself and miss out on opportunities as others may not be aware of your capabilities and experiences.

● Sincerity

No narrative interpretation.

● Gratitude

You are generally appreciative of your team members' contribution, although you do not see the need to go out of your way to express your gratitude explicitly.

● Ethicality

No narrative interpretation.

● Cooperativeness

No narrative interpretation.

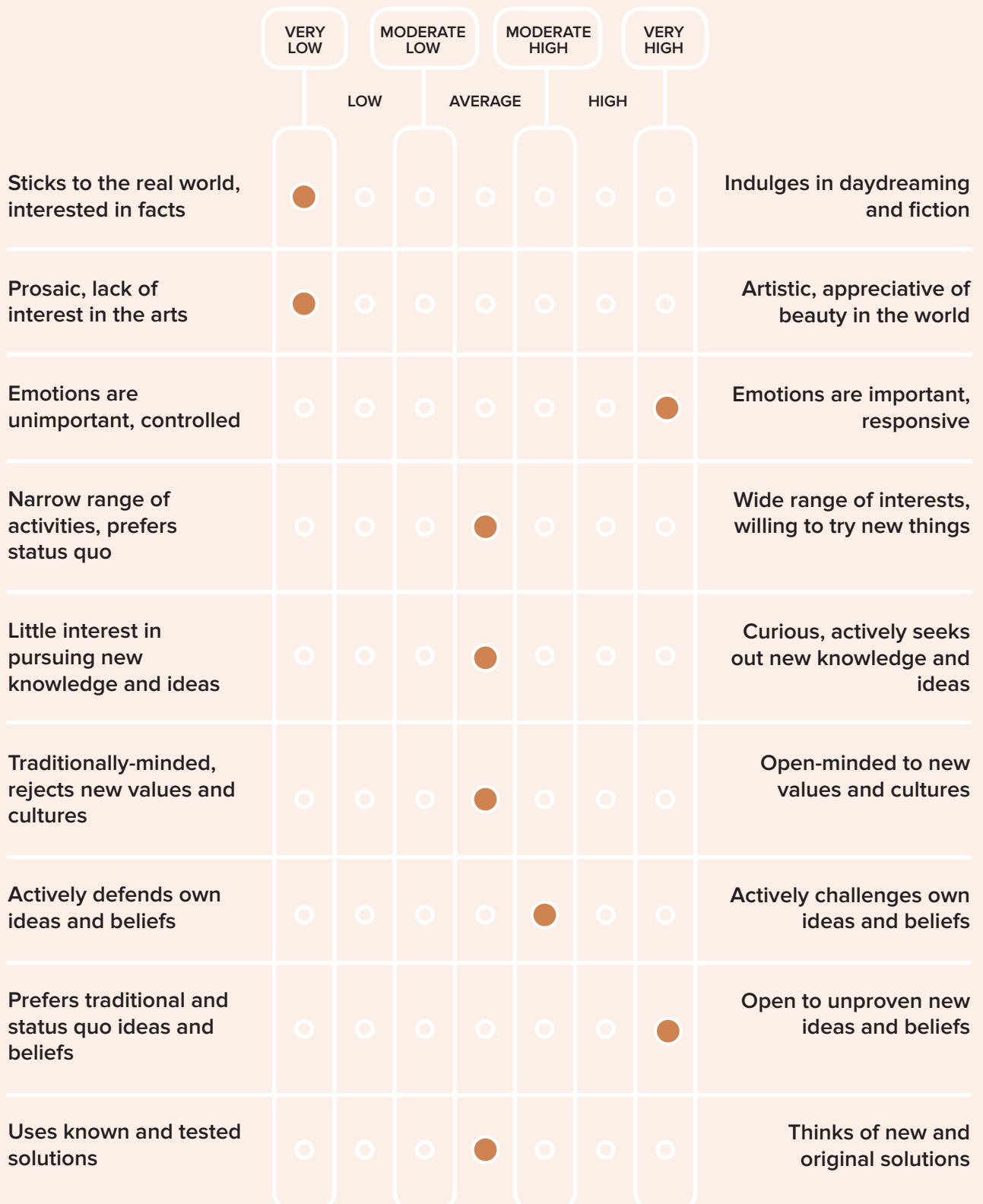
● Empathy

You are generally focused on results and goals, and place less emphasis on the needs and difficulties of others. While you tend to make rational and objective decisions, these may come at the expense of others. People might perceive you to be overly hard-headed and business-like.

● Forgiveness

You are highly tolerant and understanding of your team member's mistakes and shortcomings, and find it difficult to demand accountability. As a result, others may take advantage of your high tolerance.

OPENNESS



DETAILED DESCRIPTION

You are comfortable with tried and tested ways of approaching tasks but are also open to new ways of doing things should the situation call for it. You are typically able to engage both objective and subjective thinking in assessing a scenario, and usually combine the need for doing things differently with the need for functionality.

● Imaginativeness

You are pragmatic and practical, and stay focused on the current agenda. Your task orientation may cause you to ignore information that does not seem immediately relevant and you may not give much thought in anticipating future possibilities.

● Aestheticness

When it comes to work, you tend to be focused on concrete deliverables and outcomes. As a result, you may overlook the presentation aspect of your delivery.

● Sensitivity

You are attuned to your inner feelings and that of others, and you understand the importance of taking these into account in making decisions. You may have difficulty making decisions that impact negatively on others, and might be perceived as allowing your emotions to get in the way of things.

● Diverseness

You are equally at ease performing routine tasks or adjusting to new roles that are assigned to you. However, you may not be proactive in seeking out new opportunities or challenges at work.

● Knowledgeability

You are somewhat conservative in your thinking although you are open to new ideas and ways of thinking. You generally take a balanced approach by both drawing on past knowledge whilst giving due consideration to new perspectives and ideas.

● Liberalism

You are generally respectful of organisational norms and values. Nonetheless, you will proactively suggest new perspectives and ideas that improve the existing work process.

● Objectivity

No narrative interpretation.

● Unconventionality

You pride yourself on being able to think out of the box and come up with new and innovative solutions to meet your objectives. However, your focus on doing things differently may cause you lose sight of the practicalities of the situation or leverage on past experience.

● Ingenuity

You are somewhat creative and often think of ways to improve upon existing processes and solutions to solve problems.

CONSCIENTIOUSNESS

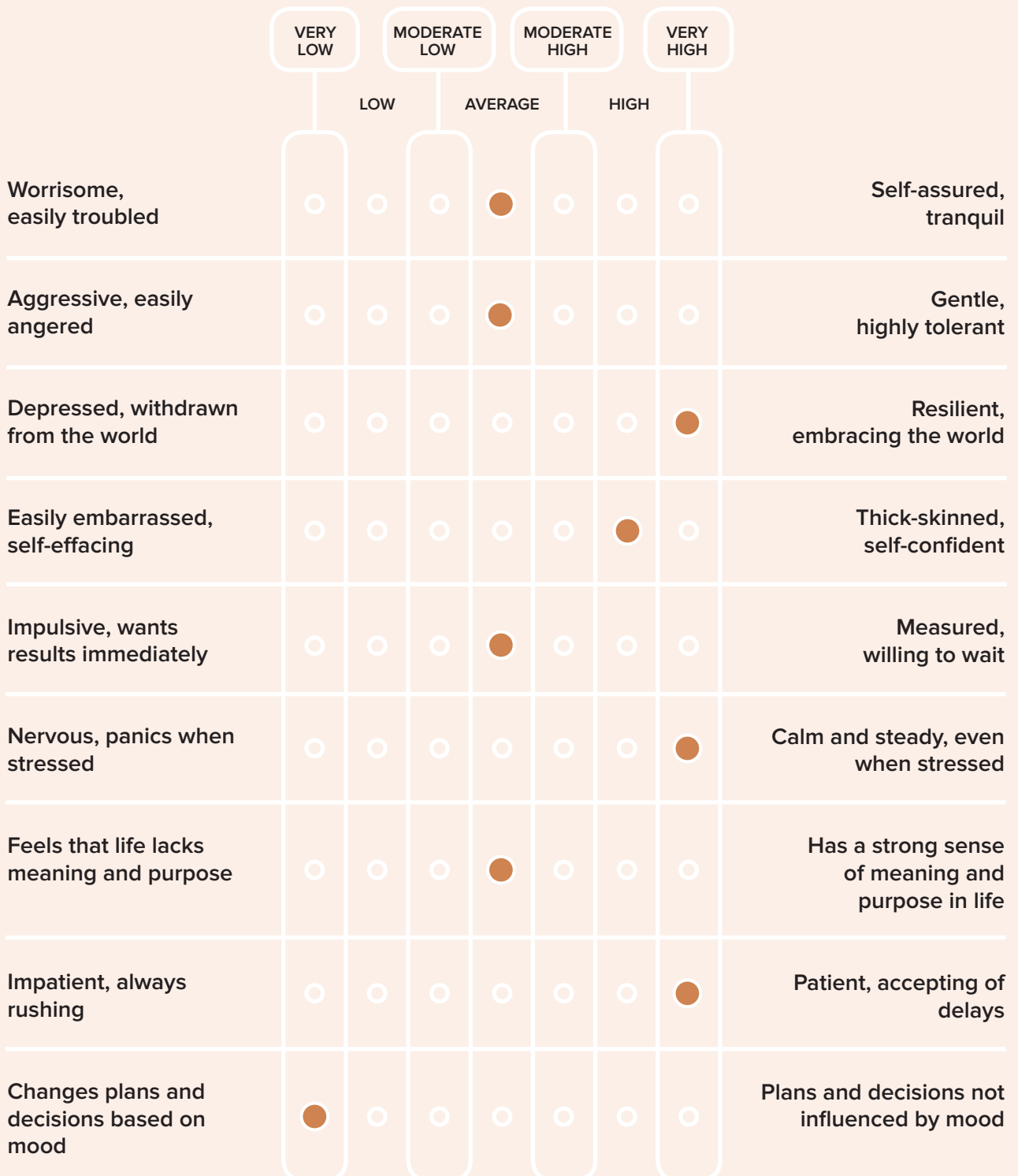


DETAILED DESCRIPTION

You prefer not to take on responsibilities and commitments, and may not see tasks through to completion if you run into difficulties; or may complete them hastily. You can be somewhat disorganised in your thinking and are disinclined to plan ahead. You are comfortable thinking on your feet and able to perform on the spot even without being given time for preparation.

- **Sensibleness**
You accept that you are not able to fully be in control in any situation and that things may not go as planned. In situations when obstacles occur, you are able to adjust and adapt in order to deal with them.
- **Systematicness**
You do a reasonable amount of planning and are generally organised in your thoughts and actions, although you can be flexible when required.
- **Dutifulness**
No narrative interpretation.
- **Perfectionism**
No narrative interpretation.
- **Diligence**
You are comfortable either focusing on one job or handling multiple tasks at the same time. Compared to most, you are moderate in your ability to stay engaged and see a task to completion.
- **Focus**
You are spontaneous and will seize opportunities as they come. You are quick to act and make things happen, although you may fail to plan ahead and rarely think through the consequences of your decisions.
- **Prudence**
You are generally cautious and are try to minimise the risk of making an ineffective decision by carefully considering the problem from multiple angles. You prefer not to take risks and may be uncomfortable with making decisions on the spot. You run the risk of being too conservative or spending too much time deliberating over issues more than they merit.
- **Commitment**
No narrative interpretation.
- **Efficacy**
You prefer to adhere closely to set processes and guidelines, even if they may not be the most expedient ways of completing a task. Oftentimes, you find it challenging to come up with the most efficient ways to complete a task or improve upon existing processes.

EMOTIONAL STABILITY



DETAILED DESCRIPTION

You feel able to deal with difficult or stressful situations, and spend less time than most feeling discouraged or hopeless when faced with setbacks. You rarely worry or feel frustrated, although you are not necessarily cheerful or carefree.

● Coolheadedness

Compared to most, you experience appropriate levels of worry in anticipation of tasks and when engaging in new experiences.

● Resiliency

No narrative interpretation. You tend to view setbacks and challenges positively, and see these as opportunities. This positive outlook helps you to cope effectively with these challenges.

● Restraint

You are generally able to maintain self control against temptations although you occasionally succumb to distractions.

● Meaningfulness

You find meaning and purpose in your work and are generally engaged in your job.

● Consistency

You are easily swayed by the opinions and views of others, and may change your own position on issues or act inconsistently under different situations. Others may view you as inconsistent and prone to changing your mind. As such, you may find it difficult to convince others of your cause.

● Gentleness

Compared to your peers, you are likely as most to experience some level of impatience or frustration when you encounter problems, although you are able to manage these feelings and express them appropriately.

● Confidence

You enjoy interacting with others in different social settings and are comfortable being the centre of attention. You pay little heed to how others perceive and judge you, and do not monitor the impact of your behaviour in such situations.

● Steadiness

You remain calm and collected when faced with setbacks and challenging circumstances, and feel confident in your ability to deal with these situations without needing external help. As a result, you may not seek help from others even when the situation gets out of control.

● Patience

You prefer a relaxed and well-paced approach to completing tasks and are unlikely to rush to complete a task. When faced with short deadlines or time urgency, you tend to feel stressed.