

Salecology®

BIG 5 Personality Factors

narrative report

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section 1: introduction

The Orpheus test is used to describe personality based upon the Five Major Scales; the Orpheus report evaluates and interprets your scores looking at aspects of personality including Fellowship, Authority, Conformity, Emotion and Detail.

The 5 scales on this test assess the social, organisational, intellectual, emotional and perceptual aspects of personality respectively. This report also looks at the Seven Minor Scales of personality being Proficiency, Work-orientation, Patience, Fair-mindedness, Loyalty, Disclosure and Initiative in order to give an extra insight.

This report shows your scores against the Major and Minor scales and it also provides a narrative overview of what these scales are indicating. For each scale, your score represents a comparison with a norm group based on a representative sample of working people in the UK. Scores can range between 1 and 9, and 5 is the average score.

This report is comprised of a number of sections which should be used to build a full picture of the individual taking the test. Factors other than personality can influence scores, and full interpretation should only be made under the guidance of an appropriately qualified professional.

section 2: the response audit

introduction

The response audit checks the pattern of responding against four criteria, and assigns scores between 0 (audit successful) and 3 (audit failure). Scores of 1 and 2 represent minor and major degrees of hesitation respectively on the part of the auditor.

ra1: Dissimulation assesses 'faking good'. Deliberate attempts to falsify this report generally lead to an RA1 score of 3. RA1 scores of 1 or 2 suggest cautious interpretation of scores. Remember, however, that people are often encouraged to present themselves positively.

ra2: Contradiction identifies apparently contradictory responses and thus indicates the degree of care taken in completing Orpheus. An RA2 score of 3 can arise from a random pattern of responding, while scores of 1 or 2 suggest a somewhat lackadaisical approach.

ra3: Despondency assesses the extent to which the respondent is 'faking bad'. An RA3 score of 3 occurs when the respondent is falsifying the report in a negative way. RA3 scores of 1 or 2 indicate caution as the respondent may be suffering from low mood or self-esteem.

ra4: Inattention identifies repetitive patterns of responding that pay little regard to the content of the statements. An RA4 score of 3 occurs with frequent repeated usage of one category, or meaningless switches among categories.

the audit

ra 1: dissimulation	0	ra 3: despondency	0
ra 2: contradiction	1	ra 4: inattention	0

section 3: the five major scales

introduction

The five Orpheus Major Scales are based on the 'Big Five' model of personality, interpreted within the context of work related behaviours, beliefs, attitudes and interests. These scales of Fellowship, Authority, Conformity, Emotion and Detail represent social, organisational, intellectual, emotional and perceptual aspects of personality respectively. Because the Major Scales are largely independent of one another, they can additionally be interpreted in combination so that particular meanings can be assigned to certain patterns of scores. For example, a person with high Fellowship and high Authority (assertiveness) can be meaningfully differentiated from a person with low Fellowship and low Authority (submissiveness).

Fellowship - Assesses the Big Five trait of extroversion/introversion. High scorers are usually happier working with others or in a team. Low scorers generally prefer work that requires a degree of independence.

Authority - Assesses the Big Five trait of tough-vs tender-mindedness, sometimes called 'agreeableness'. High scorers are usually able to make tough decisions. Low scorers generally adopt a more co-operative approach.

Conformity - Assesses the Big Five trait of "openness-to-experience." High are likely to have a preference for traditional scorers ways of doing things and to respect established values. Low scorers oftendo things differently, and seek out alternative wish to solutions to problems.

Emotion - Assesses the Big Five trait of neuroticism. High scorers tend to be nervous but are likely to be sensitive to the feelings of others. Low scorers may be more able to perform under stressful conditions but can lack caution.

Detail - Assesses the Big Five trait of conscientiousness. High scorers can excel at mundane tasks that require particular care, although they may become over-involved in minutiae. Low scorers have less patience for routine tasks and prefer to see the wider view.

chart for the major scales



section 4: the seven minor scales

introduction

Because a weakness in one occupation may be neutral, or even a strength in another, the minor scales should only be used where relevant to a particular work setting. For example, entrepreneurs will often take risks in order to learn from their mistakes, whereas this approach would not be desirable for airline pilots.

Proficiency - Assesses care in detailed tasks, versus a trial and error approach.

Work-orientation - Assesses belief in hard work, versus a belief in work-life balance.

Patience - Assesses calm and patience, versus competitive aggression.

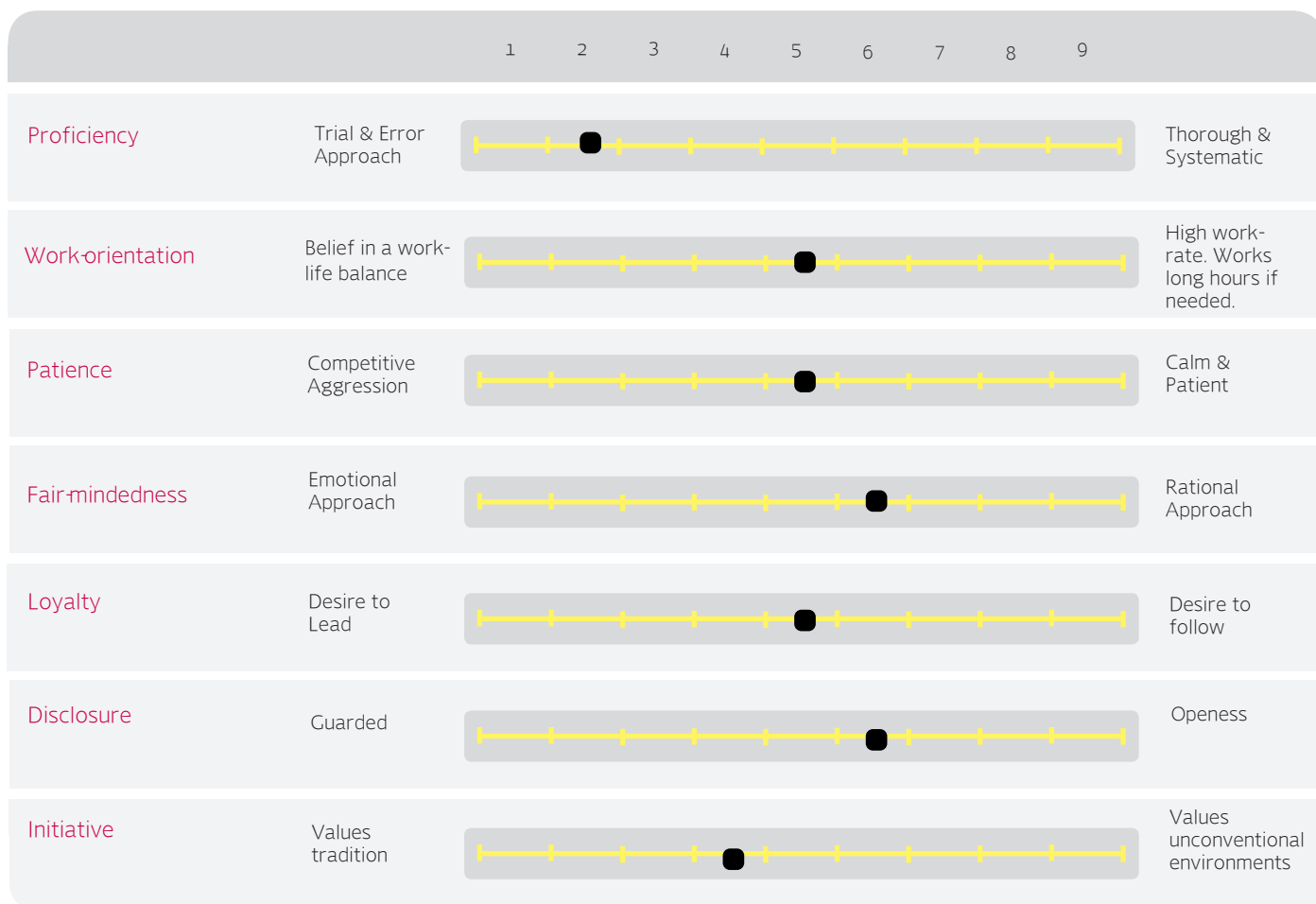
Fair-mindedness - Assesses a rational approach versus an emotional approach.

Loyalty - Assesses a desire to follow, versus a desire to lead.

Disclosure - Assesses being truly open, versus "playing one's cards close to one's chest".

Initiative - Assesses enjoyment of rapid change, versus the valuing of tradition.

chart for the minor scales



section 5: the Big 5 narrative

This is a summary of the candidate's behaviours, based upon the scores gained from this test in conjunction with the five major scales.

- Sample appears to be suited to working independently. He is happiest and at his most productive when given the freedom to get on with a task without close supervision or having to collaborate with others. His best work is done when he is given a free hand, and he gains most satisfaction from working in this way. He is the kind of person who tends to do everything himself. Sample is generally a quiet person and prefers not to draw attention to himself. He does not feel the need to be up to date with the latest gossip. It is not necessary for Sample to form friendships with colleagues in order to enjoy his work. He tends to keep his social life and his working life separate. Sample's score of 3 on Fellowship is low. Twenty-eight percent of people in the working population would normally obtain this score or below.
- Sample's responses show that he would tend not to let the needs of others jeopardise the accomplishment of organisational goals. Whereas he believes that staff satisfaction is important for an organisation's success, he also acknowledges that organisational achievements sometimes depend upon actions that are not always in employees' best interests. Although he may find it distasteful, he is able to take tough action when necessary. Sample's score of 6 on Authority is at the higher end of the average range. Thirty-nine percent of working people would be expected to obtain this score or above.
- Sample is effective in carrying out tasks according to set guidelines and performs at his best in a working environment that favours the implementation of existing practice over the expression of originality. Although Sample is able to think up new ideas and find new ways of doing things, he is best suited to working according to established procedures. He is a practical person who can tolerate a moderate level of repetition in his working life, and can usually be relied upon to stick to the rules. Sample's score of 6 on Conformity is towards the upper end of the average range; Thirty-nine percent of working people obtain a score at this level or above.
- Sample is able to perform effectively when he is under mild pressure. Neither his productivity nor his decision-making ability decline in such a working environment. He is the kind of person who is able to respond to tight deadlines and unexpected obstacles, but like most people may not produce his best work under these conditions. Sample's interactions with colleagues usually remain congenial even in a busy working environment, and only begin to deteriorate when pressure becomes high. Sample's score of 5 on Emotion is average for this scale.
- Sample appears to have the ability to view his work in its wider context. He is very aware of the relevance of the task in hand for overall strategy and understands which aspects are of particular importance. His strength is that he can see the broader implications rather than becoming overwhelmed by unnecessary detail. He seems to have an intuitive grasp of the overall picture which gives him the potential to be a good strategic thinker given the right circumstances. For Sample, routine administrative tasks are a necessary evil that are carried out with the least possible intrusion upon what he sees as the more interesting aspects of his work. Sample has obtained a low score of 3 for Detail. Only 25% of working people can be expected to obtain this score or below.
- Sample's low scores on both Fellowship and Detail suggest that his potential ability to think strategically may be seriously handicapped by a failure to communicate effectively with others.