

# ORPHEUS



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## Technical Report for Sample

*Orpheus administered on 07 October 2009*

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### Response Audit

<b>RA1: Dissimulation</b>	0	<b>RA3: Despondency</b>	0
<b>RA2: Ambivalence</b>	0	<b>RA4: Inattention</b>	0

The Orpheus auditor 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: Ambivalence 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 and 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 low 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 switching among categories.

*Orpheus scores should not be interpreted in isolation. Account should be taken of the respondent's work history, social and educational background, present employment, future job aspirations and reasons for taking the test. Other sources of information, such as interview or Curriculum Vitae, should also be considered. Orpheus should only be used by an appropriately qualified professional.*

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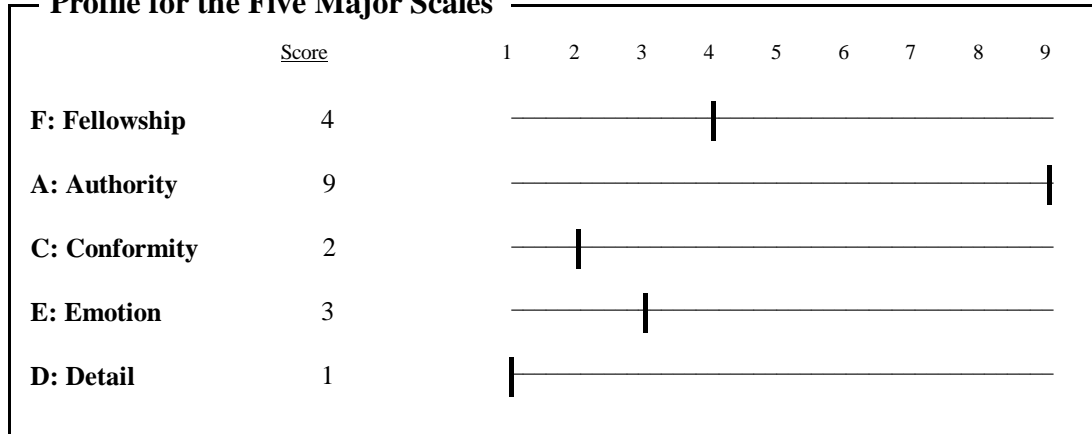
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### Profile for the Five Major Scales



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). Where appropriate these combinations appear in the narrative report.

**F: Fellowship** assesses the Big Five trait of extraversion/introversion. High F scorers are generally happier working with others or in a team. Low F scorers generally prefer work that requires a degree of independence.

**A: Authority** assesses the Big Five Trait of tough- vs. tender-mindedness, sometimes called "agreeableness". High A scorers can make tough decisions. Low A scorers generally adopt a more co-operative approach.

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

**E: Emotion** assesses the Big Five trait of neuroticism. High E scorers, while often being of a nervous disposition, are likely to be sensitive to the feelings of others. Low E scorers may be more able to perform under stressful conditions but may lack caution.

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

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### INTERPRETATION

Test Person's responses show that he is the kind of person who prides himself on his special ability to make tough decisions irrespective of the effects on others. He is exceptionally single-minded in his pursuit of success and will not be deterred by sentiment. Test Person believes that the needs of individual employees are only relevant in so far as they promote organisational accomplishments. He enjoys tackling conflict head-on and resolving disputes by strong and decisive action. Unless he has the wholehearted support of senior management this person is unlikely to be successful in achieving his goals. Test Person has an extremely high score of 9 on Authority. Only 3% of working people would be expected to obtain such a high score.

Test Person's strength is that he has an exceptional ability to view his work in its wider context. His particular skill at seeing the broader implications prevents him from becoming distracted by unnecessary attention to detail and gives him the potential to be an extremely good strategist. However, his lack of focus as far as detail is concerned may jeopardise his achievement of long-term goals. For Test Person, routine administrative tasks are likely to be seen as trivial and disregarded. His score of 1 on Detail is extremely low. Only 9% of working people can be expected to obtain such a low score.

For Test Person, it is of paramount importance that he should find his work interesting. Unless he is in a highly stimulating environment that offers a great deal of opportunity for him to develop new ideas his performance will not reach its full potential. Test Person dislikes repetition in his working life. Nothing excites him more than trying out new ways of doing things, and he prides himself on his ability to be one step ahead. He is very decisive and always feels in control, even when this may not actually be the case. Consequently he may take on too many commitments. Test Person is an extremely innovative person whose strength is that he can excel in a rapidly changing environment. Test Person's score of 2 on Conformity is very low; only 15% of working people obtain a score at this level or below.

Test Person seems to cope very well with stress. His confidence is such that he has no difficulty in functioning in a hectic working environment, and he is able to maintain both productivity and his decision-making ability under these circumstances. Tight deadlines and unexpected obstacles are not seen as problematic by Test Person, and his interactions with colleagues remain harmonious even when pressure is high. He is a calm person who can keep his cool in the face of adversity. Test Person's score of 3 on Emotion is low. Only 24% of people at work normally obtain this score or below.

Although Test Person appears to be able to work in a team, he prefers to work independently. Whereas he will accept some supervision and collaboration with colleagues, his work benefits from the freedom to get on with the task in hand. Test Person does not need close contact with colleagues to feel satisfied at work, and his social life is largely conducted outside the workplace. He is not the kind of person who likes to be the centre of attention. Although he will help others out when required, he usually prefers to do things on his own. Test Person's score of 4 on Fellowship is at the lower end of the average range. Thirty-seven percent of people in the working population would normally obtain this score or below.

The combination of Test Person's low score on Conformity and high score on Authority suggests that he likes to be in charge. He is independent minded and used to setting the rules with the expectation that others will follow. He is likely to be an initiator and, so long as his ideas are as good as he thinks they are, has the potential to be a successful entrepreneur.

The combination of Test Person's high score on Authority and low score on Emotion shows that he feels comfortable being in a position of authority and is confident in his ability to take control. He generally enjoys being involved in major decisions and is optimistic of his chances of success.

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### INTERPRETATION

The combination of Test Person's high score on Authority and low score on Detail indicates that under some circumstances he may have a tendency to forge ahead without adequate preparation. This may not be a problem so long as he is in a position to delegate the detailed work to others, giving him time to concentrate on those aspects of planning which he sees as his speciality.

The combination of Test Person's low score on Conformity and low score on Emotion indicates that he is able to remain calm when faced with a dynamic work environment. He is able to cope with changes and indeed is likely to welcome them as they give him the opportunity to demonstrate his own strengths.

Test Person's low scores on both Conformity and Detail show that he has the potential to be a person with vision. This will, however, only be realised if he is persistent in the pursuit of his goals. Without this his better ideas are likely to go unrealised.

Test Person's low scores on both Emotion and Detail indicate that he feels very confident in his ability to plan ahead.

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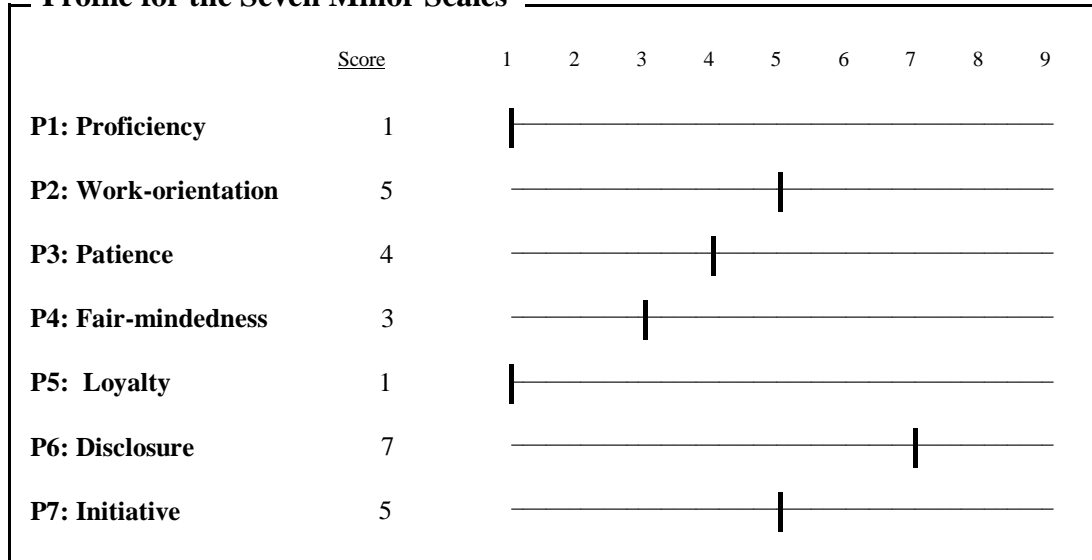
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### Profile for the Seven Minor Scales



The Seven Minor Scales of Orpheus are designed to assess a person's strengths and weaknesses, and are based on a psychological theory of integrity originally attributed to Prudentius. In contrast to the Big Five model, it recognises that most assessments of personality in everyday life are made in terms of the consequences of particular characteristics or actions for others. 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.

P1: Proficiency assesses the degree of care that is likely to be taken in carrying out a task. It is of relevance to occupations in which mistakes can have particularly severe consequences.

P2: Work-orientation assesses work ethic. It is of relevance to positions where absenteeism may present a problem, or where staff are required to work long hours or under duress.

P3: Patience assesses the ability to control aggression in whatever form. It is of relevance to environments where bullying has been a particular concern.

P4: Fair-mindedness assesses fairness in judging the actions of others. It is of relevance to work environments which are beset with strife.

P5: Loyalty assesses the sense of obedience to company policy. It is of relevance to work situations that necessitate independent action by staff on the organisation's behalf.

P6: Disclosure is principally composed of social desirability items. Low scores indicate a lack of openness in responding. Bear this in mind when interpreting all other Minor scales.

P7: Initiative assesses a sense of purpose and a forward-looking approach. It is of relevance to organisational settings about to undergo major change.