



## Orpheus

- **A trait based personality test measuring the Big 5 traits and seven minor scales indicating an individual's fit to a specific role**

**O**rpheus is a **trait based personality questionnaire** which assesses 12 traits comprising 5 major scales and 7 minor 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. The scales are **Fellowship, Authority, Conformity, Emotion** and **Detail**. They correspond to the 'big five' traits of: extraversion, tough-mindedness, openness-to-experience, neuroticism and conscientiousness.

The minor scales of Orpheus are **Proficiency, Work-orientation, Patience, Fair-mindedness, Loyalty,**

**Disclosure** and **Initiative**, and they are designed to assess the traits of carelessness, poor work orientation, anger, resentfulness, disloyalty, lying and inertia. These scales can help identify career de-railers and the **fit of an individual's personality to a specific role or organisational culture**. The seven minor scales of Orpheus are measured in depth in the Giotto questionnaire (see Giotto fact sheet for more details).

Orpheus identifies irregular response patterns, such as 'answering in a socially desirable way' or 'faking good' through the four audit scales of lying, faking bad, concentration and contradiction. This helps to ensure a more accurate interpretation of scores.

### When can you use Orpheus

The measures provided by Orpheus have been standardised on a wide-ranging, UK working population and add value to the processes of selection, team-building and personal development.

### Length of Questionnaire and qualifications required

Orpheus is a 190 item questionnaire which is completed untimed, although the average completion time is approximately 25 minutes. In order to purchase and interpret Orpheus users need to be BPS Level B qualified and have access to the Orpheus manual.

### Language availability

The questionnaire is available in English and Dutch with research versions available in Arabic, Chinese and Spanish.

### Reports

The questionnaire is available online and in paper versions. The online questionnaire generates a combined profile and narrative report. The paper based questionnaire is available for scoring via a bureau service and an electronic report is generated for you.

An **Orpheus** report can answer the following important questions about both potential and current employees:

- How will potential employees integrate into the team and fit into your organisation
- How do they cope in stressful and demanding environments?
- Can they make decisions for themselves?

### Reliability and Validity

Internal consistency of Orpheus has been conducted and the full details can be found in the manual. The manual also contains content, construct, criterion-related and concurrent (supervisor ratings) validation studies.

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