

The OPAQ Personality Report

The OCEAN Personality Assessment Questionnaire

OPAQ Report For: Ammar Hussain

Prepared by AutoCareerz.com in association with TestsOnTheNet.com

Important

This report has been carefully prepared to provide you with an in depth analysis of an individual's personality. Overdue reliance on its results is not advised, and reports should always be read in conjunction with other evidence.

This test and this report are protected by copyright law. Any infringement of this copyright will be rigorously pursued to the maximum extent permitted by law.

The OPAQ is a highly refined Personality Profiling tool, much more sophisticated in its creation and interpretation than many of the commercially available tests on the market.

It has been designed specifically for AutoCareerz by Tests on the Net, who have been providing testing facilities to many of the world's largest employers for the past 30 years.

The Big Five Personality Factors

In the past 20 years, the views of many personality psychologists have converged regarding the structure and concepts of personality.

Most researchers agree that there are five robust factors of personality, which can serve as a model for accurately classifying and describing personality. Collectively they are known as The Big Five. The OPAQ offers a precise measure of the major Factors of personality, as well as the six Facets that define each Factor.

Factor scores give a broad global description of an individual, and a general indication of what motivates them, how they likely to react and work, especially under pressure. Facet scores are much more precise and describe, in more detail, the specific traits of personality that make up the broad global description.

An in-depth description of The Big Five and the 30 inter-related facets is provided at the end of this test report.

Important

This report contains personal information that should be treated confidentially and responsibly. It must always be considered in the context of all available information about the individual concerned. For example: interests and goals; established/potential skills and aptitudes; past achievements; bio-data; current options open to the individual concerned; observed behaviour; references; etc.

No decisions should be based solely on the information contained in this report.

The Report

This report is submitted on the understanding that it will be used in an ethical manner, treated as strictly confidential and that the contents will not be disclosed to any unauthorised third party.

Content of the Report

Part One - Overview

A concise look giving scores for the Big Five Factors and the 30 related Facets.

Part Two - A more in-depth look at the test-taker - Feedback report for test-taker

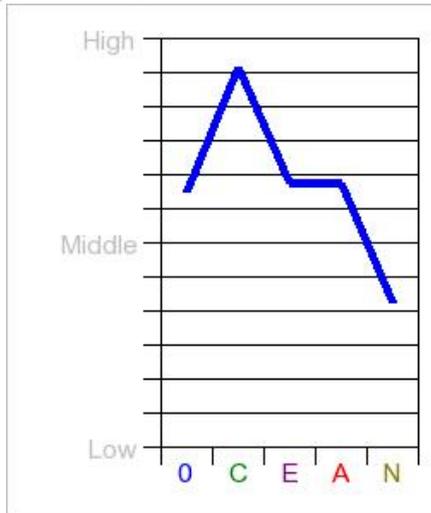
In accordance with recommended 'best practice' this section of the report has been designed specifically to share with the test-taker. Please do not hesitate to do this. Part Two incorporates narrative and visual summaries.

Accuracy

High and Low score descriptions are usually accurate however, scores that fall close to the low or high boundaries may describe the test-taker less accurately.

The Big Five Personality Factors and Facets

Each of the Five Factors has 6 facets. It is quite common for facet scores to be in ranges similar to - or close to - the Factor score. However, on occasions there can be differences. In such cases we recommend that you pay more attention to the facet scores than to the broad factor scores.



Openness to Experience - Middle

Traditionalist | down-to-earth | practical | conservative | prefers traditional outlooks and technical problem-solving

Conscientiousness - High

Conscientious | disciplined | efficient | well organised | likes precise detail | strong sense of duty

Extraversion - Middle

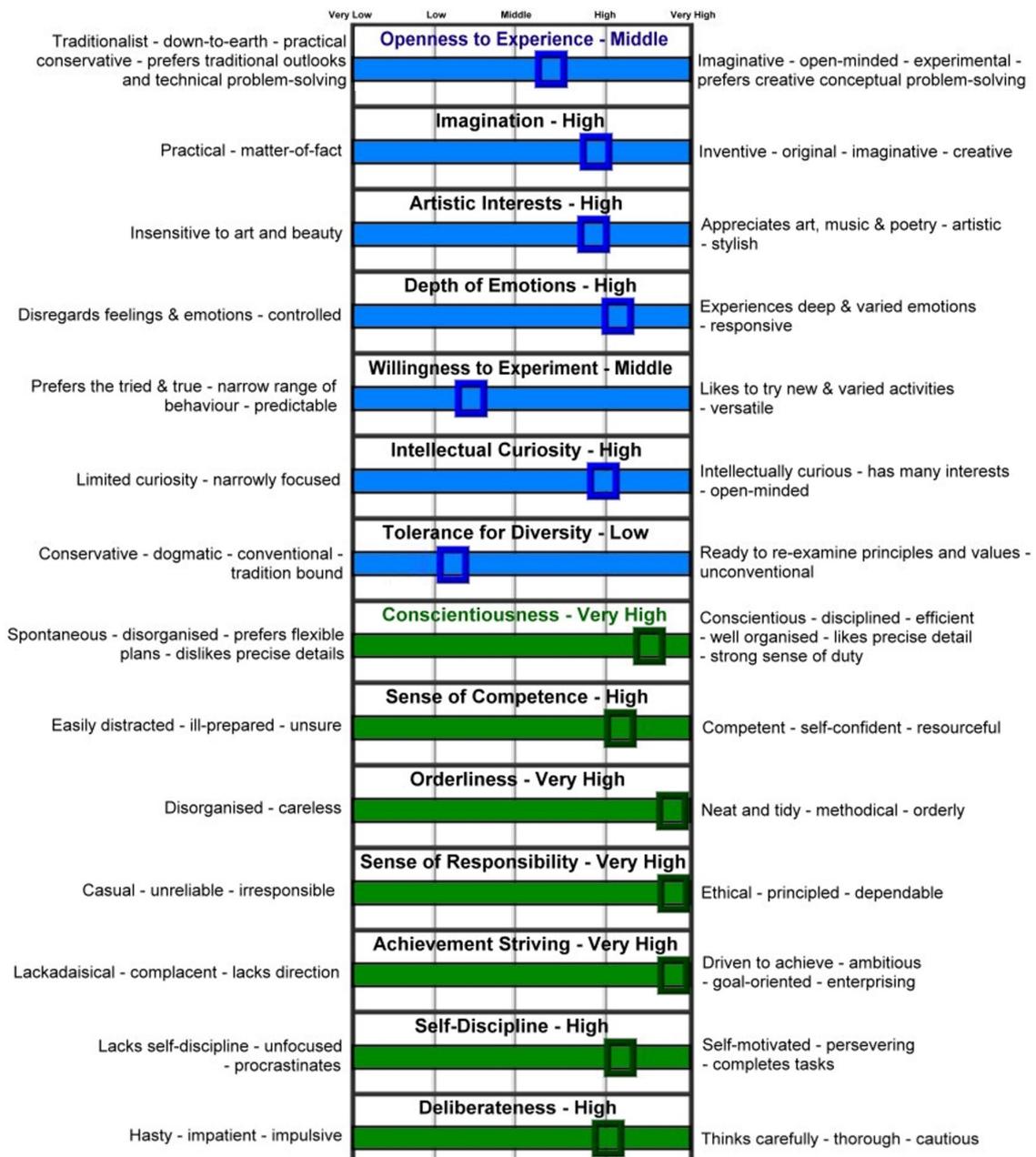
Reserved | formal | serious | quiet | prefers working alone | avoids direct leadership roles

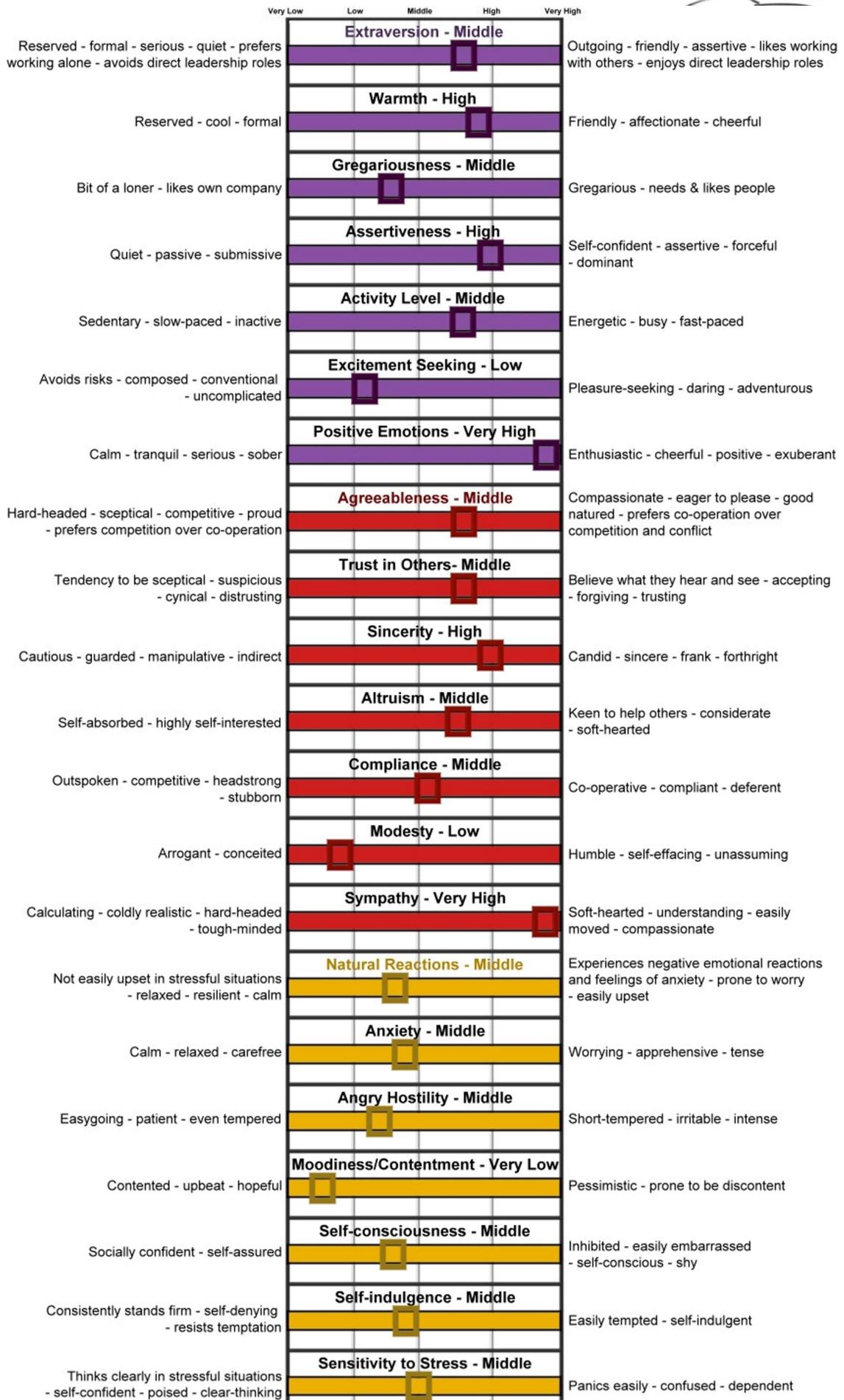
Agreeableness - Middle

Hard-headed | sceptical | competitive | proud | prefers competition over co-operation

Natural Reactions - Middle

Not easily upset in stressful situations | relaxed | resilient | calm





Ammar Hussain - An Overview

Ammar enjoys tradition but is willing to try new things. He will not disregard new experiences altogether. However, he will not be overly curious and he is unlikely to seek out novelty for its own sake. He is practical and likes to strike a balance between the old and the new. He tends to work well in an environment where both established procedures are followed and new approaches are tried.

Ammar sets clear goals and pursues them with determination, living life in an organised and industrious way. He takes responsibility seriously and will normally put business before pleasure. He is likely to work well in an environment where achievement-striving and quality of work are highly valued.

He enjoys being amongst people but he also likes to be alone, happy both at large gatherings of people and at smaller, intimate occasions. He has a reasonable level of energy and enthusiasm, and is likely to work well in an environment, which balances tranquillity with a busy, bustling, competitive atmosphere.

He is fairly considerate and good-natured, often compassionate and sympathetic, but can also be firm and sceptical. He tends to be trusting but he is not gullible. He is likely to work well in an environment where there is a balance between team work and independence.

Ammar indicates that his level of emotional reactivity is typical of the general population. Stressful and frustrating situations are somewhat upsetting to him however, he is generally able to get over these feelings and cope with such situations. He is able to react emotionally when he feels it appropriate and he occasionally does this as a way of letting go of tension and anxiety. He is likely to be relatively comfortable working in an environment where pressure is predictable and manageable.

Openness to Experience - Middle

Describes an individual's pro-active searching, need for and appreciation of, new experiences and ideas.

His score for Openness to Experience is in the middle range indicating that he enjoys tradition but is willing to try new things. His thinking is neither simple nor complex.

He will not disregard new experiences altogether. However, he will not be overly curious and he is unlikely to seek out novelty for its own sake.

Although He will not be insensitive to other peoples' feelings he will tend not to place a great deal of importance on them. The same will apply to art and beauty - he will be aware and acknowledge their value but they will not be of great significance to him.

He is practical and likes to strike a balance between the old and the new.

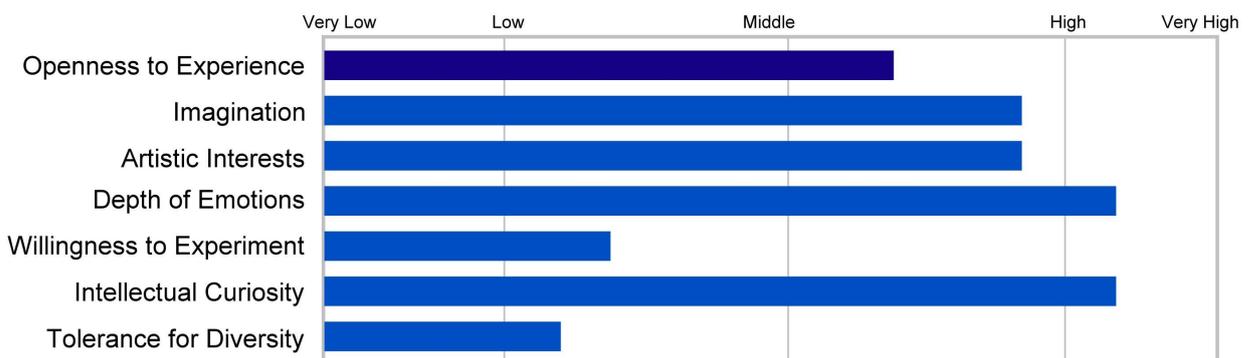
He tends to work well in an environment where both established procedures are followed and new approaches are tried.

Approximately 40% of the population fall within this range.

People who know him well - not just necessarily people who like him - are likely to describe him in one or more of the following ways:

- fairly open minded - sometimes willing to consider new ideas - sometimes willing to change - not always keen to challenge tradition - fairly sensitive to feelings - tends to be a practical person.

Sub-factors for Openness to Experience



Imagination - High - Inventive | original | imaginative | creative

Artistic Interests - High - Appreciates art, music & poetry | artistic | stylish

Depth of Emotions - High - Experiences deep & varied emotions | responsive

Willingness to Experiment - Middle - Prefers the tried & true | narrow range of behaviour | predictable

Intellectual Curiosity - High - Intellectually curious | has many interests | open-minded

Tolerance of Diversity - Low - Conservative | dogmatic | conventional | tradition bound

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Conscientiousness - High

Describes how organised, motivated and thorough an individual is in life and in pursuing goals.

Ammar scores in the high range for Conscientiousness. This means he set clear goals and pursue them with determination. He lives his life in an organised and industrious way. He is purposeful and he makes a lot of effort to achieve his goals. He tries to be thorough in all that he does.

His responses indicate that him takes responsibility seriously and he will normally put business before pleasure.

He is likely to work well in an environment where achievement-striving and quality of work are highly valued.

Approximately 30% of the population fall within this range.

People who know him well - not just necessarily people who like him - are likely to describe him in one or more of the following ways:

- hard working - careful - reliable - self-confident - principled - achievement oriented - industrious - determined.

Sub-factors for Conscientiousness



Sense of Competence - High - Competent | self-confident | resourceful

Orderliness - Very High - Neat and tidy | methodical | orderly

Sense of Responsibility - Very High - Ethical | principled | dependable

Achievement Striving - Very High - Driven to achieve | ambitious | goal-oriented | enterprising

Self-Discipline - High - Self-motivated | persevering | completes tasks

Deliberateness - High - Thinks carefully | thorough | cautious

Extraversion - Middle

Extraversion describes how energetic and enthusiastic a person is - especially when dealing with people.

His score for Extraversion is in the middle range. His responses suggest that he enjoys being amongst people but he also likes to be alone at times. He can be happy both at large gatherings of people and at smaller, intimate occasions.

He makes an effort to make personal contact with others but he is also happy to be quiet and to stay in the background when it suits him. He is therefore likely to work well in an environment where he can be sociable some of the time and on his own at other times.

He has a reasonable level of energy and enthusiasm.

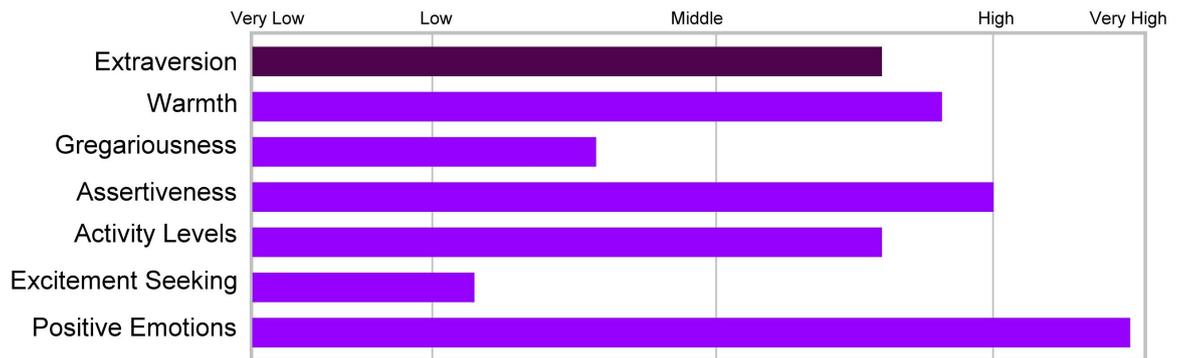
He is likely to work well in an environment, which balances tranquillity - when he can work calmly on his own - with a busy, bustling, competitive atmosphere.

Approximately 40% of the population fall within this range.

People who know him well - not just necessarily people who like him - are likely to describe him in one or more of the following ways:

- composed - a fairly friendly type of person - usually relaxed - reasonably sociable - fairly energetic - usually enthusiastic.

Sub-factors for Extraversion



Warmth - High - Friendly | affectionate | cheerful

Gregariousness - Middle - Bit of a loner | likes own company

Assertiveness - High - Self-confident | assertive | forceful | dominant

Activity Level - Middle - Sedentary | slow-paced | inactive

Excitement Seeking - Low - Avoids risks | composed | conventional | uncomplicated

Positive Emotions - Very High - Enthusiastic | cheerful | positive | exuberant

Agreeableness - Middle

Describes a person's attitudes towards other people.

His responses put him in the middle range for Agreeableness. People who score in this range are fairly considerate and good-natured.

He can be compassionate and sympathetic, but can also be firm and sceptical. He tends to be trusting but he is not gullible. He can be tough and ruthless at times and co-operative and forgiving at others times.

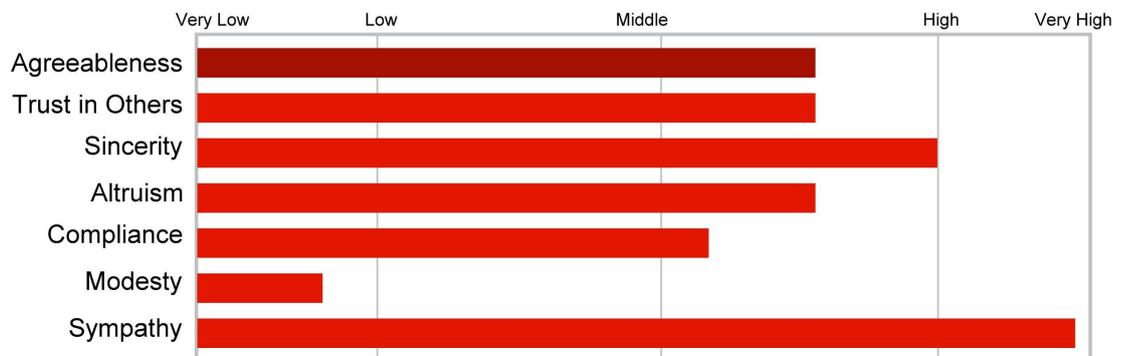
He is likely to work well in an environment where there is a balance between team work and independence.

Approximately 40% of the population fall within this range.

People who know him well - not just necessarily people who like him - are likely to describe him in one or more of the following ways:

- generally warm - reasonably agreeable - sometimes stubborn - sometimes easily angered - sometimes manipulative.

Sub-factors for Agreeableness



Trust in others - Middle - Tendency to be sceptical | suspicious | cynical | distrusting

Sincerity - High - Candid | sincere | frank | forthright

Altruism - Middle - Self-absorbed | highly self-interested

Compliance - Middle - Outspoken | competitive | headstrong | stubborn

Modesty - Low - Arrogant | conceited

Sympathy - Very High - Soft-hearted | understanding | easily moved | compassionate

Natural Reactions - Middle

Measures the different ways people have of reacting emotionally to pressure and stressful circumstances.

Ammar scores in the middle range for Natural Reactions indicating that his level of emotional reactivity is typical of the general population. Stressful and frustrating situations are somewhat upsetting to him however, he is generally able to get over these feelings and cope with such situations.

His responses indicate that he is not prone to worrying unnecessarily and he can normally cope with the day's events. Most of the time he is able to deal with the stresses and strains of every day living.

He is able to react emotionally when he feels it appropriate and he occasionally does this as a way of letting go of tension and anxiety.

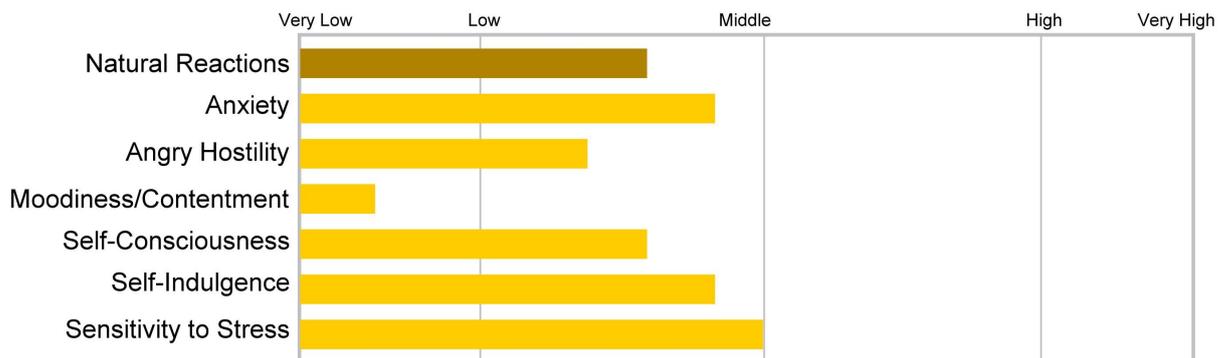
He is likely to be relatively comfortable working in an environment where pressure is predictable and manageable.

Approximately 40% of the population fall within this range.

People who know him well - not just necessarily people who like him - are likely to describe him in one or more of the following ways:

- well balanced - fairly relaxed - reasonably easy going - normally clear thinking - tends not to be the type who gets 'up-tight'.

Sub-factors for Natural Reactions



Anxiety - Middle - Calm | relaxed | carefree

Angry Hostility - Middle - Easygoing | patient | even tempered

Moodiness - Very Low - Contented | upbeat | hopeful

Social Consciousness - Middle - Socially confident | self-assured

Self-indulgence - Middle - Consistently stands firm | self-denying | resists temptation

Sensitivity to Stress - Middle - Thinks clearly in stressful situations | self-confident | poised | clear-thinking

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A TEST ADMINISTRATOR'S GUIDE

The Big Five Personality Factors

In the past 20 years, the views of many personality psychologists have converged regarding the structure and concepts of personality. Generally, researchers agree that there are five robust factors of personality, which can serve as a model for accurately classifying and describing personality. Collectively they are known as The Big Five.

Each of the Five Factors is made up of 6 facets

The facets that make up the five factors describe the distinctiveness and uniqueness of an individual in more detail. There are 6 facets for each factor.

Click on the Factor heading to go to an in-depth description. Or scroll down - browse around and read descriptions of the Facets relating to the Factor.

The Big Five Factors

The 30 Personality Facets that make up each Factor

Openness to Experience	Imagination	Artistic Interests
	Depth of Emotions	Willingness to Experiment
	Intellectual Curiosity	Tolerance of Diversity
Conscientiousness	Sense of Competence	Orderliness
	Sense of Responsibility	Achievement Striving
	Self-Discipline	Deliberateness
Extraversion	Warmth	Gregariousness
	Assertiveness	Activity Level
	Excitement Seeking	Positive Emotions
Agreeableness	Trust in others	Sincerity
	Altruism	Compliance
	Modesty	Sympathy
Natural Reactions	Anxiety	Angry Hostility
	Moodiness	Social Consciousness
	Self-indulgence	Sensitivity to Stress

Openness to Experience

Openness to Experience describes a dimension of cognitive style that distinguishes imaginative, creative people from down-to-earth, conventional people. Open people are intellectually curious, appreciative of art and sensitive to beauty. They tend to be, compared to closed people, more aware of their feelings. They tend to think and act in individualistic and nonconforming ways.

'Intellectuals' typically score high on Openness to Experience; consequently, this factor has also been called Culture or Intellect. Nonetheless, Intellect is probably best regarded as one aspect of Openness to Experience. Scores on Openness to Experience are only modestly related to years of education and scores on standard intelligent tests.

Another characteristic of the open cognitive style is a facility for thinking in symbols and abstractions far removed from concrete experience. Depending on the individual's specific intellectual abilities, this symbolic cognition may take the form of: mathematical, logical or geometric thinking - artistic and metaphorical use of language - music composition or performance - one of the many visual or performing arts.

People with low scores on Openness to Experience tend to have narrow, common interests. They prefer the plain, straightforward and obvious over the complex, ambiguous and subtle. They may regard the arts and sciences with suspicion, regarding these endeavours as obscure or of no practical use. Closed people prefer familiarity over novelty; they are conservative and resistant to change.

Openness is often perceived as healthier or more mature. However, both open and closed styles of thinking are useful in different environments. The intellectual style of the open person may serve an educator or strategist well. However, research has shown that closed thinking is related to superior job performance in police work, sales and a number of service occupations.

Facets of Openness to Experience

Imagination

To imaginative individuals the real world is often too plain and ordinary. High scorers for this facet use fantasy, not as an escape, but as a way of creating for themselves, a more richer and interesting inner-world.

Artistic Interests

High scorers in this area love beauty, both in art and in nature. They become easily involved and absorbed in artistic and natural events.

Depth of Emotions

Disregards feelings & emotions | very controlled

Willingness to Experiment

High scorers for this area are eager to try new activities, and experience different things. They find familiarity and routine boring.

Intellectual Curiosity

Intellect and artistic interests are the two most important, central aspects of Openness to Experience.

Tolerance of Diversity

'Psychological liberalism' refers to a readiness to challenge authority, convention and traditional values.

Conscientiousness

Conscientiousness concerns the way in which we control, regulate and direct our impulses. Impulses are not inherently bad; occasionally time constraints require a snap decision and acting on our first impulse can be an effective response. Also, in times of play rather than work, acting spontaneously and impulsively can be fun. Impulsive individuals can be seen by others as colourful, fun-to-be-with and zany.

Nonetheless, acting on impulse can lead to trouble in a number of ways. Some impulses are antisocial. Uncontrolled antisocial acts not only harm other members of society but also can result in retribution toward the perpetrator of such impulsive acts. Another problem with impulsive acts is that they often produce immediate rewards but undesirable, long-term consequences. Examples include excessive socialising that leads to being fired from one's job, hurling an insult that causes the break-up of an important relationship, or using pleasure-inducing drugs that eventually destroy one's health.

Impulsive behaviour, even when not seriously destructive, diminishes a person's effectiveness in significant ways. Acting impulsively disallows contemplating alternative courses of action, some of which would have been wiser than the impulsive choice. Impulsivity also sidetracks people during projects that require organised sequences of steps or stages. Accomplishments of an impulsive person are therefore small, scattered and inconsistent.

A hallmark of intelligence is the ability to think about future consequences before acting on an impulse. Intelligent activity involves contemplation of long-range goals, organising and planning routes to these goals and persisting toward one's goals in the face of short-lived impulses to the contrary. The idea that intelligence involves impulse control is nicely captured by the term prudence, an alternative label for the Conscientiousness domain. Prudent means both wise and cautious. Persons who score high on the Conscientiousness scale are, in fact, perceived by others as intelligent.

The benefits of high conscientiousness are obvious. Conscientious individuals avoid trouble and achieve high levels of success through purposeful planning and persistence. They are also positively regarded by others as intelligent and reliable. On the negative side, they can be compulsive perfectionists and workaholics. Furthermore, extremely conscientious individuals might be regarded as stuffy and boring. People who are lacking in conscientiousness may be criticised for their unreliability, lack of ambition and failure to stay within the lines, but they will experience many short-lived pleasures and they will never be called stuffy.

Facets of Conscientiousness

Sense of Competence

Competency describes an individual's confidence in their ability to accomplish things.

Orderliness

People with high scores in this area are well-organised, tidy and neat.

Sense of Responsibility

This facet of personality reflects the strength of a person's sense of duty and obligation.

Achievement Striving

Individuals who score high in this area strive hard to achieve excellence. Their drive to be recognised as successful keeps them on track as they work hard to achieve their goals.

Self-Discipline

Self-discipline, called 'will-power' by many people, refers to the ability to persist at difficult or unpleasant tasks until they are completed.

Deliberateness

Cautiousness describes the disposition to think carefully through possibilities before acting.

Extraversion

Extraversion is marked by pronounced engagement with the external world. Extraverts enjoy being with people, are full of energy and often experience positive emotions.

They tend to be enthusiastic and action-oriented individuals who are likely to say "Yes!" or "Let's go!" to opportunities for excitement. In groups they like to talk, assert themselves and draw attention to themselves.

Introverts lack the exuberance, energy and activity levels of extraverts. They tend to be quiet, low-key, deliberate and disengaged from the social world.

However, their lack of social involvement should not be interpreted as shyness or depression; the introvert simply needs less stimulation than an extravert and prefers to be alone. The independence and reserve of the introvert is sometimes mistaken as unfriendliness or arrogance.

Facets of Extraversion

Warmth

Friendly people genuinely like other people and openly demonstrate positive feelings toward others.

Gregariousness

Gregarious people find the company of others pleasantly stimulating and rewarding. They enjoy the excitement of crowds.

Assertiveness

High scorers for Assertiveness like to charge and direct the activities of others. They tend to be leaders in groups.

Activity Level

Active individuals lead fast-paced and busy lives. They do things and move about quickly, energetically, vigorously and they are involved in many activities.

Excitement Seeking

High scorers for this area of personality are easily bored without high levels of stimulation.

Positive Emotions

This facet measures a person's ability to experience a range of positive feelings, including happiness, enthusiasm, optimism and joy.

Agreeableness

Agreeableness reflects individual differences in concern about co-operation and social harmony. Agreeable individuals value getting along with others. They are therefore considerate, friendly, generous, helpful and willing to compromise their interests with others'. Agreeable people also have an optimistic view of human nature. They believe people are basically honest, decent and trustworthy.

People who score low in this area place self-interest above getting along with others. They are generally unconcerned with others' well-being and therefore are unlikely to extend themselves for other people. Sometimes their scepticism about others' motives causes them to be suspicious, unfriendly and uncooperative.

Agreeableness is obviously advantageous for attaining and maintaining popularity. Agreeable people are better liked than disagreeable people. On the other hand, agreeableness is not useful in situations that require tough or absolute objective decisions. Low scorers can make excellent scientists, critics, or soldiers.

Facets of Agreeableness

Trust in others

People who score high in this area fundamentally assume that most people are fair, honest and have good intentions. They take people at face value and they are willing to forgive and forget.

Sincerity

High scorers for this facet see no need for pretence or manipulation when dealing with others and are therefore candid, frank and genuine.

Altruism

Altruistic people find helping other people genuinely rewarding. Altruistic people find that doing things for others is a form of self-fulfilment rather than self-sacrifice.

Compliance

Individuals who score high for Compliance dislike confrontations. They are perfectly willing to compromise or to deny their own needs in order to get along with others.

Modesty

High scorers are unassuming, rather self-effacing and humble. However it is important to understand that they are not necessarily lacking in self-confidence or self-esteem.

Sympathy

People who score high for this area are tender-hearted and compassionate.

Natural Reactions

People high in Natural Reactions are emotionally reactive. They respond emotionally to events that do not affect a lot of people and their reactions tend to be more intense. They are more likely to interpret ordinary situations as threatening and minor frustrations as hopelessly difficult. Their negative emotional reactions tend to persist for unusually long periods of time. These problems can diminish a person's ability to think clearly, make decisions and cope effectively with stress.

At the other end of the scale, individuals who score low in Natural Reactions are less easily upset and are less emotionally reactive. They tend to be calm, relaxed and rarely experience negative feelings. Freedom from negative feelings does not necessarily mean that low scorers experience a lot of positive feelings, (frequency of positive emotions is measured by a facet of the Extraversion factor).

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Facets of Natural Reactions

Anxiety

The 'fight-or-flight' system of the brain of anxious individuals is too easily and too often engaged. Therefore, people who score high in this area often feel like something unpleasant, threatening or dangerous is about to happen.

Moodiness

This facet measures normal differences in the way that people react to life's ups and downs.

Self-indulgence

People who score in the high range for Immoderation feel strong cravings and urges that they have difficulty resisting - even though they know that they are likely to regret it later. They tend to be oriented toward short-term pleasures and rewards rather than long-term consequences.

Angry Hostility

This facet measures the tendency to feel angry. Whether or not a person expresses annoyance and hostility depends on his or her level of Agreeableness.

Social Consciousness

Self-conscious individuals are sensitive about what others think of them. Their concern about rejection and ridicule cause them to feel shy and uncomfortable around others. They are easily embarrassed.

Sensitivity to Stress

High scorers on Sensitivity to Stress have difficulty in coping with stress. They experience panic, confusion and helplessness when under pressure or when facing emergency situations.

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