

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 (ra) 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 3

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.

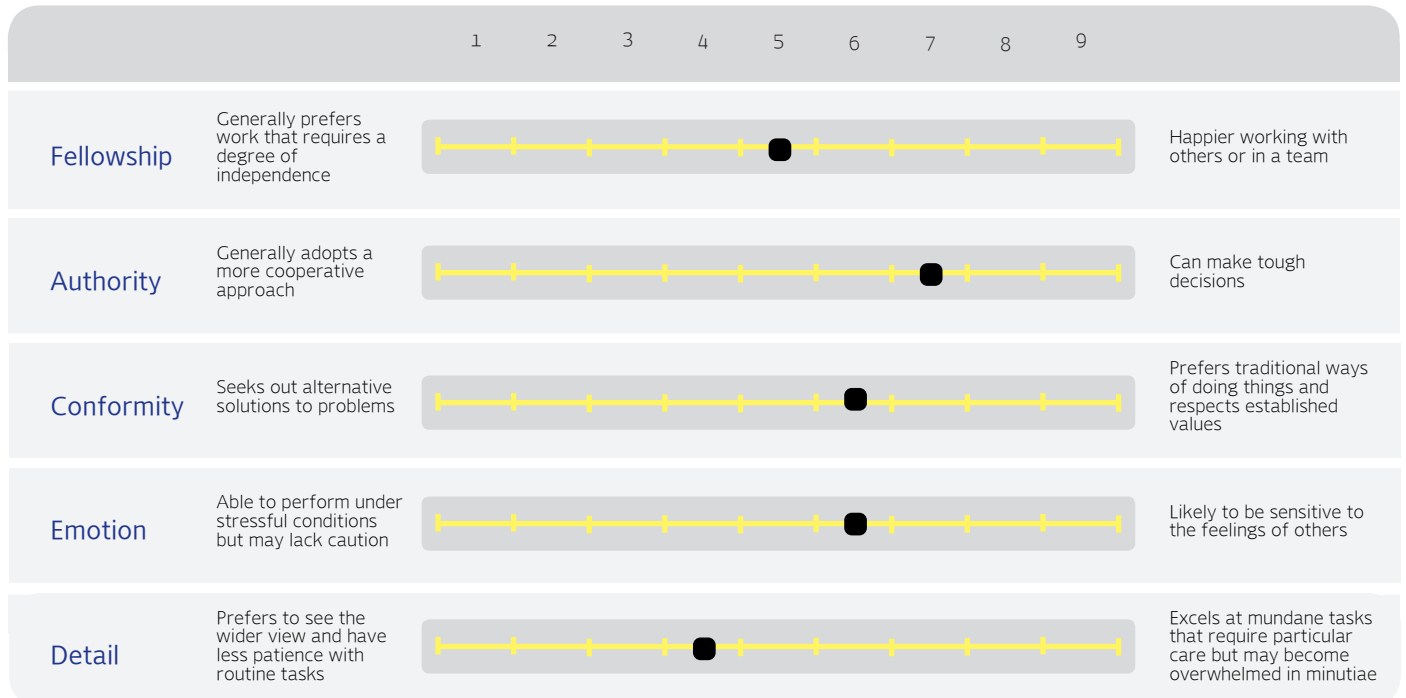
Authority -assesses the Big Five trait of tough-vs tender-mindedness, sometimes called `agreeableness'. High scorers are usually able to make tough decisions. Low scorers generally adopt a more co-operative approach.

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

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

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

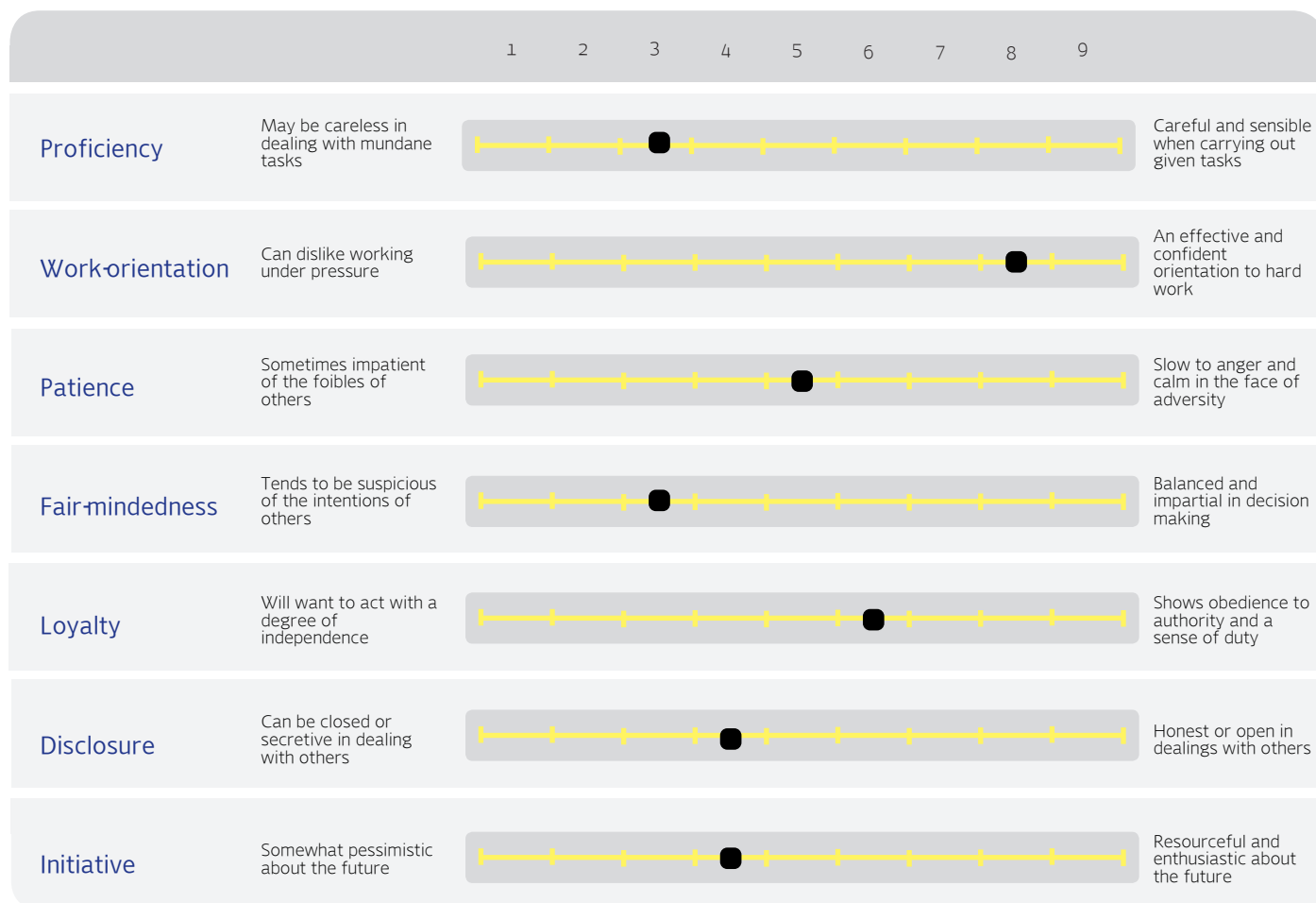
Fair-mindedness -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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

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

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

chart for the minor scales



section 5: the orpheus 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.

- QA appears to be able to work independently or as part of a team as the need arises. Whereas he can work well with only a moderate degree of supervision and collaboration with colleagues, his work benefits from some guidance and contact with others. Although QA would not thrive on constant interaction with colleagues, some involvement is necessary for him to feel satisfied at work. QA's social life is not dependent upon his colleagues. However, he likes to have friends at work and to have some contact with them socially. QA can make himself noticed when need be, but is not generally the centre of attention. He will help others out when in difficulty, but sometimes prefers to get on with a task himself rather than show others what to do. QA's score of 5 on Fellowship is average.
- QA is single-minded in his approach to work. He does not let sentiment interfere with organisational accomplishments. For QA, the best interests of an organisation often take priority over the needs of individual employees. When necessary, he is able to take tough action even when others may be upset as a result. QA is not the kind of person who is unduly distressed by having to make an unpopular decision should the situation require it, and he is not afraid of conflict. He believes that it is the end result that matters most, and takes pride in his ability to overcome difficulties and achieve success. QA has a high score of 7 on Authority. Only 21% of working people would be expected to obtain this score or above.
- QA 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 QA 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. QA'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.
- QA seems to be able to cope with a mild degree of pressure, however his performance at work is usually at its best in a relatively stress-free environment. Whereas he can deal effectively with tight deadlines and unexpected obstacles from time to time, repeated pressures of this sort are likely to result in a deterioration in his productivity and decision-making ability. When under stress for long periods he may also become less congenial towards his colleagues. QA's score of 6 on Emotion is very slightly above average. Thirtyfour percent of people at work normally obtain this score or above.
- QA tends to concentrate more on overall strategy than on detail. He will conduct the task in hand with satisfactory care, however he is more interested in the wider context of his endeavour than fine tuning. QA can appreciate the relevance of his work within a wider perspective and can judge which aspects are important. For QA, the broader implications of his work are somewhat more exciting than executing a task to the highest possible standard. His score of 4 on Detail is slightly below average. Forty-one percent of working people can be expected to obtain this score or below.