

# **Orpheus Profiling Personality**

**Sample Person**

**14 June 2023**

## 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

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 0

ra 4: Inattention 0

## Section 3: 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).

**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.

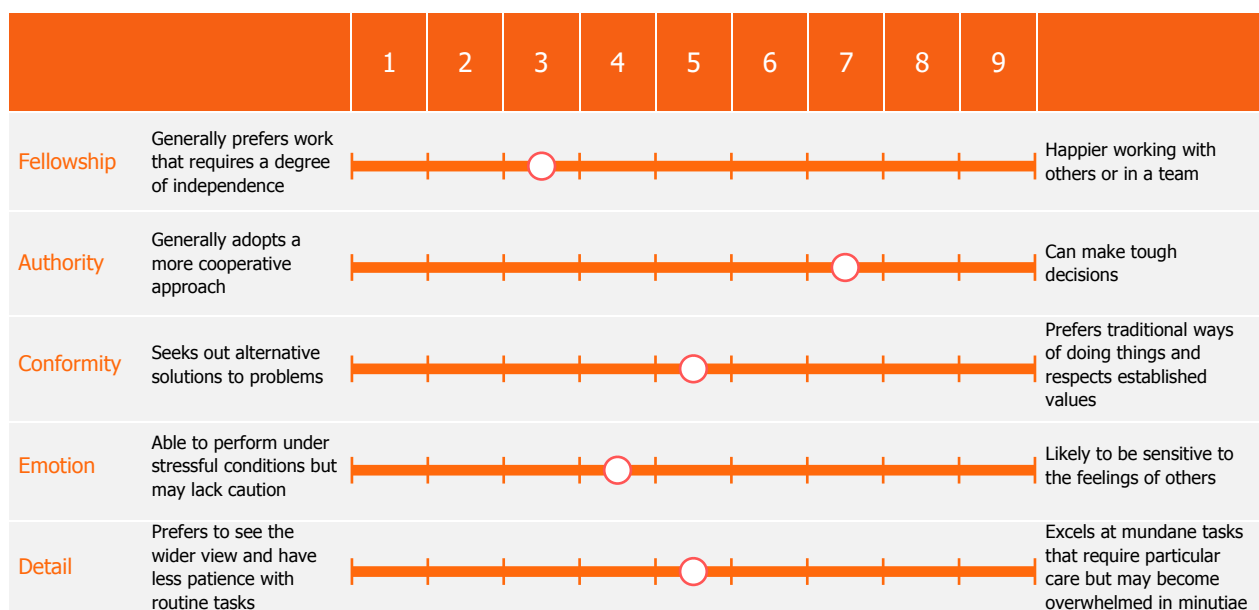
**Authority** - assesses the Big Five trait of tough- vs tender-mindedness, sometimes called 'agreeableness'. High scorers are usually able to make tough decisions. Low scorers generally adopt a more co-operative approach.

**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

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.

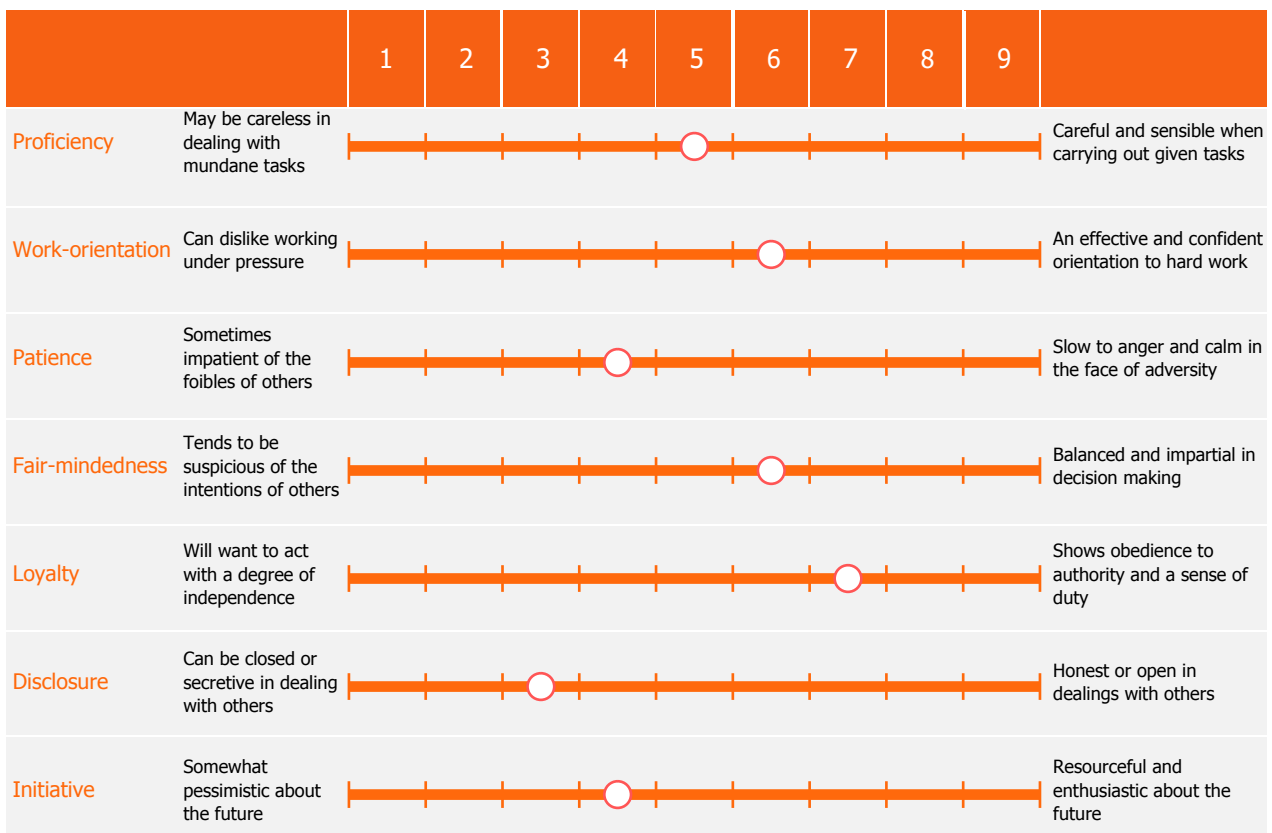
**Fair-mindedness** - assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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.

- Sample appears to be suited to working independently. They are happiest and at their most productive when given the freedom to get on with a task without close supervision or having to collaborate with others. Their best work is done when they are given a free hand, and they gain most satisfaction from working in this way. They are the kind of person who tends to do everything themselves. Sample is generally a quiet person and prefers not to draw attention to themselves. They do 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 their work. They tend to keep their social life and their 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 is single-minded in their approach to work. They do not let sentiment interfere with organisational accomplishments. For Sample, the best interests of an organisation often take priority over the needs of individual employees. When necessary, they are able to take tough action even when others may be upset as a result. Sample is not the kind of person who is unduly distressed by having to make an unpopular decision should the situation require it, and they are not afraid of conflict. They believe that it is the end result that matters most, and take pride in their ability to overcome difficulties and achieve success. Sample has a high score of 7 on Authority. Only 21% of working people would be expected to obtain this score or above.
- Sample has a score of 5 on Conformity, the average score for this scale. Their responses indicate that they can combine a commitment to implementing existing practice with a moderate degree of innovation. Whereas they can generally be relied upon to carry out tasks according to the guidelines that have been set for them, they also enjoy having some opportunity to develop new ideas. They perform at their best in a stable working environment that allows some scope for originality. Sample will generally stick by the rules but not in such a rigid way that their creativity is stifled. Although they would soon lose interest in work that was highly repetitive, they do not feel the need to always be generating new ways of doing things. For Sample, an ideal job is one that involves a fairly even balance between innovation and implementation of existing practice.
- Sample seems to cope well in a moderately stressful working environment. Their productivity and decision-making ability are not adversely effected under these circumstances so long as the pressure does not become unduly high or continues for a long period. Tight deadlines and unexpected obstacles from time to time are not problematic for them. It is only when these occur without respite that their performance at work and their relationships with colleagues may deteriorate. Sample is a generally calm person who remains relaxed in a busy atmosphere. Sample's score of 4 on Emotion is low average. Forty-two percent of people at work normally obtain this score or below.
- Sample has obtained an average score of 5 for Detail. They seem to strike a comfortable balance between conscientiousness and an ability to view their work in its wider context. They combine a satisfactory, but not unduly meticulous, degree of attention to detail with an understanding of the relevance of the task in hand for overall strategy. Whereas Sample is concerned about the broader perspective of their work, they are also sufficiently interested in routine administration to see a task through to the end.
- The combination of Sample's low score on Fellowship and high score on Authority shows that they expect people to take responsibility for themselves. They may sometimes be unsympathetic when others experience difficulties. They are likely to be resolute in their pursuit of goals, however their colleagues may consider them to be somewhat low key in their approach as they tend to maintain a low profile.