



# OPTO FACT SHEET

*OPTO was built on market insights and an evidence based approach to robust hiring decisions. OPTO has been developed to specifically address the needs of HR professionals: time, simplicity, flexibility and high user experience.*

## ABOUT OPTO

OPTO is a personality test based on the Big Five model that measures 8 Dimensions relevant for performance at work and general job success.

OPTO is suitable for use with employees at all levels across a range of applications:

- + Selection and recruitment
- + Individual development
- + Leadership evaluation and development
- + Outplacement
- + Talent management
- + Organisational development

## SCALABILITY

OPTO offers scalability to match the desired level of complexity and detail by expanding the 8 Dimensions into 20 Aspects.

Aspects are more specifically connected to performance, and offers detailed insights into key elements in succeeding at exactly your business.

## LANGUAGES

OPTO is presently available in Danish, English (UK), Finnish, French, German, Norwegian, Spanish and Swedish.

## TEST POLICY

OPTO requires the person responsible for test administration or -analysis to be certified by Master. Given the straight-forward communication of the test results, the interview guide can be used by a non-certified user under the supervision of the certified test user.

Testing procedures should always adhere to Master's best practice guidelines.

## DIMENSIONS & ASPECTS

The 8 Dimensions measured by OPTO are: Agility, Compliance, Cooperation, Delivery, Efficiency, Influence, Innovation, Resilience.

Each Dimension includes 2 or 3 Aspects that measure specific elements of that Dimension. More information about these can be found in the user materials.

## SPOTLIGHT

Spotlight is a proprietary technology built into OPTO that improves response validity and helps test users to quickly prepare for feedback sessions by highlighting areas for further exploration.

## TESTING TIME

OPTO takes about 30 minutes to complete. It is possible to make a feedback report available for the test taker immediately after finishing the test.

## NORMS

OPTO has national norms for Denmark, England (UK), Norway, Sweden, and the USA plus an International Norm. The combined norm samples contain more than 5,000 responses.

## VALIDATION

OPTO meets the highest international standards for professional tests. Extensive documentation has been performed to provide evidence of reliability and validity.

### RELIABILITY:

*5-10 studies published*

- + Median Alpha = 0.81
- + Precision  $\pm 1$  STEN
- + Test-retest = 0.85

### VALIDITY:

*15-20 studies published*

- + Corr. with performance up to 0.4
- + Median convergent validity = 0.75
- + Model supported by Factor Analysis
- + Expected group sensitivity identified
- + Questionnaire is free from item bias

OPTO is a flexible and performance focused personality test that enables organisations to be much more efficient and profitable in their recruitments.

OPTO is one of many solutions available on the Metis assessment platform. Metis brings all your assessment tasks together in a unified, efficient workflow.