



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, Norwegian, and Swedish.

DIMENSIONS

The 8 Dimensions measured by OPTO are:

- + Agility
- + Compliance
- + Cooperation
- + Delivery
- + Efficiency
- + Influence
- + Innovation
- + Resilience

ASPECTS

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 20 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 England (UK), Norway and Sweden and an International Norm.

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 ≥ 1 STEN
- + Test-retest = 0.85

Validity:

15-20 studies published

- + Correlation 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.

OPTO – VALUE CREATION



In what way is OPTO different from other solutions on the market? This document answers questions about why OPTO was built on market insights and an evidence based approach to robust hiring decisions.

WHAT IS THE VALUE?

Recruitment success is measured on factors such as how long a new hire stays at the company, hiring manager's satisfaction and time to fill a job position.

Ineffective recruitment processes are costly in terms of impact on the bottom line and poor employer branding. Additional costs resulting from a poor hiring decision may include loss of productivity.

OPTO is a personality test developed and designed to support today's success factors in recruitment and to strengthen all processes involved in talent acquisition, such as:

- + Bringing talent into the organisation
- + Finding the right candidate
- + Making strong hiring decisions

OPTO optimises the selection and recruitment workflow:

- + Lower cost per hire
- + Possibility to automate parts of the process
- + Less time spent on interviews
- + Available to hiring managers

OPTO Qualifies and strengthens hiring decisions:

- + Remove decision bias and judgement errors
- + Base decisions on person-job fit

HOW IS IT DONE?

Successful businesses are consistent throughout the recruitment process and apply structured processes related to performance in the assessment of candidates.

OPTO focuses on business relevant aspects of behaviour related to today's business context. It is based on the Big Five model of personality and covers the most important scope of personality for performance - we call this performance filtering. The greatest advantages with OPTO are:

Simplicity in structure, design and use

- + Easy overview of test result
- + Easy person-job fit with match percentage
- + Easy to communicate results
- + Self-explanatory reports

Scalability in content and complexity

- + Adapts to recruitment at all organisational levels
- + Flexible and dynamic report and analysis options

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WHY DOES IT MATTER?

How businesses treat their candidates during the recruitment process directly impacts the perception of their brand on the market and their ability to attract talent.

Job seekers share their negative experience with an organization during the recruitment process, which can damage a business' employer branding. Getting the candidate experience right is a real priority.

Candidate experience is influenced by

- + How they receive feedback
- + How well prepared the hiring manager is for the interview
- + Lack of follow up on the process
- + Lack of communication if there are changes to job specifications

OPTO has a strong focus on user experience, and supports:

- + Immediate download of personal report
- + Clear communication about test results
- + Structured and well-prepared feedback
- + Professional business language

The Journey to improve an organisation through its employees starts at recruitment.

OPTO focuses on initiatives that optimise your recruitment processes, attract the talent you need, and differentiate your company from your competitors.