



Orpheus Business Personality Inventory (OBPI)

The OBPI provides unparalleled measurement of an individual's personality and integrity traits and reveals in detail their current preferences and attitudes towards aspects of the workplace.

Developed by the highly regarded psychometrician and the only Professor of Psychometrics in the UK, Professor John Rust, the OBPI is the most versatile personality profiling tool available in the market today. Statistically robust and defensible, the test combines a workplace version of the well-established Big Five personality scales with seven additional integrity scales. This comprehensive coverage of constructs results in very rich and sophisticated narrative reports, with immediate results for both respondents and administrators.

The OBPI is perfectly suited to use in a wide range of occupational scenarios and can be delivered online to cohorts of any size. Altogether, these features make the OBPI an incredibly powerful and cost-effective tool to help inform an organisation about its people.

Audit

The OBPI has four embedded audit scales to automatically determine the degree of confidence that an administrator should have in the results. These are:

Dissimulation

This scale measures how honest the individual has been in responding to the questions.

Contradiction

This scale identifies whether the individual has contradicted themselves across the test.

Despondence

This scale checks for excessively indiscrete responses that might be signs of exaggeration or self-sabotage.

Inattention

This scale assesses whether the individual has read and understood the questions properly.

Personality

Personality is assessed with the '**Big Five**' scales, which represent social, organisational, intellectual, emotional and perceptual aspects of personality. Because they are largely independent of each other, these scales can be interpreted in combination to find particular meanings against 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). These nuances appear in the narrative report where appropriate.

Fellowship

High scorers are generally happier working with others or in a team. Low scorers prefer work that requires a degree of independence.

Authority

High scorers can make tough decisions. Low scorers generally adopt a more co-operative approach.

Conformity

High scorers are likely to have a preference for traditional approaches and tend to respect established values. Low scorers often wish to do things differently, and to seek out alternative solutions to problems.

Emotion

High scorers, while often being of a nervous disposition, are likely to be sensitive to the feelings of others. Low scorers tend to be more able to perform under stressful conditions but may lack caution.

Detail

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.

Integrity

The OBPI contains seven integrity scales that provide a highly nuanced view of the individual's strengths and weaknesses. Pinpointing attitudes and detecting potential risk areas, these measures recognise that choices and actions made in the workplace should be seen in their proper context, and that an individual's 'integrity' can therefore change over time and across situations. The scales are based on Prudentius' model and help to shed light on topics that can be explored during interview or development activities.

The OBPI provides an accurate and reliable measure of a candidate's strengths and weaknesses and is uniquely suited to highlight candidate risk areas across 7 dimensions:

- ▾ **Proficiency**
This scale identifies systematic workers and detects risk of carelessness or inattention.
- ▾ **Work Orientation**
This scale identifies those with a diligent work ethic and detects risk of absenteeism or tardiness.
- ▾ **Patience**
This scale identifies patient and level-headed workers and detects propensity for hostile or violent behaviour.
- ▾ **Fair-mindedness**
This scale identifies rational thinkers and detects risk of intolerance or insubordination.
- ▾ **Loyalty**
This scale identifies dutiful attitudes and detects risk of overbearing or arrogant behaviour.
- ▾ **Disclosure**
This scale identifies forthcoming mindsets and detects risk of withholding information or wasting resources.
- ▾ **Initiative**
This scale identifies innovative attitudes and detects low self-confidence or inability to cope with change.

Administration

The OBPI contains 190 multiple-choice items and takes approximately 25 minutes to complete (untimed). It is delivered online via Concerto, a cutting-edge test development and administration platform maintained by the University of Cambridge Psychometrics Centre. The interface is simple, intuitive and mobile-responsive and we can accommodate specialised infrastructure or data protection requirements on a global scale.

Reporting

The OBPI generates detailed narrative reports for individual test-takers and for administrators. These contain stanine scores (1-9) on all scales and textual interpretation for scale scores and combinations of traits.

Chart for the Personality Scales

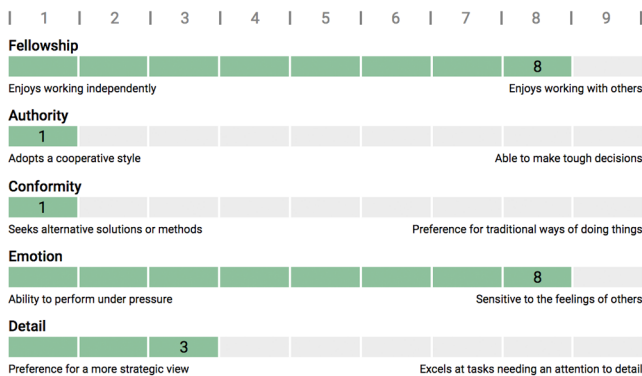
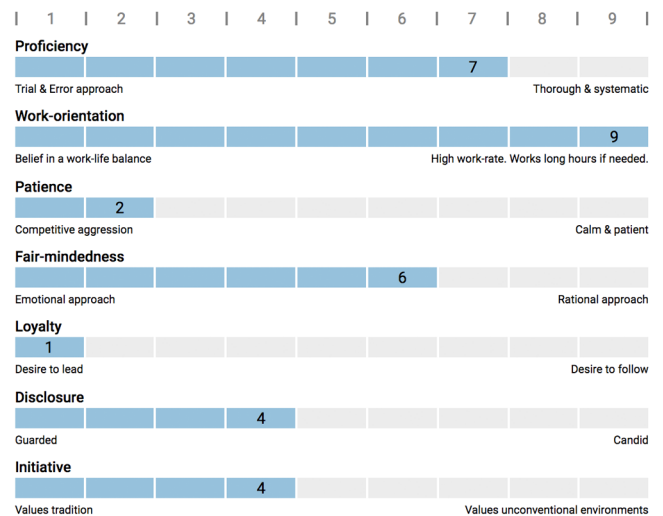


Chart for the Integrity Scales



Applications

- ▾ Recruitment
- ▾ Coaching
- ▾ Learning and development
- ▾ Supply chain assessment
- ▾ Self-awareness training
- ▾ Culture measurement
- ▾ Organisational risk assessment