



orpheus
Profiling personality



Getfeedback

contents

- Introduction.....page 3
- Orpheus scales.....page 4
- Uses.....page 5
- Technical information.....page 6
- Test administration.....page 7
- Your choice.....page 8
- Pricing.....page 9

Personality

The fact that John is good at building things in wood doesn't necessarily mean that he'll thrive working in a team of carpenters that travel far and wide, but he might be brilliant if he did private jobs making beautiful kitchens. If Kate really wanted to stay in an office looking after shipments of designer rugs, she might do it better if she was allowed to interview her own buying team and define her own way of managing the work processes.

Figuring out who we are as well as what we are is not as difficult as those angst ridden adolescent moments of youth, yet many organisations still only choose to review people against their competencies. Without making a distinction between the who and the what, a competency only approach misses a vital piece of information needed to make good decisions about people – what kind of personality do they have?

HR and organisational development professionals interested in gaining a better insight into who people are in a work-based context, and doing it many times over, must not leave it to guess work based only on the flimsiest of evidence; how people present themselves may belie the truth within. Kate might be harbouring resentment about a process that has been forced on her but she doesn't believe it's her place to say anything. John is always unpopular on building sites and never holds his jobs for very long, yet does the finest work imaginable in spite of his rage.

Orpheus, a broad-spectrum work-based personality questionnaire, is designed to help inform the decisions that will affect whether John is ever hired again, or Kate is kept locked up in her private hell doing an average job.

Orpheus has been developed by the highly regarded psychometrician and the only Professor of Psychometrics in the UK, Dr John Rust. Based on the well-established 'Big Five' model, currently recognised as the most stable and well-defined structure of personality, Orpheus contains 190 items, generating scores on 16 scales, of which the 'Big Five' are Fellowship, Authority, Conformity, Emotion and Detail. The minor scales are based on the Prudentius model of integrity, making Orpheus the most versatile personality-profiling tool available in the market today. Intended for a wide number of uses in the work setting, from selection to development, Orpheus combined with Getfeedback's online delivery is a powerful and low cost way to help inform an organisation about its people in a more enlightened way.

BIG FIVE

These scales represent social, organisational, intellectual, emotional and perceptual aspects of personality. Because they are largely independent of each other, they can be interpreted in combination to find particular meanings against patterns of scores. For instance, high Fellowship and high Authority (assertiveness) can be meaningfully differentiated from someone with low Fellowship and low Authority (submissiveness).

Fellowship

Extraversion/introversion – high scorers generally prefer working with others, where low scorers require a degree of independence.

Authority

Tough vs. tender-mindedness (agreeableness) – high scorers can make tough decisions; low scorers tend to be more collaborative.

Conformity

Openness to experience – high scorers tend to prefer traditional ways of doing things, low scorers often wish to do things differently and may actively seek alternative solutions.

Emotion

Neuroticism – while high scorers may be of a nervous disposition, they are sensitive to others, yet low scorers while they may lack caution, tend to be able to perform under stressful conditions.

Detail

Conscientiousness – high scorers generally excel at mundane tasks and may become over involved in the detail, while low scorers have less patience and prefer the wider view.

uses

Orpheus is a wide-spectrum personality assessment tool, making it very powerful in two main scenarios – selection and development. For team assessments, contact Getfeedback for information about the companion assessment tool, Orpheus TPQ.

Selection

Candidates can be screened for specific characteristics required for particular roles. For example, someone required to work in a call centre fielding customer complaints would need a very different personality to someone managing a high-pressure sales team. The results of the test should not be used in isolation from other information about the candidate but can be used as an additional source of information.

Development

Orpheus is best applied in situations where it is desirable to uncover barriers and reveal enablers to go forward. Returning to John and Kate briefly, it would be careless to lose John's skills as a craftsman just because he operates as an aggressive independent in teams, and unkind to Kate to let her suffer for years when an easy solution is available that would benefit everyone.

High Potential and Leadership Development

Personality does not predict performance but it does provide substantial information about the barriers and enablers to performance and the type of work situations that would suit an individual best.

Getfeedback uses Orpheus as a key component of high potential and leadership assessment. Integrated with other assessments, Orpheus is a key component to Getfeedback's performance based and holistic Talent Identification Assessment.

Rationale and differentiation of Orpheus

1. The Orpheus assessment is unusual among the canon of personality profiling tools because it measures two aspects of personality concurrently: The first set of scales, based on the Big Five, measures durable personality traits that remain more or less concrete throughout our lifetimes alongside a second set of scales based on the Prudentius model of integrity. That model investigates aspects of personality that are likely to change according to context and time of life. This combination tool is useful because it provides insight into an individual's typical preferences and relates them to their current attitudes to work.

2. Because of the inherent unreliability of most personality profiling tools, Orpheus has been developed with four audit scales (screening) to measure lie and social desirability bias. The four response audit scales were derived from the standardisation data. Designed to flag lack of authenticity, lack of attention or deliberate attempts to bias the scores, the four audit scales are: Dissimulation; Ambivalence; Despondency and Inattention, making Orpheus a robust and reliable tool.

3. The language of clinical psychology can, from a layperson's perspective, appear judgemental and undesirable. Few of us, for example, would like to be labelled against our degree of neuroticism. Dr John Rust, recognising the inappropriate nature of this type of language for a work based assessment tool, has translated clinical terms into words that present lower opportunity for social desirability bias.

Item Analysis

A 253 item pilot of Orpheus was administered to 274 employees in a variety of occupations and across different organisations representing a broad sample of work settings. Item analysis of these data, along with others from an item bank, gave 12 scales. The technique for scale construction followed a proven procedure previously developed by Rust and colleagues over time. Each scale had a balanced number of positive and negative items. The final version of Orpheus consists of 190 items.

Standardisation Study

Orpheus was administered to 423 respondents in a variety of occupations over 20 organisations in the UK. Age profile, level of education and ethnicity is broadly in line with the intended market for Orpheus. The accumulated data from all respondents in the standardisation study provide the general population norms for Orpheus and are used to produce the standardised stanine scores in the narrative report.

The test conforms to British Psychological Society and American Psychological Association guidelines on personality test construction and use.

We deliver the service your way

Businesses operate in different ways. Some want to be very hands on with the use of psychometric tests. Others want the process to be as low noise as possible. So it's no use getting a business to operate in a way that is unhelpful and uncomfortable. That's why we have a number of different ways of deploying psychometric tests.

We give you the technology you need, when you need it

We take a modular approach so that you can buy the bits you need, as and when you need them. You can link them together with other tools at any point in the future – for example your existing performance management and succession planning technology.

We make a proper job of the technology

Our web based tools are cheat proof, hack proof, idiot proof - and candidate proof.
Some essentials:

- Orpheus is available through Getfeedback's online admin centre and is delivered on-line.
- Candidates are sent a secure link via email.
- Orpheus is not a timed test.
- There are 190 items.
- Approximate time required to take the test is 25 minutes.

How do you want to do it?

Eliminate the testing headache – Fully outsourced – We manage your testing on your behalf

Set up

Customised site set up – if required

Ongoing the process is simple.

- You give us a candidate list
- We set up and administer the tests
- You receive the results on an agreed date
- You get an hour with an occupational psychologist to help you make the most of the data OR each candidate gets an hour with us to run through their feedback (optional if BPS accredited)
- You get the right people in the right roles

Online testing for speed and convenience

Each candidate receives an email containing full instructions and a link to their questionnaire.

Equip your team with a quality testing system – Self managed – We train you to use our system

- You tell us whether you would like a fully branded testing site or use of our standard site.
- We train your internal team to use our system.
- You get started testing your candidates

Set up costs

Set up of customised branded site (if required)

Training to use the system

Ongoing costs

All you pay for is the cost of the questionnaire. The report is generated automatically.

How much does the Orpheus cost?

Assessments

Orpheus.....£ 20

Prices are per test per candidate

Administration

Fully Outsourced service.....£ 50

Price per test per candidate

Fully outsourced administration charge can be discounted for high volume users

Self managed service.....£ 750

Training for up to 4 people to use the online administration centre

Customised Online Test Centre

Client branded portal.....£ 1100 per day

Standard web portal takes 2-3 days to set up

NB: Administrators must be qualified to British Psychological Society Accreditation Level B – in the absence of BPA Accreditation, Getfeedback can provide support at £200 per hour.

To discuss any aspect of the administration process and/or pricing, please contact James Shimmen to discuss your specific requirements on 01491 845 532.