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 also has four embedded Audit Scales to automatically determine the degree of confidence that an administrator should have in the results. These are:

- **Dissimulation**
  (honesty in responding)

- **Ambivalence**
  (number of contradictory replies)

- **Despondence**
  (excessive indiscrete confession)

- **Inattention**
  (not reading 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**
  Disrespect for senior managers, overbearing behaviour and arrogance
Integrity

A test of Integrity recognises that life is a series of choices and actions that are made in the context within which we are operating. Our ‘integrity’ will therefore change over time and across situations. The OBPI integrity scales are based on Prudentius’ model can be particularly useful for selection and in the development of individuals - especially in ethics training. The integrity scales indicate the assessed individual's particular attitudes to work-based behaviour, shedding light on topics that can be further investigated during the interview process.

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**
  Carelessness, accident proneness and lack of attention

- **Work Orientation**
  Lack of commitment, absenteeism and tardiness

- **Patience**
  Propensity for violence, hostile behaviour and intimidation

- **Fair-mindedness**
  Disciplinary problems, subversion and intolerance

- **Loyalty**
  Disrespect for senior managers, overbearing behaviour and arrogance

- **Disclosure**
  Disingenuous replies, wasteful use of resources and failure to share

- **Initiative**
  Inability to cope with change, or lack of self-confidence.

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. The OBPI is also available as a paper-and-pencil test.

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 major scales

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<tr>
<th>Fellowship</th>
<th>Authority</th>
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<th>Emotion</th>
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### Chart for the minor scales

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Applications:

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