



OPQ Candidate Report

Name **Sample Candidate**

Date **31 Jan 2024**

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2 Relationships with People

3 Thinking Style

4 Feelings and Emotions

5 Assessment Methodology



This report is confidential and is intended for the sole use of the person who completed the questionnaire.

It has been given to you to provide some feedback about the analysis of your responses to the questionnaire which you recently completed.

The self-report personality questionnaire invited you to describe your behavior, preferences and attitudes in relation to different aspects of your working life. It was chosen to give a broad picture of your current style. Your responses have been compared with a large group of people who have filled in the same questionnaire.

When considering this report's description of your personality, it is important to recognize that it is based on the answers you gave and is your own view, representing the way you see your behavior, rather than how your personality might be described by another person. This self-report can nevertheless give important clues to understanding the way you see your style at work and it is likely to enable us to predict a good deal about your behavior in different situations. This report links the information under three broad headings and summarizes all of your responses to the questionnaire.

The specific application of the information will influence which sections of the report are most relevant. You may have already received personal feedback of these results, or had this offered to you. Whoever gave you feedback and/or this report should be qualified to answer your queries about any aspect of the report and provide a more detailed analysis of what the results mean for you.

The contents of this report are likely to be a good description of your behavior at work. If it is to be used in the future, consideration should be given to its continued relevance.



Influence

You consider yourself to be someone who likes selling ideas to others by using persuasion and negotiation. You have a slight inclination to take charge of others or lead a team. When it comes to expressing your views, you are likely to say what you think and are prepared to criticize people when you feel it is appropriate. You are also very likely to stick with your own view, even if it differs from the majority opinion.

Sociability

You are generally someone who feels very confident in formal settings or when meeting people for the first time and who enjoys the company of the people around you. While you are very confident and enjoy being with other people, you are inclined to be only a little more outgoing and conversational than other people, occasionally enjoying being the center of attention. This suggests that, while you are comfortable with other people, you usually do not feel the need to dominate social situations.

Empathy

You are likely to spend time consulting and listening to others before decision making, encouraging group discussion. You also have a very strong interest in the welfare of colleagues and you are always keen to provide support and make allowances for colleagues at work in times of personal crisis. While you are very concerned for other people's welfare, you tend to be slightly reserved in discussing your successes and achievements.



Analysis

You very much enjoy working with facts and figures and analyzing numerical information. You are likely to spot errors or difficulties in arguments, suggesting a critical approach to work. In addition, you are fairly interested in people's behavior and understanding what drives them.

Creativity and Change

You describe yourself as having a preference for using tried and tested methods when approaching tasks at work. In contrast to this, you express a strong interest in generating new ideas of your own. You also have a slight preference for thinking about and discussing abstract theories, problems and hypotheses at work. You have a strong tendency to vary your style according to your audience and the situation you are in, trying to adapt your behavior accordingly. You are also someone who finds change and variety slightly more stimulating than other people.

Structure

You are very strongly inclined to think ahead and make contingency plans should things go wrong. You are slightly more prepared than others to focus on the accuracy of work. You are focused on bringing tasks to completion and meeting deadlines. You also appear slightly more comfortable when working within given rules and are probably unlikely to break these to meet deadlines.



Emotion

You may find that you are, in comparison to others, relatively free from worry on a day-to-day basis. In contrast, you consider yourself to be someone who has a very strong tendency to become nervous and worried before important events. You like to focus on the positive aspects of situations and tend to keep your spirits up despite setbacks, as reflected in your firm belief that the intentions of others are genuine and trustworthy. You tend to put criticism in perspective or ignore it completely. You are likely to display your emotions at work a little bit less than others.

Energy and Drive

You appear to enjoy being active and thrive when you are kept busy. Furthermore, while others may enjoy activities for their own sake, winning tends to be very important to you. Therefore, you are only likely to feel you have done well when you do better than others. You like to make decisions quickly rather than considering the issues at length. Furthermore, you appear to be fairly ambitious in your career and find more difficult targets can motivate you.

5. Assessment Methodology



This Profile is based upon the following sources of information for Sample Candidate:

Questionnaire / Ability Test

OPQ32i French v1

Comparison Group

OPQ32i French Professionals 1999

About This Report

This report was generated using SHL's Online Assessment System. It includes information from the Occupational Personality Questionnaire™ (OPQ32). The use of these questionnaires and tests are limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of these questionnaires and tests answered by the respondent(s) and substantially reflect the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically; the user of the software can make amendments and additions to the text of the report.

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Person Detail Section

Name	Sample Candidate
Participant Data	RP1=8, RP2=7, RP3=8, RP4=9, RP5=7, RP6=8, RP7=9, RP8=7, RP9=8, RP10=9, TS1=9, TS2=8, TS3=7, TS4=8, TS5=7, TS6=8, TS7=7, TS8=8, TS9=9, TS10=7, TS11=8, TS12=7, FE1=7, FE2=9, FE3=7, FE4=8, FE5=9, FE6=7, FE7=8, FE8=9, FE9=7, FE10=8, CNS=1.
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