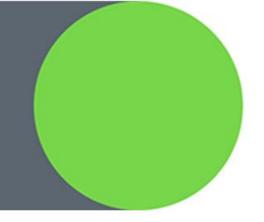


OPQ Profile



Name

Sample Candidate

Date

17 September 2018

Stens

Stens					
REL	ATIONSHIPS WITH PEOPLE	1 2 3 4 5 6 7 8 9 10 Persuasive			
1	rarely pressures others to change their views, dislikes selling, less comfortable using negotiation	change other people's views	Ħ		
2	happy to let others take charge, dislikes telling people what to do, unlikely to take the lead	Controlling likes to be in charge, takes the lead, tells others what to do, takes control	INFLUENCE		
7	holds back from criticising others, may not express own views, unprepared to put forward own opinions	Outspoken freely expresses opinions, makes disagreement clear, prepared to criticise others	ENC		
8	accepts majority decision, prepared to follow the consensus	Independent Minded prefers to follow own approach, prepared to disregard majority decisions	m		
3	quiet and reserved in groups, dislikes being centre of attention	Outgoing lively and animated in groups, talkative, enjoys attention	soc		
9	comfortable spending time away from people, values time spent alone, seldom misses the company of others	Affiliative enjoys others' company, likes to be around people, can miss the company of others	(BAI		
4	feels more comfortable in less formal situations, can feel awkward when first meeting people	Socially Confident feels comfortable when first meeting people, at ease in formal situations	SOCIABILITY		
10	makes strengths and achievements known, talks about personal success	Modest dislikes discussing achievements, keeps quiet about personal success	▥		
6	prepared to make decisions without consultation, prefers to make decisions alone	Democratic consults widely, involves others in decision making, less likely to make decisions alone	EMPATHY		
2	selective with sympathy and support, remains detached from others' personal problems	Caring sympathetic and considerate towards others, helpful and supportive, gets involved in others' problems	¥		
THI	INKING STYLE	1 2 3 4 5 6 7 8 9 10			
5	prefers dealing with opinions and feelings rather than facts	Data Rational likes working with numbers, enjoys analysing statistical	,		
	and figures, likely to avoid using statistics	information, bases decisions on facts and figures	ž		
8	does not focus on potential limitations, dislikes critically analysing information, rarely looks for errors or mistakes	imitations, focuses upon errors	ANALYSIS		
1	does not question the reasons for people's behaviour, tends not to analyse people	analysing people			
9	favours changes to work methods, prefers new approaches, less conventional	prefers well established methods, favours a more conventional approach	CREATIVITY		
6	prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts	Conceptual interested in theories, enjoys discussing abstract concepts	IVIT		
4	more likely to build on than generate ideas, less inclined to be creative and inventive	Innovative generates new ideas, enjoys being creative, thinks of original solutions	TY &		
10	prefers routine, is prepared to do repetitive work, does not seek variety	Variety Seeking prefers variety, tries out new things, likes changes to regular routine, can become bored by repetitive work	CHANG		
2	behaves consistently across situations, unlikely to behave differently with different people	Adaptable changes behaviour to suit the situation, adapts approach to different people	NGE		
8	more likely to focus upon immediate than long-term issues, less likely to take a strategic perspective	Forward Thinking takes a long-term view, sets goals for the future, more likely to take a strategic perspective	(0		
7	unlikely to become preoccupied with detail, less organised and systematic, dislikes tasks involving detail	Detail Conscious focuses on detail, likes to be methodical, organised and systematic, may become preoccupied with detail	STRU		
6	sees deadlines as flexible, prepared to leave some tasks unfinished	Conscientious focuses on getting things finished, persists until the job is done	CTURE		
10	not restricted by rules and procedures, prepared to break rules, tends to dislike bureaucracy	Rule Following follows rules and regulations, prefers clear guidelines, finds it difficult to break rules	т		
FEE	LINGS AND EMOTIONS	1 2 3 4 5 6 7 8 9 10			
4	tends to feel tense, finds it difficult to relax, can find it hard to unwind after work	Relaxed finds it easy to relax, rarely feels tense, generally calm and untroubled			
9	feels calm before important occasions, less affected by key events, free from worry	Worrying feels nervous before important occasions, worries about things going wrong			
3	sensitive, easily hurt by criticism, upset by unfair comments or insults	Tough Minded not easily offended, can ignore insults, may be insensitive to personal criticism	EM O		
4	concerned about the future, expects things to go wrong, focuses on negative aspects of a situation	Optimistic expects things will turn out well, looks to the positive aspects of a situation, has optimistic view of the future	EMOTION		
1	wary of others' intentions, finds it difficult to trust others, unlikely to be fooled by people	Trusting trusts people, sees others as reliable and honest, believes what others say			
4	openly expresses feelings, finds it difficult to conceal feelings, displays emotion clearly	Emotionally Controlled can conceal feelings from others, rarely displays emotion			
8	likes to take things at a steady pace, dislikes excessive work demands	Vigorous thrives on activity, likes to keep busy, enjoys having a lot to do			
7	dislikes competing with others, feels that taking part is more important than winning	Competitive has a need to win, enjoys competitive activities, dislikes losing	DYNAMISM		
5	sees career progression as less important, looks for achievable rather than highly ambitious targets	Achieving ambitious and career-centred, likes to work to demanding goals and targets	MISI		
2	tends to be cautious when making decisions, likes to take time to reach conclusions	Decisive makes fast decisions, reaches conclusions quickly, less cautious	2		

ASSESSMENT METHODOLOGY

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

Questionnaire / Ability Test	Comparison Group
OPQ32r UK English v1 (Std Inst)	OPQ32r_EN_GB_IS01_Gen Pop - 2012 (INT) theta

PERSON DETAIL SECTION

Name	Sample Candidate
Candidate Data	RP1=1, RP2=2, RP3=7, RP4=8, RP5=3, RP6=9, RP7=4, RP8=10, RP9=6, RP10=2, TS1=5, TS2=8, TS3=1, TS4=9, TS5=6, TS6=4, TS7=10, TS8=2, TS9=8, TS10=7, TS11=6, TS12=10, FE1=4, FE2=9, FE3=3, FE4=4, FE5=1, FE6=4, FE7=8, FE8=7, FE9=5, FE10=2, CNS=9.
Report	OPQ32 Profile v2.0 ^{RE}

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

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