



Talent in Innovation.
Innovation in Talent.

OPQ Profile



Name

Sample Candidate

Date

September 17, 2018

Stens

| RELATIONSHIPS WITH PEOPLE | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
|---------------------------|---|-------------------------------|---|---|---|---|---|---|---|---|----|---|------------------------------|
| 1 | rarely pressures others to change their views, dislikes selling, less comfortable using negotiation | Persuasive | | | | | | | | | | enjoys selling, comfortable using negotiation, likes to change other people's view | INFLUENCE |
| 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 | |
| 7 | holds back from criticizing others, may not express own views, unprepared to put forward own opinions | Outspoken | | | | | | | | | | freely expresses opinions, makes disagreement clear, prepared to criticize others | |
| 8 | accepts majority decision, prepared to follow the consensus | Independent Minded | | | | | | | | | | prefers to follow own approach, prepared to disregard majority decisions | |
| 3 | quiet and reserved in groups, dislikes being center of attention | Outgoing | | | | | | | | | | lively and animated in groups, talkative, enjoys attention | SOCIABILITY |
| 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 | |
| 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 | EMPATHY |
| 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 | ANALYSIS |
| 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 | |
| THINKING STYLE | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 5 | prefers dealing with opinions and feelings rather than facts and figures, likely to avoid using statistics | Data Rational | | | | | | | | | | likes working with numbers, enjoys analyzing statistical information, bases decisions on facts and figures | ANALYSIS |
| 8 | does not focus on potential limitations, dislikes critically analyzing information, rarely looks for errors or mistakes | Evaluative | | | | | | | | | | critically evaluates information, looks for potential limitations, focuses upon errors | |
| 1 | does not question the reasons for people's behavior, tends not to analyze people | Behavioral | | | | | | | | | | tries to understand motives and behaviors, enjoys analyzing people | |
| 9 | prefers changes to work methods, prefers new approaches, less conventional | Conventional | | | | | | | | | | prefers well established methods, prefers a more conventional approach | CREATIVITY AND CHANGE |
| 6 | prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts | Conceptual | | | | | | | | | | interested in theories, enjoys discussing abstract concepts | |
| 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 | |
| 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 | |
| 2 | behaves consistently across situations, unlikely to behave differently with different people | Adaptable | | | | | | | | | | changes behavior to suit the situation, adapts approach to different people | STRUCTURE |
| 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 | |
| 7 | unlikely to become preoccupied with detail, less organized and systematic, dislikes tasks involving detail | Detail Conscious | | | | | | | | | | focuses on detail, likes to be methodical, organized and systematic, may become preoccupied with detail | |
| 6 | sees deadlines as flexible, prepared to leave some tasks unfinished | Conscientious | | | | | | | | | | focuses on getting things finished, persists until the job is done | |
| 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 | |
| FEELINGS 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 | EMOTION |
| 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 | |
| 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 an optimistic view of the future | |
| 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 | DYNAMISM |
| 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 | |
| 5 | sees career progression as less important, looks for achievable rather than highly ambitious targets | Achieving | | | | | | | | | | ambitious and career-centered, likes to work to demanding goals and targets | |
| 2 | tends to be cautious when making decisions, likes to take time to reach conclusions | Decisive | | | | | | | | | | makes fast decisions, reaches conclusions quickly, less cautious | |
| 9 | has responded less consistently across the questionnaire | Consistency | | | | | | | | | | has responded more consistently across the questionnaire | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | OPQ32i French Professionals 1999 | |

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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