



Talent in Innovation.
Innovation in Talent.

OPQ Profile



Name

Sample Candidate

Date

September 14, 2018

Stens

Relationships with people

	1	2	3	4	5	6	7	8	9	10			
Influence	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	1
	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	2
	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	7
	accepts majority decision, prepared to follow the consensus										Independent Minded	prefers to follow own approach, prepared to disregard majority decisions	8
Sociability	quiet and reserved in groups, dislikes being center of attention										Outgoing	lively and animated in groups, talkative, enjoys attention	3
	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	9
	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	4
Empathy	makes strengths and achievements known, talks about personal success										Modest	dislikes discussing achievements, keeps quiet about personal success	10
	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	6
	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	2

Thinking style

	1	2	3	4	5	6	7	8	9	10			
Analysis	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	5
	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	8
	does not question the reasons for people's behavior, tends not to analyze people										Behavioral	tries to understand motives and behaviors, enjoys analyzing people	1
Creativity & Change	prefers changes to work methods, prefers new approaches, less conventional										Conventional	prefers well established methods, prefers a more conventional approach	9
	prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts										Conceptual	interested in theories, enjoys discussing abstract concepts	6
	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	4
	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	10
Structure	behaves consistently across situations, unlikely to behave differently with different people										Adaptable	changes behavior to suit the situation, adapts approach to different people	2
	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	8
	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	7
	sees deadlines as flexible, prepared to leave some tasks unfinished										Conscientious	focuses on getting things finished, persists until the job is done	6
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	10	

Feelings and emotions

	1	2	3	4	5	6	7	8	9	10			
Emotion	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	4
	feels calm before important occasions, less affected by key events, free from worry										Worrying	feels nervous before important occasions, worries about things going wrong	9
	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	3
	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	6
	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	1
Dynamism	openly expresses feelings, finds it difficult to conceal feelings, displays emotion clearly										Emotionally Controlled	can conceal feelings from others, rarely displays emotion	4
	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	8
	dislikes competing with others, feels that taking part is more important than winning										Competitive	has a need to win, enjoys competitive activities, dislikes losing	7
	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	5
	tends to be cautious when making decisions, likes to take time to reach conclusions										Decisive	makes fast decisions, reaches conclusions quickly, less cautious	2
has responded less consistently across the questionnaire										Consistency	has responded more consistently across the questionnaire	9	

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=6, FE5=1, FE6=4, FE7=8, FE8=7, FE9=5, FE10=2, CNS=9
Report	OPQ32 Profile v1 ^{TC}

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