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# OPQ Candidate Report



**Name**

Sample Candidate

**Date**

# Introduction

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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 behaviour, 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 recognise that it is based on the answers you gave and is your own view, representing the way you see your behaviour, 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 behaviour in different situations. This report links the information under three broad headings and summarises 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 behaviour at work for about 18-24 months, depending upon your work role and personal circumstances. If it is to be used in the future, consideration should be given to its continued relevance.

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## Relationships with People

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### Influence

You see yourself as someone who very strongly dislikes getting involved in persuading or negotiating and would much prefer to avoid having to sell to others. You also strongly prefer other people to take the leading role and probably do not enjoy telling others what to do. This suggests that you do not feel the need to set the direction, nor to impose your views on others. When it comes to expressing your views, you have a slight tendency to say what you think rather than holding back your opinions, while still being prepared to criticise people when you feel it is appropriate. Furthermore, when it comes to group decision making, you are likely to stand by your own opinion, even if it differs from that of the majority.

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### Sociability

You are generally someone who really enjoys the companionship of others and who likes to spend the vast majority of your time with other people. While you have a very strong need to be with other people, you are inclined to be more quiet and reserved than other people. This desire to avoid being the centre of attention, is reflected in you feeling slightly less confident in more formal situations than other people.

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### Empathy

You are very unlikely to talk openly about your successes or achievements and you may feel very uncomfortable or embarrassed when you are publicly praised by other people. In terms of making decisions, you have an approach which balances the need to make a decision and the need for consultation as you are as likely to consult before a decision as the next person. You are likely to be much more selective than other people with your sympathy, only helping other people at work when you feel their personal problems genuinely warrant it. Overall, you probably feel much more comfortable maintaining a professional distance at work rather than getting involved in people's problems.

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## Thinking Style

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### Analysis

You enjoy evaluating information and arguments critically. However, you have very little interest in people's behaviour and understanding what drives them. On balance, you are moderately comfortable working with numerical information.

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### Creativity and Change

You describe yourself as having an extreme preference for using tried and tested methods when approaching tasks at work. At the same time, you appear to strike a balance between hypothetical debate and a more pragmatic approach to tasks. You are also likely to be slightly less inclined to generate your own ideas, being more likely to develop upon the ideas of others at work. You gain great enjoyment from variety and novelty on a day-to-day basis and you can quickly become bored by routine. At the same time, however, you are very unlikely to adapt your style, very clearly preferring to maintain a consistent approach to different people and situations.

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### Structure

You are 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 prefer to strike a balance between seeing deadlines as flexible and focusing on getting tasks finished on time. You appear to prefer to work strictly within given rules and probably feel extremely uncomfortable when required to break them.

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## Feelings and Emotions

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### Emotion

You may find you are slightly less likely than others to feel calm and anxiety-free on a day-to-day basis. You also consider yourself to be someone who has a very strong tendency to become nervous and worried before important events. You may be easily hurt or offended by insults and criticism, and nearly always question the intentions of others and view their motives with suspicion. You tend to be neither particularly optimistic nor pessimistic. You are likely to be a little bit more open with your feelings and emotions at work than others.

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### 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 is fairly important to you. Therefore, you are more likely to feel you have done well when you do better than others. You have a very strong inclination to take your time over decision making, preferring to understand things fully before reaching conclusions. You see yourself as being as ambitious as most people and find targets can be quite motivating.

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# 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 Candidate Report v1 <sup>TC</sup>

## 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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