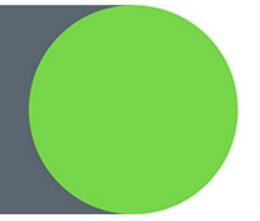


OPQ Profile



Name Sample Candidate

Date

Stens Relationships with people 3 5 6 9 Persuasive enjoys selling, comfortable using negotiation, likes to rarely pressures others to change their views, dislikes selling, less comfortable using negotiation change other people's views Controllina happy to let others take charge, dislikes telling people likes to be in charge, takes the lead, tells others what to do, what to do, unlikely to take the lead Outspoken holds back from criticising others, may not express own freely expresses opinions, makes disagreement clear, views, unprepared to put forward own opinions prepared to criticise others Independent Minded accepts majority decision, prepared to follow the prefers to follow own approach, prepared to disregard majority decisions Outgoing quiet and reserved in groups, dislikes being centre of lively and animated in groups, talkative, enjoys attention attention Affiliative comfortable spending time away from people, values time enjoys others' company, likes to be around people, can miss spent alone, seldom misses the company of others the company of others Socially Confident feels more comfortable in less formal situations, can feel feels comfortable when first meeting people, at ease in awkward when first meeting people formal situations Modest makes strengths and achievements known, talks about dislikes discussing achievements, keeps quiet about personal success personal success Democratio prepared to make decisions without consultation, prefers consults widely, involves others in decision making, less likely to make decisions alone to make decisions alone Caring selective with sympathy and support, remains detached sympathetic and considerate towards others, helpful and from others' personal problems supportive, gets involved in others' problems Thinking style 5 6 3 Data Rational prefers dealing with opinions and feelings rather than likes working with numbers, enjoys analysing statistical facts and figures, likely to avoid using statistics information, bases decisions on facts and figures Evaluative does not focus on potential limitations, dislikes critically critically evaluates information, looks for potential limitations, analysing information, rarely looks for errors or mistakes focuses upon errors Behavioural does not question the reasons for people's behaviour, tries to understand motives and behaviours, enjoys tends not to analyse people analysing people favours changes to work methods, prefers new Conventional prefers well established methods, favours a more approaches, less conventional conventional approach Conceptual prefers to deal with practical rather than theoretical interested in theories, enjoys discussing abstract concepts issues, dislikes dealing with abstract concepts Innovative තේ more likely to build on than generate ideas, less inclined generates new ideas, enjoys being creative, thinks of to be creative and inventive original solutions Creativity Variety Seeking prefers routine, is prepared to do repetitive work, does not prefers variety, tries out new things, likes changes to regular 10 routine, can become bored by repetitive work Adaptable behaves consistently across situations, unlikely to behave changes behaviour to suit the situation, adapts approach to differently with different people different people Forward Thinking more likely to focus upon immediate than long-term takes a long-term view, sets goals for the future, more likely issues, less likely to take a strategic perspective to take a strategic perspective unlikely to become preoccupied with detail, less organised Detail Conscious focuses on detail, likes to be methodical, organised and and systematic, dislikes tasks involving detail systematic, may become preoccupied with detail sees deadlines as flexible, prepared to leave some tasks focuses on getting things finished, persists until the job is unfinished done Rule Following not restricted by rules and procedures, prepared to break follows rules and regulations, prefers clear guidelines, finds 10 rules, tends to dislike bureaucracy it difficult to break rules Feelings and emotions 5 6 10 Relaxed tends to feel tense, finds it difficult to relax, can find it hard finds it easy to relax, rarely feels tense, generally calm and to unwind after work untroubled Worrving feels calm before important occasions, less affected by feels nervous before important occasions, worries about key events, free from worry things going wrong Tough Minded sensitive, easily hurt by criticism, upset by unfair not easily offended, can ignore insults, may be insensitive to comments or insults personal criticism Optimistic concerned about the future, expects things to go wrong, expects things will turn out well, looks to the positive aspects focuses on negative aspects of a situation of a situation, has optimistic view of the future Trustina wary of others' intentions, finds it difficult to trust others, trusts people, sees others as reliable and honest, believes unlikely to be fooled by people what others say Emotionally Controlled openly expresses feelings, finds it difficult to conceal can conceal feelings from others, rarely displays emotion feelings, displays emotion clearly Vigorous likes to take things at a steady pace, dislikes excessive thrives on activity, likes to keep busy, enjoys having a lot to work demands dislikes competing with others, feels that taking part is Competitive has a need to win, enjoys competitive activities, dislikes more important than winning losing Achieving sees career progression as less important, looks for ambitious and career-centred, likes to work to demanding goals and targets achievable rather than highly ambitious targets tends to be cautious when making decisions, likes to take Decisive makes fast decisions, reaches conclusions quickly, less time to reach conclusions Consistency has responded less consistently across the questionnaire has responded more consistently across the questionnaire OPQ32i French Professionals 1999 5 6 9

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 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,

Data 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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