



Talent in Innovation.
Innovation in Talent.

OPQ Profile



Name

Sample Candidate

Date

		Stens											
		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 views	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 criticising others, may not express own views, unprepared to put forward own opinions	Outspoken										freely expresses opinions, makes disagreement clear, prepared to criticise 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 centre 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

		Stens											
		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 analysing statistical information, bases decisions on facts and figures	5
	does not focus on potential limitations, dislikes critically analysing 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 behaviour, tends not to analyse people	Behavioural										tries to understand motives and behaviours, enjoys analysing people	1
Creativity & Change	favours changes to work methods, prefers new approaches, less conventional	Conventional										prefers well established methods, favours 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 behaviour 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 organised and systematic, dislikes tasks involving detail	Detail Conscious										focuses on detail, likes to be methodical, organised 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

		Stens											
		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 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-centred, 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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