



**OPQ32**  
> Candidate's Plus Report

Name: **Ms Sample Candidate**

**Comparison Group:** OPQ32i Managerial & Professional 1999

**Date:** 27/01/05

## Introduction

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 your responses.

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 enables 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 to 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.

## About this Report

This report contains two key sections:

- **Personality Overview:** this provides a description of your personality style and preferences at work across three key areas: Relationships with People, Thinking Style and Feelings and Emotions.
- **Working with Others:** this provides a high level overview of the contributions you are likely to make to team processes when working with others.

## Personality Overview

### Introduction

The Personality Overview is grouped into three main areas; Relationships with People, Thinking Style and Feelings and Emotions. It describes how you are likely to behave at work.

### Relationships With People

#### INFLUENCE

You see yourself as someone who is slightly more comfortable than most when selling ideas to others by persuasion and negotiation. However you like to balance taking charge of people, and allowing others to take this role. This suggests that you may tend to manage others through influencing. When it comes to expressing your views, you are likely to speak out as much as the next person, suggesting that you say what you think or criticise others when you feel it is appropriate rather than as a matter of course. However, you have a slight tendency to follow group consensus, rather than always insisting upon your view.

#### SOCIABILITY

You are generally someone who prefers to be quiet and reserved, preferring others to take the dominant role in social situations. However, you also see yourself as being the sort of person who feels fairly comfortable meeting new people, or in formal situations. You tend to see time spent in the company of other people as about as important to you as others do.

#### EMPATHY

You are likely to be extremely willing to discuss your successes and openly proud of your achievements. You express a moderate level of comfort with consultation and consensus decision making and probably want to take your share of the credit when the outcomes are successful. You see yourself as someone who is much more selective with your sympathies, believing that you should provide support only when people have really serious personal problems to cope with.

### Thinking Style

#### ANALYSIS

You very much enjoy working with facts and figures and analysing numerical information. You are very likely to spot errors or difficulties in arguments, suggesting a critical approach to work. In addition, you are moderately interested in the motives which underlie people's behaviour.

#### CREATIVITY AND CHANGE

You describe yourself as maintaining a balance between traditional and radical approaches to tasks and as someone who prefers intellectual challenge and discussing abstract concepts. You also appear to be slightly less inclined to generate your own ideas, being more likely to build on the ideas of others at work. You appear to neither crave novelty and variety nor actively seek to maintain a consistent routine. In terms of flexibility of approach, you are slightly more likely than others to adapt your style according to the situation or the people you are dealing with.

#### STRUCTURE

You are balanced between planning things out in advance and dealing with issues as they arise. At the same time, you have an inclination towards meticulously checking the detail and the accuracy of work. You are very focused on seeing tasks through to completion and meeting deadlines. You are likely to strike a balance between sticking to rules and being prepared to break them in order to meet these deadlines.

## **Feelings and Emotions**

### **EMOTION**

You may find you are moderately anxious, neither generally feeling particularly tense nor totally cool, calm and collected on a day-to-day basis. You also demonstrate a moderate level of tension before important events. You may be easily hurt or offended by insults and criticism and are someone who believes that it is better to anticipate the worst to avoid disappointment. You are also someone who sometimes doubts the motives and intentions of others. You are likely to be a little bit more open with your feelings and emotions than others.

### **ENERGY AND DRIVE**

You appear to have a slightly higher tendency than others to enjoy being active and thrive when you are kept busy. You like to balance winning with taking part in activities for their own sake. You are as ambitious as most people and find targets can be quite motivating. You have a slight inclination to take your time over decision making rather than coming to a conclusion quickly.

## Working with Others

Successful teams share common tasks or projects and work collectively towards the same goals. Within the team each individual makes a specific contribution to the process and thereby affects the success of the team. To achieve their goals the members of a team need to complete a number of key tasks.

Your likely impact within a team is summarised below. This focuses on your likely strengths and weaknesses across key team tasks.

You usually manage a good balance between task-related and people-related issues.

### Your strengths are likely to lie in:

- Helping the team to evaluate ideas and concepts which contribute to team success
- Steering team activities
- Having an energising impact on other team members

### You are as likely to be as capable as most in:

- Identifying possible solutions for team tasks
- Building relationships inside and outside the team
- Helping the team maintain their workload and reach their goals

### Your weaker areas are likely to lie in:

- Maintaining a positive team climate
- Planning team work and sustaining team productivity

## About the Expert Report

This report was generated using the SHL Expert Assessment System. It includes information from the Occupational Personality Questionnaire (OPQ32). The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation. 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. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report. SHL Group plc and its associated companies cannot guarantee that the contents of this report are the unchanged output of the computer system. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

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