

> The Occupational Personality Questionnaire



Targets the competencies required by graduates, managers and experienced hires

The Occupational Personality Questionnaire

The OPQ is designed to provide businesses with information on the aspects of an individual's behavioural style that will impact on their performance of competencies at work.

The OPQ helps thousands of organisations to deliver the following results:

- ✓ **Identify best-fit applicants against job competencies**
- ✓ **Improve interview hit rates**
- ✓ **Identify future leaders**
- ✓ **Re-deploy talent across the business**
- ✓ **Recommend senior managers for cross border engagements**
- ✓ **Evaluate the talent pool following a merger /acquisition/ restructure**
- ✓ **Create a project team**
- ✓ **Manage the transformation of a technical specialist to an effective people manager**



At a glance

Provides in-depth insight across the key competencies required in graduate, management and leadership positions

Underpinning performance on job competencies are 32 specific personality characteristics

Extensive range of business-relevant reports, suitable for line managers

Available in 28 languages

Supported by over 50 norm groups allowing specific role, level, industry and cultural group comparisons to be made

Ipsative and normative versions available

Available online, PC and paper-based

The OPQ32 is the latest and most comprehensive version of the OPQ. It provides detailed information on 32 specific personality characteristics which underpin performance on key job competencies critical for graduates, managers and experienced hires.

Across the employee lifecycle

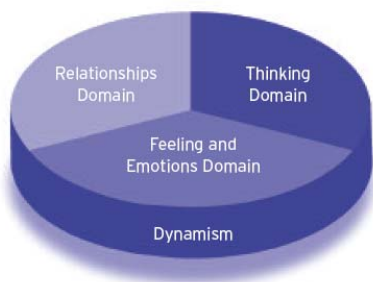
The OPQ32's depth of insight and range of business-relevant reports means it is a popular choice in many contexts including:

- ✓ Graduate recruitment
- ✓ Leadership development
- ✓ Professional and management positions



The OPQ model of personality

Unlike other personality questionnaires, the OPQ is an occupational model of personality, designed solely for use in a business environment. The OPQ model provides a clear, simple framework for understanding the role of personality in the workplace and the impact it has on job performance.



OPQ32 dimensions

Underpinning performance on job competencies are 32 specific personality characteristics, all of which are assessed by the OPQ32.

Relationships with People	
Influence	Persuasive, Controlling, Outspoken, Independent Minded
Sociability	Outgoing, Affiliative, Socially Confident
Empathy	Modest, Democratic, Caring
Thinking Style	
Analysis	Data Rational, Evaluative, Behavioural
Creativity and Change	Conventional, Conceptual, Innovative, Variety Seeking, Adaptable
Structure	Forward Thinking, Detail Conscious, Conscientious, Rule Following
Feelings and Emotions	
Emotions	Relaxed, Worrying, Tough Minded, Optimistic, Trusting, Emotionally Controlled
Dynamism	Vigorous, Competitive, Achieving, Decisive

Predicting critical areas of job performance

Together, it is the combination of these 32 dimensions which influence performance against the key job competencies. The OPQ32 provides detailed competency reporting against the 20 key competencies from the Universal Competency Framework™:

Leading & Deciding
Deciding & Initiating Action Leading & Supervising
Supporting & Co-operating
Working with People Adhering to Principles and Values
Interacting & Presenting
Relating & Networking Persuading & Influencing Presenting & Communicating Information
Analysing & Interpreting
Writing & Reporting Applying Expertise & Technology Analysing
Creating & Conceptualising
Learning & Researching Creating & Innovating Formulating Strategies & Concepts
Organising & Executing
Planning & Organising Delivering Results and Meeting Customer Expectations Following Instructions and Procedures
Adapting & Coping
Adapting & Responding to Change Coping with Pressure & Setbacks
Enterprising & Performing
Achieving Personal Work Goals and Objectives Entrepreneurial & Commercial Thinking

User-friendly, business relevant reporting

Importantly, the range of report options available from the OPQ32 ensures that results can be meaningfully interpreted and understood in business contexts.

Features of OPQ32 reports

- ✓ Designed for use in businesses, by business managers
- ✓ The reports are targeted, user-friendly and professional
- ✓ Clear, concise, graphical summaries of performance against job competencies
- ✓ In-depth, showing potential strengths and areas for development
- ✓ See the **OPQ32 Report Kit** for a selection of sample reports

OPQ32 product details

	OPQ32i	OPQ32n
Number of items	104	230
Approximate completion time	45 mins	35 mins
Norm groups	Extensive local norm groups are available	
Available online?	Yes	

The OPQ32 is available in two formats. The forced choice format in the **ipsative** version (OPQ32i) controls for social desirability and is best used in selection contexts. The **normative** version (OPQ32n) is suitable for development contexts where impression management is not as great a risk.

Overview of report options

OPQ32 report type	Application			
	Selection	Development	Career guidance	Team building
Profile Report	✓			
Manager Report	✓			
Manager plus report	✓			
Candidate Feedback Report	✓	✓		
Management Competency Report	✓	✓	✓	
Team Type & Leadership Styles Report	✓	✓	✓	
Premium Report	✓	✓	✓	✓
Emotional Intelligence Report	✓	✓	✓	✓
Development Action Planner		✓	✓	
Maximising Your Learning Report	✓	✓	✓	
Team Impact Report	✓	✓	✓	✓
Leadership Report	✓	✓	✓	
Universal Competency Report	✓	✓		
Sales Report	✓	✓		

The availability of comprehensive and insightful reports means the OPQ32 can be applied in hiring and development contexts at individual, team and organisational levels.

For more information contact:

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