



opq32

> Candidate Plus Report

Name: Sample

Date:

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 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.

RELATIONSHIPS WITH PEOPLE

Influence

You see yourself as someone who is as happy as most people to sell ideas and negotiate. Additionally you like to balance taking charge of people, and allowing others to take this role. This suggests that you may not always feel the need to set the direction for teams. 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. Additionally, depending on the situation, you are prepared to either accept group decisions or are prepared to maintain your view in the face of opposition.

Sociability

You are generally someone who feels less than confident in formal settings or when meeting new people. You are also inclined to be slightly more quiet and reserved than others. In addition to not feeling very confident in many formal situations, you have only a moderate need to spend your time in the company of others.

Empathy

You are likely to be slightly reserved in discussing your successes and achievements. 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 someone who tends to take an interest in others and is often

prepared to provide support and make allowances for colleagues in times of personal crisis.

THINKING STYLE

Analysis

You take an interest in people's behaviour, and like to understand what drives them. You are moderately interested in critically evaluating information and arguments. On balance, you are fairly comfortable working with numerical information.

Creativity and Change

You describe yourself as prepared to come up with new ways of looking at things and solving problems, appearing to have a slight tendency to work with tried and tested methods rather than trying new radical approaches to tasks. You also describe yourself as someone who strikes a balance between an interest in theories and a more practical approach to work. You appear to often find change and variety stimulating. In terms of flexibility of approach, you are as likely as others to adapt your style to the situation or the people you are dealing with.

Structure

You are balanced between planning things in advance and dealing with issues as they arise. You also are as concerned with the detail and organisation of the task as other people, neither paying particular attention to detail nor dismissing its importance. You prefer to strike a balance between seeing deadlines as flexible and focusing on getting tasks finished on time. You also describe yourself as fairly willing to ignore rules and regulations at work.

FEELINGS AND EMOTIONS

Emotion

You may find it very difficult to switch off from the day-to-day pressures of work and you may often feel nervous. You also have a clear tendency to become more tense and anxious during the build up to an important event. You tend to take criticism a little more personally than other people. You appear to slightly prefer focusing on the worst things that could happen to avoid disappointment. You are generally someone who is neither overly suspicious nor entirely trusting of others. You display your emotions and feelings at work as much as other people.

Energy and Drive

You appear to be as active as most other people and are most comfortable when you are moderately busy. You are generally a little more focused on enjoying taking part in an activity for its own sake rather than feeling that you always have to win. This implies that you may not have to beat others to feel that you have done well. You see yourself as being as ambitious as most people and find targets can be quite motivating. You are likely to take about the same length of time over decision making as others.

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.

Overall, you have a strong preference for building relationships and tend to focus less on the tasks when working with others.

Your strengths are likely to lie in:

- Helping the team to evaluate ideas and concepts which contribute to team success
- 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
- Steering team activities
- Building relationships inside and outside the team
- Maintaining a positive team climate
- Planning team work and sustaining team productivity

Your weaker areas are likely to lie in:

- Helping the team to maintain their workload and reach their goals

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for SAMPLE

Questionnaire / Ability Test	Comparison Group	Used
OPQ32r UK English v1 (Std Inst)	OPQ32r_EN_GB_IS01_ Managerial & Professional- 2007	Yes

PERSON DETAIL SECTION

Name	SAMPLE
Date	
Candidate Data	RP1=6, RP2=6, RP3=6, RP4=5, RP5=4, RP6=5, RP7=3, RP8=7, RP9=5, RP10=7, TS1=7, TS2=6, TS3=8, TS4=7, TS5=5, TS6=8, TS7=7, TS8=5, TS9=5, TS10=6, TS11=5, TS12=4, FE1=1, FE2=8, FE3=4, FE4=4, FE5=5, FE6=6, FE7=5, FE8=4, FE9=6, FE10=5, CNS=7
	CPRCPTT=1.00 CPRPPTT=1.00 11238 / 11 / 1594

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 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.

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