

# OPQ Careers Guidance Report

## Report Fact Sheet

### Overview

The Careers Guidance Report is an online output that provides valuable information to support careers counselling activities, including career change or outplacement. It provides an understanding of how an individual's behavioural competency strengths (based on preferred style) are related to the types of roles they are most likely to enjoy and be good at. The report also enables the individual to understand how their personal style may impact on their approach to exploring career options. It identifies which aspects of personal style may prove to be a strength or a challenge in this context. Ideas are provided for ways of working around potential challenges.

Job Family/Title

All

### Applications and Benefits

#### The Careers Guidance Report:

- Is based on responses to OPQ32 (Occupational Personality Questionnaire)
- Uses the Universal Competency Framework (UCF) as the basis for linking to example roles, this is a robust competency model grounded in thorough research
- Has been designed for a UK managerial and professional audience
- Has potential job roles which are based on a review of UK (Standard Occupational Classification) and US (O\*Net) occupational classification schemes

#### Benefits and Features:

- In line with modern vocational guidance business models – it is an online, scalable solution which can be used by the individuals themselves or as part of a facilitated feedback session
- Easily scaled up to take into account large numbers of individuals
- Provides a structure to guide the candidate through each of the stages of a career search – from identifying options through to preparing for a selection process
- Encourages self-direction in career choices

### Knowledge, Skills, Abilities and Competencies Measured

The Careers Guidance Report can be used directly by the individual or by a facilitator as part of a structured session and helps to:

- Establish key behavioural competency strengths and link these to potential job roles
- Identify which aspects of behavioural style are likely to be a strength or a challenge in a job search context
- Structure the process of exploring career options further
- Provide ideas about how best to position key competency strengths throughout the selection process