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Innovation in Talent.

OPQ

Candidate Plus Report



Name

Mr Sample Candidate

Date

10 October 2018

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 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. However you have a slight preference for allowing others to take the leading role. This suggests that you may not 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 someone who feels they are reasonably sociable. You feel as comfortable as others in formal settings or when meeting new people. You are inclined to be moderately outgoing, neither being very quiet and reserved nor particularly talkative and sociable. This balance between being outgoing and a more quiet, reserved nature is coupled with a slightly greater need than others to spend your time with other people.

Empathy

You prefer to take individual responsibility for decision making rather than feeling the need to consult others before making a decision. You are also more likely to maintain a degree of professional distance when it comes to handling people's personal problems at work, probably only providing help and support where you feel it is particularly necessary. You slightly prefer to keep your successes to yourself rather than openly discussing your strengths.

THINKING STYLE

Analysis

On balance, you are moderately comfortable working with numerical information. You are moderately interested in critically evaluating information and arguments. When it comes to understanding others, you are moderately interested in the motives which underlie people's behaviour.

Creativity and Change

You describe yourself as someone who prefers to maintain a balance between traditional work methods and more unorthodox approaches. This is combined with a slight preference for thinking about and discussing abstract theories, problems and hypotheses at work. You also appear slightly less inclined to generate your own ideas, being fairly prepared to develop upon 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 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 remain flexible about deadlines and strongly believe that time scales will sometimes slip unavoidably. You balance the need to follow rules with the benefits that can be gained from breaking them now and again.

FEELINGS AND EMOTIONS

Emotion

You may find you are moderately anxious, neither generally feeling particularly tense nor totally calm and collected on a day-to-day basis. You also tend to demonstrate a moderate level of tension before important events. You tend to be a little more prepared than others to put criticism in perspective or ignore it completely. You appear to be neither particularly optimistic nor pessimistic in your view. 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 like to balance winning with taking part in activities for their own sake. You see yourself as a little less ambitious than most and prefer to set targets which are achievable. You prefer to make decisions reasonably quickly rather than pondering over them at great length.

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 typically find a good balance between focusing on tasks and focusing on people, when working with others.

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

- Identifying possible solutions for team tasks
- Helping the team to evaluate ideas and concepts which contribute to team success
- Steering team activities
- Having an energising impact on other team members
- Building relationships inside and outside the team
- Maintaining a positive team climate
- Helping the team to maintain their workload and reach their goals

Your weaker areas are likely to lie in:

- Planning team work and sustaining team productivity

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr Sample Candidate:

Questionnaire / Ability Test	Comparison Group
OPQ32r Portuguese v1 (Std Inst)	OPQ32r Portuguese General Population 2011 (PRT)

Name	Mr Sample Candidate
Candidate Data	RP1=6, RP2=4, RP3=5, RP4=6, RP5=6, RP6=7, RP7=6, RP8=7, RP9=3, RP10=3, TS1=5, TS2=5, TS3=5, TS4=6, TS5=7, TS6=4, TS7=6, TS8=6, TS9=5, TS10=5, TS11=3, TS12=5, FE1=6, FE2=6, FE3=7, FE4=5, FE5=6, FE6=6, FE7=5, FE8=6, FE9=4, FE10=7, CNS=1.
Report	OPQ32 Candidate Plus Report v2.0 ^{RE}

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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