

# SHL Occupational Personality Questionnaire (OPQ)



Reimagined OPQ ...the best just got better

# The employee lifecycle continues to evolve as business environments rapidly change

Attracting  
Candidates

Retaining  
Top Talent

Predicting  
Performance  
& Potential



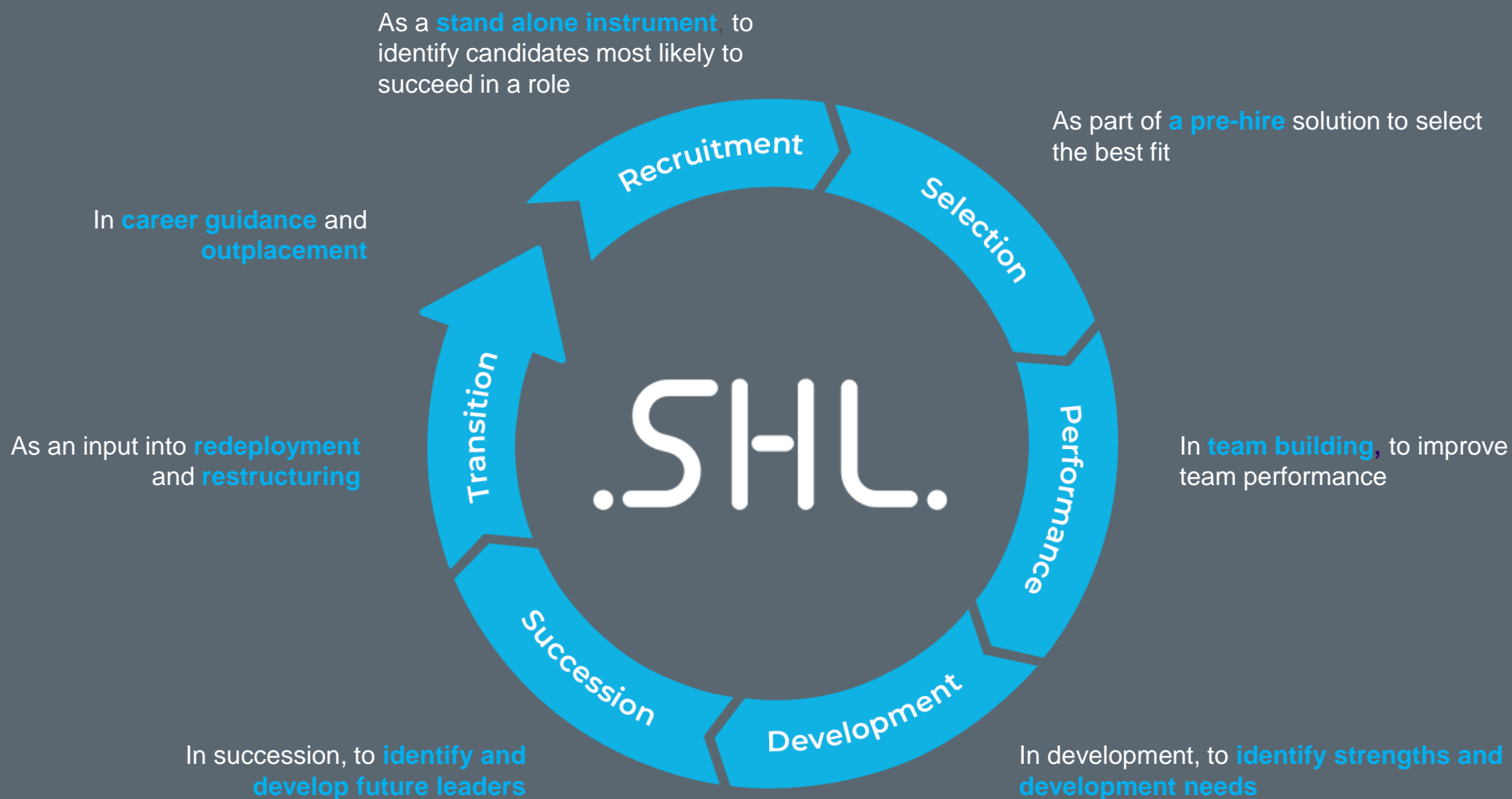
**Just imagine...**

the world's leading  
personality assessment  
getting even better to help  
predict performance  
across the employee  
lifecycle

.SHL.

# Predicting performance across the employee lifecycle

Make unbiased, data-driven people decisions to drive business performance



# OPQ continues to offer the best data-driven people insights

Provide organizations an understanding of how an **individual's behavioral style** will shape their **fit performance at work**.

## Features:

- Measures 32 specific personality characteristics critical for any given job role
- Can be used across all roles and levels
- Internationally applicable - available in 37 languages, with international and country-specific norms
- Data informs entire employee lifecycle
- Can be mapped to competencies or context with high report customization
- Available in Talent Central - allows participant responses to be reused across sessions

## Business Outcomes:

- **49%** improvement in leadership ability to create improved strategy
- **156 days saved** in the hiring process during first year
- People identified who are **2X as likely** to be promoted or to perform exceptionally
- Reduced development and preselection costs by **50%**

Last year alone, the OPQ was used to assess



**1.7 million candidates** by



**2,391 companies** in



**61 countries**

# OPQ Reimagined

Leverages the most widely used research- based measure of workplace personality with a new participant look and feel to:

- Assess individual typical or preferred way of behaving, thinking and feeling
- Predict potential and fit to role and team
- Core building block in many SHL solutions and service offerings

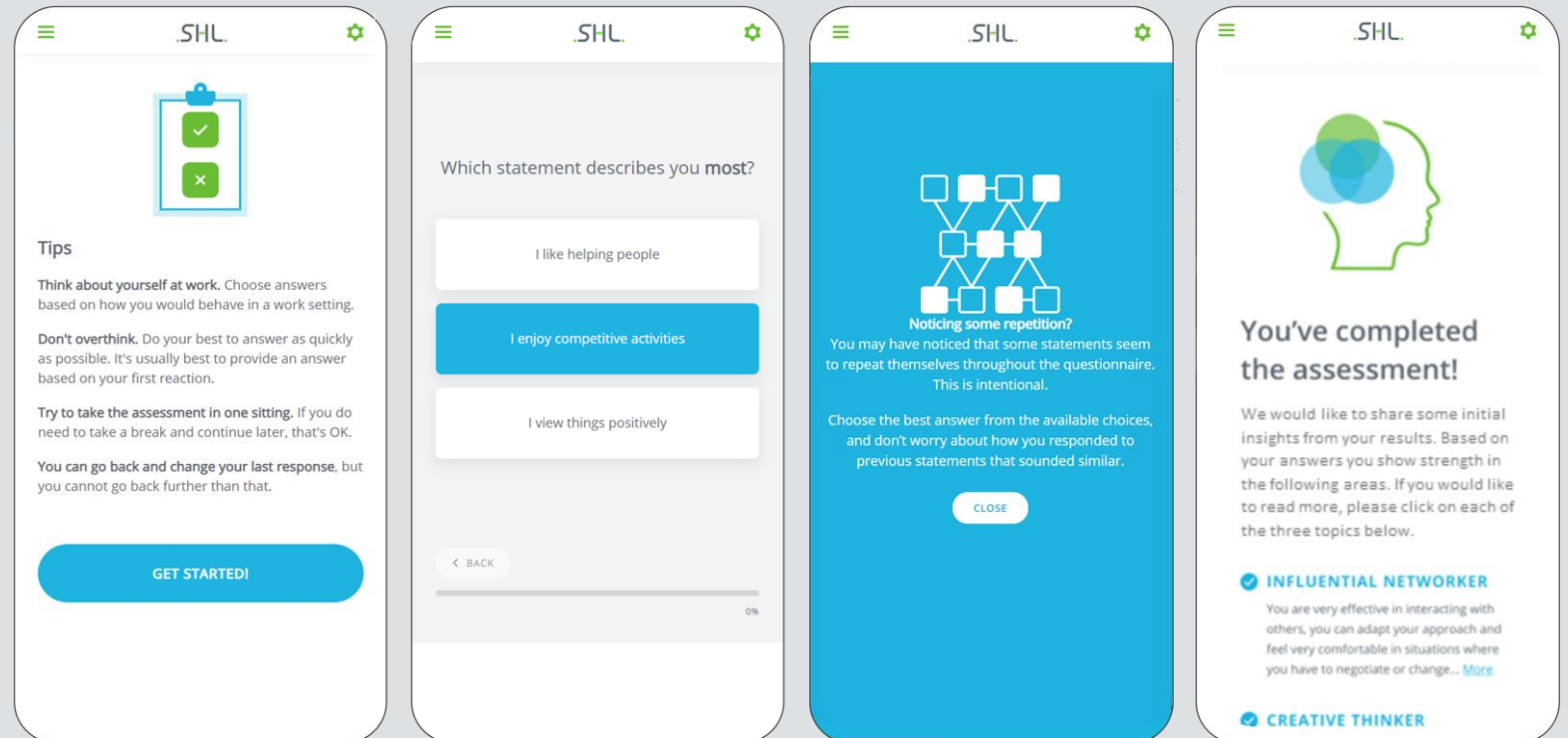




# So Imagine...the Reimagined OPQ

Smarter, faster, and a better overall participant experience...with no change to content, scoring or norms

- **Engaging** assessment experience
- **Faster** response times (+30%)
- **User friendly** across all device types



# Engaging Participant Experience

Moving from the current OPQ to a Reimagined participant centric experience

**INSTRUCTIONS**

This questionnaire is designed to provide information about your preferred or typical ways of behaving at work.

**GENERAL**

**Number of Questions:** 104  
**Language**  
You are about to complete an assessment in **English (International)**.

**ASSESSMENT TIME**

**Time limit**  
The amount of time you will have to answer all questions: Unlimited

**GUIDELINES**

When you answer, please think of work or similar situations rather than domestic or social situations. This is not a test. There are no right or wrong answers. It is in your own interest as well as ours that we gather an accurate impression of your working style.

**NAVIGATION**

You can advance to the next question by selecting the next button. All questions in the assessment are mandatory and have to be answered.  
Once you select your item and move on to the next question, you will not have the opportunity to change your answer.  
You can use the progress bar to track your progress in the assessment.

**INSTRUCTIONS**

**PERSONALITY QUESTIONNAIRE**

You will be presented with two blocks of three statements on a page. Your task is to choose which statement is most true or typical of you and which is least like you in each block.  
Simply select the relevant option to choose which statement is most and which is least like you. If you want to change your answer, just select a different option.  
Do not give an answer because you think it is the right thing to say or it is how you might like to be.  
Please note that checks are built into the questionnaire to give us an indication of how frank and honest you have been in your ratings.  
Although there is no time limit, you should work as quickly as you can and do not ponder at length over any one set of statements.

**PREVIOUS** **TAKE ASSESSMENT**

**QUESTION 1**

Please choose one **most** true and one **least** true statement

LEAST

I enjoy the company of others

MOST

LEAST

I try out new activities

MOST

LEAST

I look to the future

MOST

**QUESTION 2**

Please choose one **most** true and one **least** true statement

AST

I find negotiations easy

MO

**SHL**

**Tips**

**Think about yourself at work.** Choose answers based on how you would behave in a work setting.

**Don't overthink.** Do your best to answer as quickly as possible. It's usually best to provide an answer based on your first reaction.

**Try to take the assessment in one sitting.** If you do need to take a break and continue later, that's OK.

**You can go back and change your last response,** but you cannot go back further than that.

**GET STARTED!**

**SHL**

Of the remaining two statements, which one describes you **most**?

I like helping people

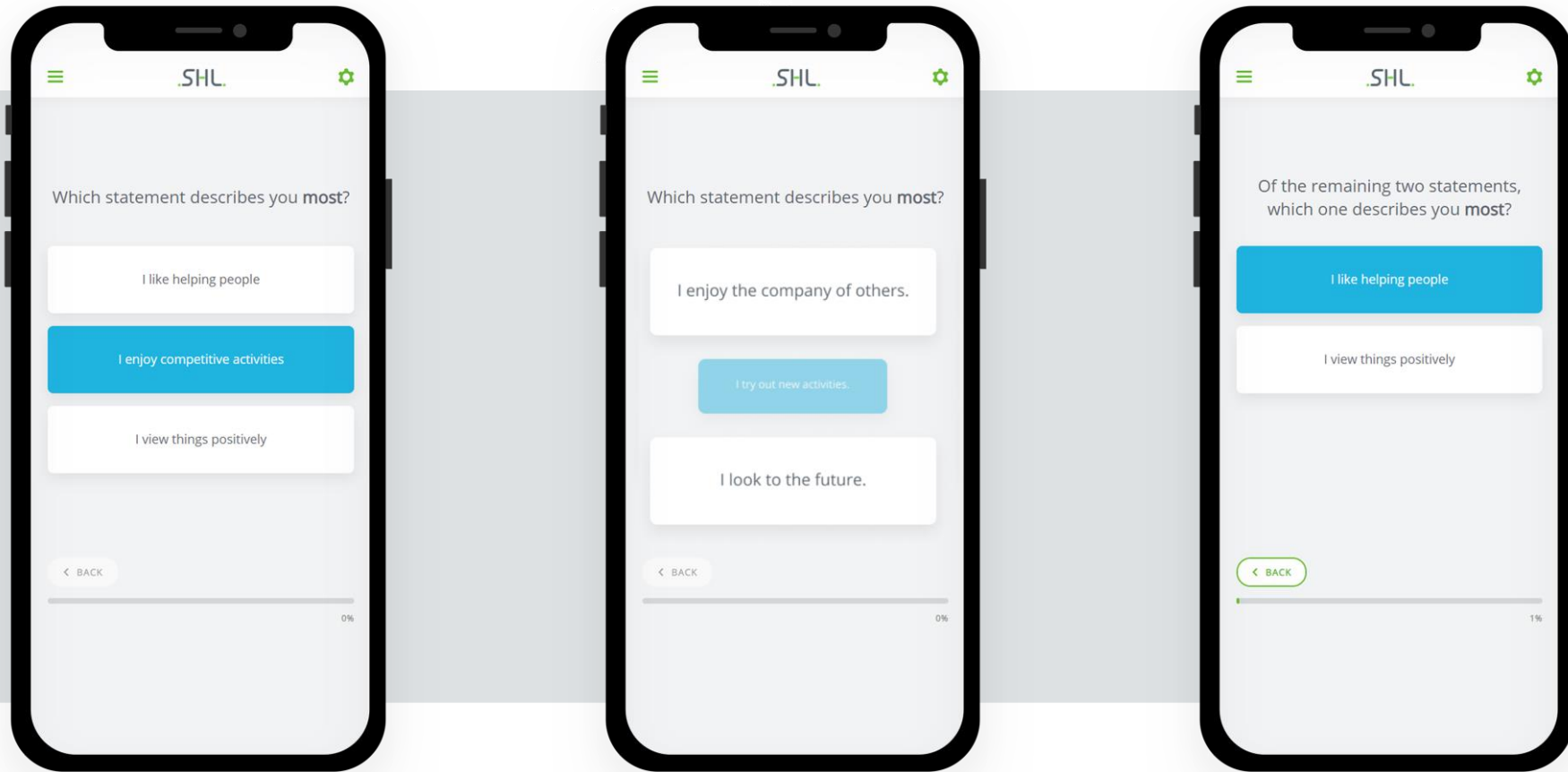
I view things positively

**< BACK**

1%

# Faster Response Times

New look and feel reduces completion time by lightening the content  
– now participants only choose what is most like them



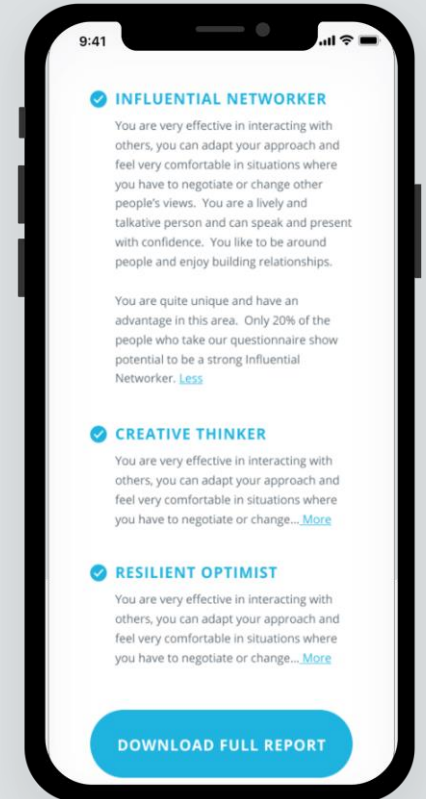
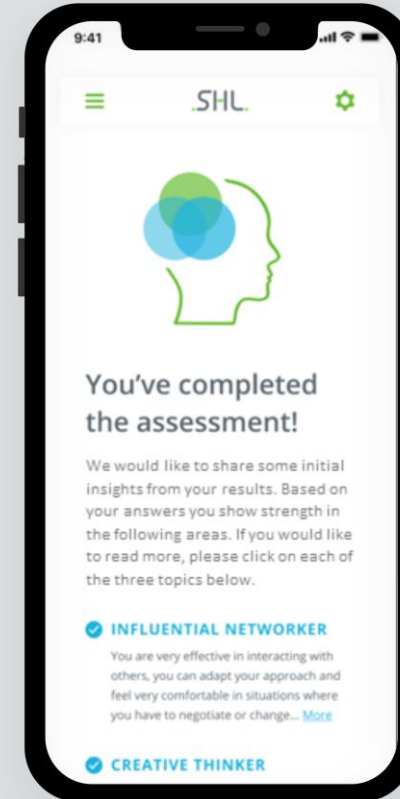
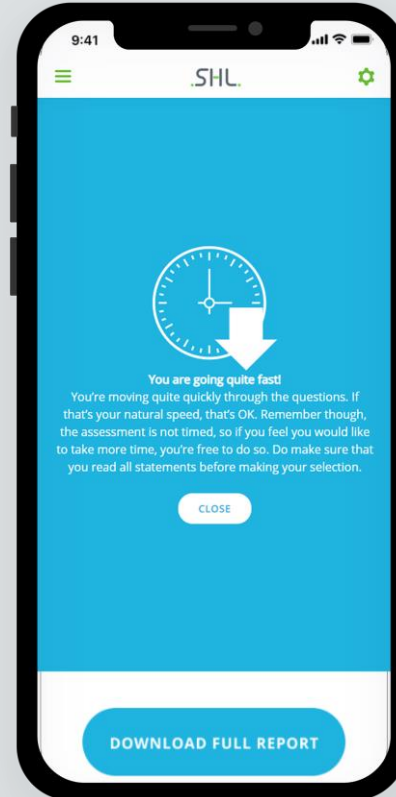


# User Friendly Participant Guidance and Real-time Feedback

- Series of participant contextual messages provide guidance

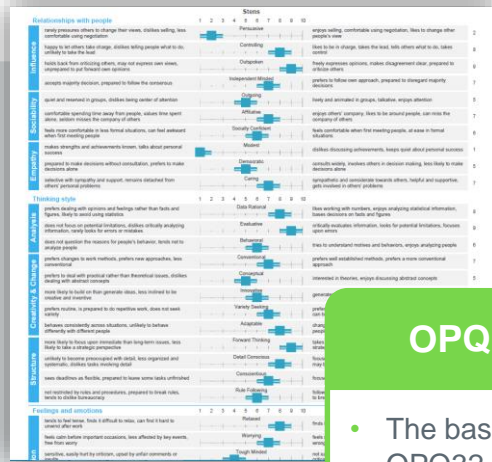
## Coming Soon!

- Response based participant specific feedback
- User friendly competency language
- Top 3 strengths
- Simple and short
- Configurable



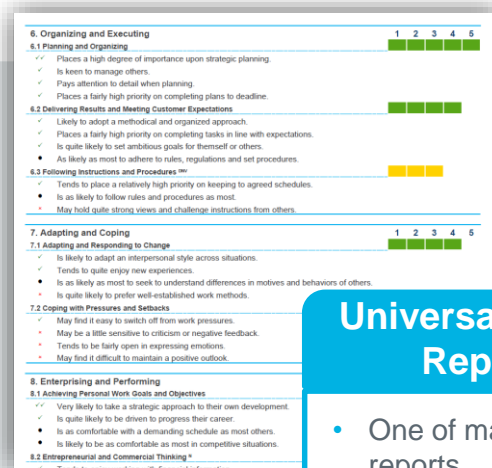
# OPQ Example Output & Reports

A wide range of standard interpreted reports can be generated from OPQ based on audience and how utilized. Examples include:



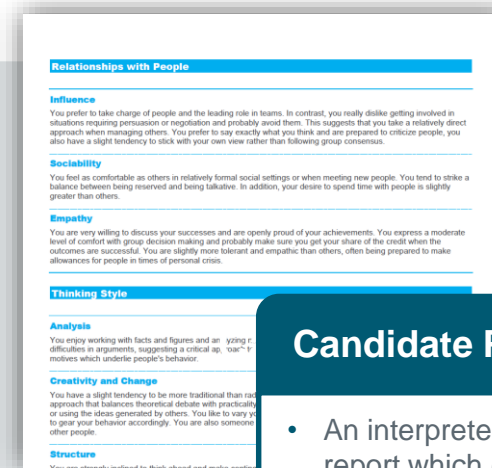
## OPQ32 Profile

- The basic output of the OPQ32, needs to be interpreted by a trained user.
- Provides sten scores for each of the 32 dimensions of personality
- These dimensions are split in to 3 areas; Relationships with people, Thinking Style and Feelings & Emotions.



## Universal Competency Report (UCR)

- One of many interpreted reports.
- The UCR is designed to be used by untrained line managers.
- Provides a rating against the competencies in SHL UCF.



## Candidate Plus Report

- An interpreted, narrative report which describes the OPQ profile of the candidate.
- Designed to be read by candidates.
- Can be given as feedback following the completion of the questionnaire.

# OPQ helps predict talent fit and performance



## Hire the Right Person for the Right Job

- Improve quality of hire
- Reduce risk of wrong hires
- Increase efficiency of hiring process



## Identify & Retain High-Potentials

- Find rising stars
- Create strong leadership talent pools
- Identify and retain high potentials



## Understand Talent Capabilities

- Optimize staff alignment
- Benchmark externally
- Identify departmental strengths



## Identify & Benchmark Leader Talent

- Identify strengths & weaknesses
- Support data-driven development
- Benchmark leadership talent





# **SHL exists to help you win**

At a time of unprecedented  
change, we provide deep  
people insights to predict and  
drive performance

.SHL.