



opq32

> Candidate Report

Name: **Miss Sam Sample**

Comparison group: OPO32i Managerial & Professional 1999 | Date: 11-Sep-06

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 to 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 slightly more comfortable than most when selling ideas to others by persuasion and negotiation. However you like to balance taking charge of people, and allowing others to take this role. This suggests that you may tend to manage others through influencing. When it comes to expressing your views, you are very likely to say exactly what you think and are prepared to criticise people when you feel it is appropriate. You are also likely to stand by your own view, even if it differs from the majority opinion.

Sociability

You are generally someone who feels confident in formal settings or when meeting new people. However, you are inclined to be more moderate in terms of your liveliness in a group, neither being very quiet and reserved nor particularly talkative and sociable. While you feel confident in many formal situations, you have a little less need than most to spend your time in the company of others.

Empathy

You are likely to show very little interest in other people's personal problems at work and are more selective with your sympathy than other people, probably reserving your help and support for problems you consider serious enough to warrant attention. Furthermore you describe yourself as someone who has a slight tendency to talk openly about your successes. 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.

THINKING STYLE

Analysis

You have little interest in people's behaviour, and understanding what drives them. However, you are moderately comfortable working with numerical information. You are moderately interested in critically evaluating information and arguments.

Creativity and Change

You describe yourself as having a preference for using tried and tested methods when approaching tasks at work. In contrast you appear to enjoy theories and discussing abstract concepts. You are also likely to be fairly creative and likely to generate some ideas 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 have a very strong preference for dealing with situations spontaneously as they arise rather than considering in advance how you might deal with them. You are more comfortable if other people pay more attention to the detailed aspects of a job. Generally you prefer to leave the planning and checking of work to others. You prefer to remain reasonably flexible to deadlines, understanding that a deadline will not always be met. You also describe yourself as neither sticking to rules rigidly nor consciously prepared to break them.

FEELINGS AND EMOTIONS

Emotion

You may find that you are, in comparison to others, relatively free from anxiety on a day-to-day basis. You also tend to demonstrate a moderate level of tension before important events. You are very unlikely to feel offended by personal criticism. You tend to favour, on balance, a positive view of events rather than being one to take a bleak outlook. You may also strike a balance between being suspicious and trusting of others' motives. You display your emotions and feelings at work as much as other people.

Energy and Drive

You appear to have a slightly higher tendency than others to enjoy being active and thrive when you are kept busy. You like to balance winning with taking part in activities for their own sake. You like to make decisions really quickly rather than considering the issues at length. Furthermore, you appear to be fairly ambitious in your career and find more difficult targets can motivate you.

ABOUT THIS REPORT

This report was generated using the SHL Expert 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 this report.

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PC Expert OPQ32 Pack Release Version 2.0

Comparison Group used: OPQ32i Managerial & Professional 1999

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