



opq32

> Candidate Plus Report

Name: **Miss Sample Candidate**

Date: 10 April 2010

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 slightly more likely than most to say what you think and you are a little more prepared to criticise people when you feel it is appropriate. Additionally, you have a slight tendency to stand by your own view, rather than always following group consensus.

Sociability

You are someone who feels they are reasonably sociable. You feel a little more comfortable than 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 typical need, in line with people in general, to spend your time with other people.

Empathy

You are likely to be extremely willing to discuss your successes and openly proud of your achievements. You express a moderate level of comfort with consultation and consensus decision making. You are slightly less prepared than others to get involved in people's

personal problems, probably preferring to keep a professional distance from colleagues at work.

THINKING STYLE

Analysis

You enjoy working with facts and figures and analysing numerical information. You enjoy evaluating information and arguments critically a little more than other people tend to. However, you have less interest in people's behaviour and understanding what drives them.

Creativity and Change

You describe yourself as someone with a slight preference for taking a fairly radical approach to tasks. This is combined with a slight preference for thinking about and discussing abstract theories, problems and hypotheses at work. You also appear equally happy generating your own ideas or using the ideas generated by 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 tend to be slightly more consistent in your style than others are in dealing with different situations and people.

Structure

You have a strong preference for dealing with situations spontaneously as they arise rather than considering in advance how you might deal with them. At the same time, you have a strong inclination towards meticulously checking the detail and the accuracy of work. This suggests that you are likely to pay attention to the issues which need to be dealt with immediately rather than taking a long term strategic overview of issues. You are focused on seeing tasks through to completion and meeting deadlines. You are likely to strike a balance between sticking to rules and being prepared to break them in order to meet these deadlines.

FEELINGS AND EMOTIONS

Emotion

Your responses suggest that you are moderately anxious, neither feeling particularly tense nor totally calm and collected on a day-to-day basis. You also remain very calm and free from worry before important occasions. You tend to focus on the positive aspects of a situation and keep your spirits up despite setbacks. You do however appear to have a tendency to question the intentions of others and you generally view other people's motives with suspicion. You tend to be neither difficult to upset nor particularly easy to offend. You are likely to display your feelings and emotions at work openly. You may find it difficult to hide from colleagues how you feel.

Energy and Drive

You appear to enjoy being highly active, and thrive when you are kept busy. Furthermore, while others may enjoy activities for their own sake, winning tends to be important to you. Therefore, you are only likely to feel you have done well when you do better than others. You are likely to be ambitious in your career, and aim to reach the highest goals. However, you have a very strong inclination to take your time over decision making, preferring to understand things fully before reaching conclusions.

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 focusing on tasks rather than on relationships, when working with others.

Your strengths are likely to lie in:

- Helping the team to evaluate ideas and concepts which contribute to team success
- Planning team work and sustaining team productivity

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

- Identifying possible solutions for team tasks
- Having an energising impact on other team members
- Building relationships inside and outside the team
- Helping the team to maintain their workload and reach their goals

Your weaker areas are likely to lie in:

- Steering team activities
- Maintaining a positive team climate

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 the report.

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Comparison Group used: OPQ32i UKE UK Managerial & Professional 2005
The Candidate Plus Report Version Number: 1.0_{sc}

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