

opq32

Fact Sheet

The SHL Occupational Personality Questionnaire (OPQ) is the most widely used measure of behavioural style in the world. The OPQ is designed to provide businesses with information on the aspects of an individual's behavioural style that will impact on their performance of competencies at work.

The OPQ32 is the most comprehensive version of the OPQ. It provides detailed information on 32 specific personality characteristics which underpin performance on key job competencies critical for graduates, managers and experienced hires.

The OPQ32's depth of insight and range of business-relevant reports helps thousands of organisations to:

- Identify best-fit applicants against job competencies
- Improve interview hit rates
- Identify future leaders
- Re-deploy talent across the business
- Recommend senior managers for cross border engagements
- Evaluate the talent pool following a merger/acquisition/restructure
- Create a project team
- Manage the transformation of a technical specialist to an effective people manager

OPQ32 at a glance

Provides in-depth insight across the key competencies required in graduate, management and leadership positions

Extensive range of business-relevant reports, suitable for line managers

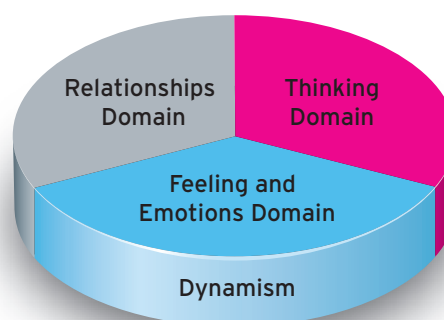
Available in 28 languages

Supported by over 50 norm groups allowing specific role, level, industry and cultural group comparisons to be made

Available online, PC and paper-based

The OPQ model of personality

Unlike other personality questionnaires, the OPQ is an occupational model of personality, designed solely for use in a business environment. The OPQ model provides a clear, simple framework for understanding the role of personality in the workplace and the impact it has on job performance.



> OPQ32 dimensions

Relationships with People	
Influence	Persuasive, Controlling, Outspoken, Independent Minded
Sociability	Outgoing, Affiliative, Socially Confident
Empathy	Modest, Democratic, Caring
Thinking Style	
Analysis	Data Rational, Evaluative, Behavioural
Creativity	Conventional, Conceptual, and Innovative, Variety Seeking, Change Adaptable
Structure	Forward Thinking, Detail Conscious, Conscientious, Rule Following
Feelings and Emotions	
Emotions	Relaxed, Worrying, Tough Minded, Optimistic, Trusting, Emotionally Controlled
Dynamism	Vigorous, Competitive, Achieving, Decisive

Predicting critical areas of job performance

Together, it is the combination of these 32 dimensions which influence performance against the key job competencies. The OPQ32 provides

detailed competency reporting against the 20 key competencies from the Universal Competency Framework™:

Leading & Deciding	Deciding & Initiating Action, Leading & Supervising
Supporting & Co-operating	Working with People, Adhering to Principles and Values
Interacting & Presenting	Relating & Networking, Persuading & Influencing, Presenting & Communicating Information
Analysing & Interpreting	Writing & Reporting, Applying Expertise & Technology, Analysing
Creating & Conceptualising	Learning & Researching, Creating & Innovating, Formulating Strategies & Concepts
Organising & Executing	Planning & Organising, Delivering Results and Meeting Customer Expectations, Following Instructions and Procedures
Adapting & Coping	Adapting & Responding to Change, Coping with Pressure & Setbacks
Enterprising & Performing	Achieving Personal Work Goals and Objectives, Entrepreneurial & Commercial Thinking

➤ User-friendly, business relevant reporting

Importantly, the range of report options available from the OPQ32 ensures that results can be meaningfully interpreted and understood in business contexts OPQ32 reports are:

- Designed for use in businesses, by business managers
- Targeted, user-friendly and professional
- Clear, concise, graphical summaries of performance against job competencies
- In-depth, showing potential strengths and areas for development

OPQ32 product details

The OPQ32 is available in two formats. The forced choice format in the ipsative version (OPQ32i) controls for social desirability and is best used in selection contexts. The normative version (OPQ32n) is suitable for development contexts where impression management is not as great a risk.

	OPQ32i	OPQ32n
Number of items	104	230
Approximate completion time	45 mins	35 mins
Norm groups	Extensive local norm groups are available	
Available	Paper and Pencil, PC and Online	

OPQ32 Reports	Application			
	Selection	Development	Career guidance	Team building
Profile	✓			
Manager/Manager Plus Report	✓			
Candidate/Candidate Plus Report	✓	✓		
Management Competency Profile	✓	✓		
Team Type & Leadership Styles Report	✓	✓	✓	
Premium/Premium Plus Report	✓	✓	✓	✓
Emotional Intelligence Report	✓	✓	✓	✓
Development Action Planner		✓	✓	
Maximising Your Learning Report	✓	✓	✓	
Team Impact Report	✓	✓	✓	✓
Leadership Report	✓	✓	✓	
Universal Competency Report	✓	✓		

The availability of comprehensive and insightful reports means the OPQ32 can be applied in hiring and development contexts at individual, team and organisational levels.

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