

# OPQ

# Candidate Report

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**Name**  
Test Candidate

**Date**  
07 July 2016

# Introduction

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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.

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## Relationships with People

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### Influence

You see yourself as someone who enjoys taking charge of people and taking the leading role in teams. Interestingly, you very strongly dislike getting involved in persuading or negotiating and would much prefer not to get involved in selling ideas to other people. This suggests that you take a relatively direct approach to managing others. When it comes to expressing your views, you prefer to say exactly what you think, and are prepared to criticise people when you feel it is appropriate. You also have a slight tendency to stand by your own view rather than following group consensus.

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### 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.

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### 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 take slightly more interest in the welfare of others than people generally do, often being prepared to make allowances for people in times of personal crisis.

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## Thinking Style

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### Analysis

You enjoy working with facts and figures and analysing numerical information. You are very likely to spot errors or difficulties in arguments, suggesting a critical approach to work. In addition, you are moderately interested in the motives which underlie people's behaviour.

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### Creativity and Change

You describe yourself as someone who has a slight tendency to be a bit more traditional than radical in their approach to tasks. This is combined with a balance between hypothetical debate and a more practical approach to work. You also appear equally happy generating your own ideas or using the ideas generated by others at work. You have a strong tendency to vary your style according to your audience and the situation you are in, trying to adapt your behaviour accordingly. You are also someone who finds change and variety slightly more stimulating than other people.

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### Structure

You are very strongly inclined to think ahead and make contingency plans should things go wrong. At the same time you are strongly orientated towards the meticulous checking of detail and you are likely to be well organised and prepared in most circumstances. You are slightly more likely than others to see tasks through until they are completed on time. You also describe yourself as neither sticking to rules rigidly nor consciously prepared to break them.

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## Feelings and Emotions

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### Emotion

You may find you are generally relaxed on a day-to-day basis and find it easy to relax after the pressures of work. You do, however, come across as someone who tends to get slightly nervous before important events. You have a strong belief that it is better to anticipate the worst to avoid disappointment. This is further reflected in your very strong tendency to question the intentions of others and view their motives with suspicion. You may also take criticism a little more personally than other people. You are likely to be a little bit more open with your feelings and emotions at work than others.

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### 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 have a strong inclination to take your time over decision making, preferring to understand things before reaching conclusions. You see yourself as being fairly ambitious in your career and find more difficult targets can motivate you.

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# Assessment Methodology

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

Questionnaire / Ability Test	Comparison Group
OPQ32r UK English v1 (Std Inst)	OPQ32r UK English Finance and Insurance 2011 (IND)

## Person Detail Section

Name	Test Candidate
Candidate Data	RP1=2, RP2=8, RP3=9, RP4=7, RP5=5, RP6=7, RP7=6, RP8=1, RP9=5, RP10=7, TS1=8, TS2=9, TS3=6, TS4=7, TS5=5, TS6=6, TS7=7, TS8=8, TS9=9, TS10=8, TS11=7, TS12=6, FE1=8, FE2=7, FE3=4, FE4=3, FE5=2, FE6=4, FE7=6, FE8=5, FE9=7, FE10=3, CNS=9 N=Sten 1/1 %ile V=Sten 7/84 %ile D=Sten 10/99 %ile
Report	OPQ32 Candidate Report v1 <sup>TC</sup>

## About This Report

This report was generated using CEB's Online Assessment System. It includes information from the Occupational Personality Questionnaire™ (OPQ32). The use of these questionnaires and tests are limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of these questionnaires and tests answered by the respondent(s) and substantially reflect 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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