

The Occupational Personality Questionnaire

Targets the competencies required for top performing college graduates, managers and experienced hires

The Occupational Personality Questionnaire (OPQ)

The OPQ32r provides businesses with information on an individual's behavioral style that will influence their performance at work.

OPQ32r helps thousands of organizations to deliver the following results:

- Identify best-fit applicants against job competencies
- Improve interview hit rates
- Identify future leaders
- Re-deploy talent across the business
- Recommend senior managers for international assignments
- Evaluate the talent pool following a merger /acquisition/ restructure
- Create project teams
- Manage the transformation of technical specialists to effective people managers
- Improve new staff onboarding

The OPQ32r is the latest and most comprehensive version of the OPQ. It provides detailed information on 32 specific personality characteristics which support performance on key job competencies critical for graduates, managers and experienced hires.

Across the employee lifecycle

The OPQ32r's depth of insight and range of business-relevant reports means it is a popular choice in many settings including:

- College graduate recruitment
- Onboarding new employees
- Team building
- Selection for professional and management positions
- Leadership development

OPQ32 at a glance

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

Underpinning performance on job competencies are 32 specific personality characteristics

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

Available in 30 languages

Supported by a wide range of norm groups allowing for comparison to a specific level or cultural group or to an international comparison group

Bias resistant forced choice question format

Available online

OPQ32r dimensions

The OPQ32r assesses 32 specific personality characteristics that support performance and job competencies.

Relationships with People	
Influence	Persuasive, Controlling, Outspoken, Independent Minded
Sociability	Outgoing, Team Building, Socially Confident
Empathy	Modest, Democratic, Caring
Thinking Style	
Analysis	Data Rational, Evaluative, Behavioral
Creativity and Change	Conventional, Conceptual, Innovative, Variety Seeking, 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, these 32 dimensions influence performance against key job competencies. The OPQ32r provides detailed competency reporting against the 20 key competencies from the Universal Competency Framework™ (UCF).

User-friendly, business relevant reporting

The OPQ32r provides relevant results and reports that can be meaningfully interpreted and used in business contexts.

- Designed for use in businesses by managers or trained HR professionals
- Targeted, user-friendly and professional formats
- Clear, concise language with easy to understand graphical summaries
- In-depth, insightful information to use across a wide range of contexts

	Application			
	Selection	Development	Career Guidance	Team Building
For use by trained users				
OPQ32r Profile	•	•	•	•
Leadership Potential Report	•	•	•	•
Emotional Intelligence Report		•		
For use by line managers/individuals completing the OPQ				
Manager Plus Report	•	•		
Universal Competency Development Action Planner		•	•	
Team Impact Report (Selection, Development, Group)	•	•		•
Candidate Report	•	•	•	•

For more information on the MQ or the OPQ32, visit www.shl.com

The OPQ32r model of personality

Unlike other personality questionnaires, the OPQ32r is designed specifically for use in a business environment. The OPQ32r model provides a clear, simple framework to understand the role of personality in the workplace and the impact it has on job performance.

