

Matching the *right personality* to the right job

The Occupational Personality Questionnaire

The Occupational Personality Questionnaire (OPQ) gives organisations an understanding of how aspects of an individual's behavioural style will affect his or her performance at work.

The OPQ helps organisations:

- Identify the best-fit applicants for a given role
- Improve interview hit rates
- Identify future leaders
- Redeploy talent across the business
- Evaluate the talent pool following a merger /acquisition/ restructure
- Create winning project teams
- Manage the transformation of a technical specialist to an effective people manager

The OPQ32r is the latest and most comprehensive version of the OPQ. It provides detailed information on 32 specific personality characteristics proven to influence performance.

Across the employee lifecycle

The OPQ32's depth of insight and range of business-relevant reports means it is a popular choice in many settings including:

- Selection for graduate, professional and management positions
- Onboarding of new employees
- Leadership development
- Team building

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

Measures 32 personality characteristics linked to performance

Can be mapped to most job roles using SHL Universal Competency Framework (UCF)



OPQ32r dimensions

The following 32 specific personality characteristics, measured by the OPQ32, can be mapped to the required competencies of a given job role.

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 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

User-friendly, business relevant reporting

OPQ reports are designed to ensure that results can be meaningfully interpreted and understood 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

There are over 18 OPQ reports available to be used by HR professionals, line managers and candidates for a variety of purposes including recruitment, development, team building and career guidance. Please contact us to help you select the reports which are right for you.

“[The OPQ] enabled us to really see how potential employees compare to our own specific behavioural criteria and has helped line managers to focus their assessment of applicants at interview.”
MGPA

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Organisations that understand and maximise their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

We call this People Intelligence, Business Results.