

OPQ32® Personality Questionnaire

Pre-Interview Report

STRICTLY CONFIDENTIAL

Other Sample

Date: 16 November 2006

This report is designed to support an interview. Typically, behavioural questions that focus on what the candidate has personally done in the past are generally the most predictive for future job performance. If you need any free support, please call the Duty Consultant at Quest Partnership on 0845 612 7722.

This report is based on Other's responses to the Occupational Personality Questionnaire®- an instrument used to gather information about how he sees himself. These self-perceptions are compared with the management and professional population to provide a measure of personality in relation to others.

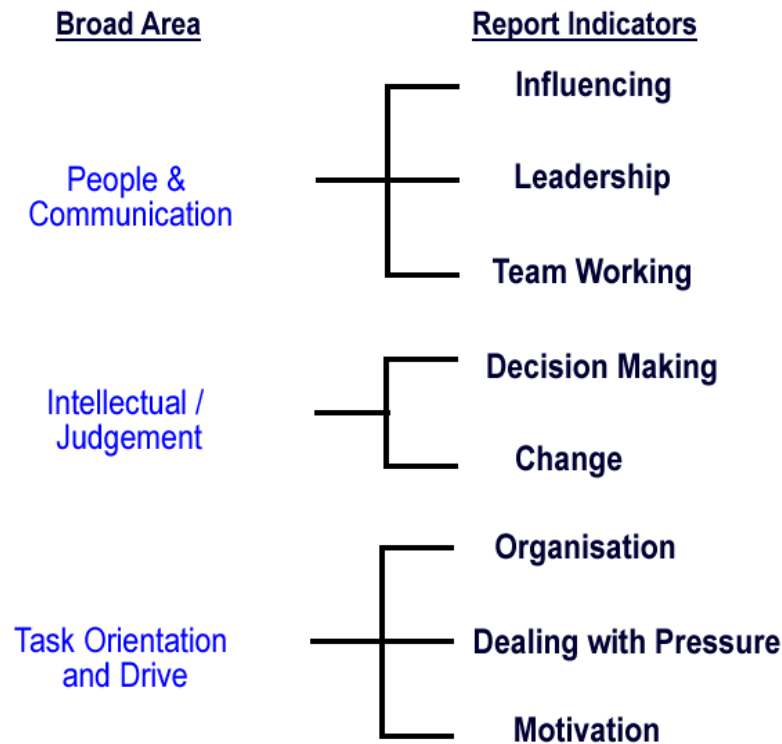
Note the Occupational Personality Questionnaire (OPQ32) is copyright SHL Group plc. The use of the OPQ profile in this report is with the permission of SHL Group plc and the profile remains their intellectual property.

Please remember these important points about personality information:

- Not to be taken as a definitive or absolute statement about the 'nature' or behaviour of the respondent.
- About style and preference, NOT about ability without support from other evidence.
- Although broad patterns are likely to be consistent through time, respondents' profiles can change with experience and roles.
- The accuracy of the profile depends on how the respondent has approached this exercise, please see further for a summary of response style.

How to use this report

- 1 Be clear about the key selection criteria and person specification beforehand
- 2 Map your competences or criteria against the 8 generic indicators that form the structure of this report:



- 3 When interpreting the graphs, you will need to understand what the scores mean. 5 and 6 reflect an average response. 4 and 7 are slightly outside of the average band (as below) and other scores are more likely to demonstrate a marked individual characteristic. Remember all the scores reflect a comparison with the working population.



- 4 The narrative supplied will help you interpret the presented graphs.
- 5 Check the Style Scales page to understand how accurate the profile is likely to be and get tips on how to approach the interview generally.
- 6 Areas should be explored further using open and probing questions. Some are provided purely as examples under each indicator area. Try to avoid asking leading questions.
- 7 As you get familiar with the reports, you should become more adept at using only the graphs without needing to read all the accompanying text.

'Quick-Look' Summary of Report

	Page	
Accuracy of Response	4	OK
Influencing	5	OK
Leadership	6	? Further Probing?
Team Working	7	OK
Decision Making	8	Strong ✓
Change	9	OK
Organisation	10	Strong ✓
Dealing with Pressure	11	? Further Probing?
Motivation	12	Strong ✓

KEY:

"Caution" = Candidate response style may have been less objective

"Further Probing" = One or more scales indicate that this may not be an area of preference

"OK" = Indicators suggest the candidate is likely to have a moderately effective level of orientation towards this area

"Strong" = Most indicators suggest the candidate is possibly strongly focused in this area

How has the candidate responded to the questionnaire?



The questionnaire provides an indication of how objectively the respondent may have approached the exercise. The OPQ contains a scale called Social Desirability.

The **Social Desirability** scale provides a measure of how overly-positive or exaggerating the candidate may have been in presenting more 'desirable' characteristics. In this case, Other appears to have responded in a typically objective and critical fashion in this respect.

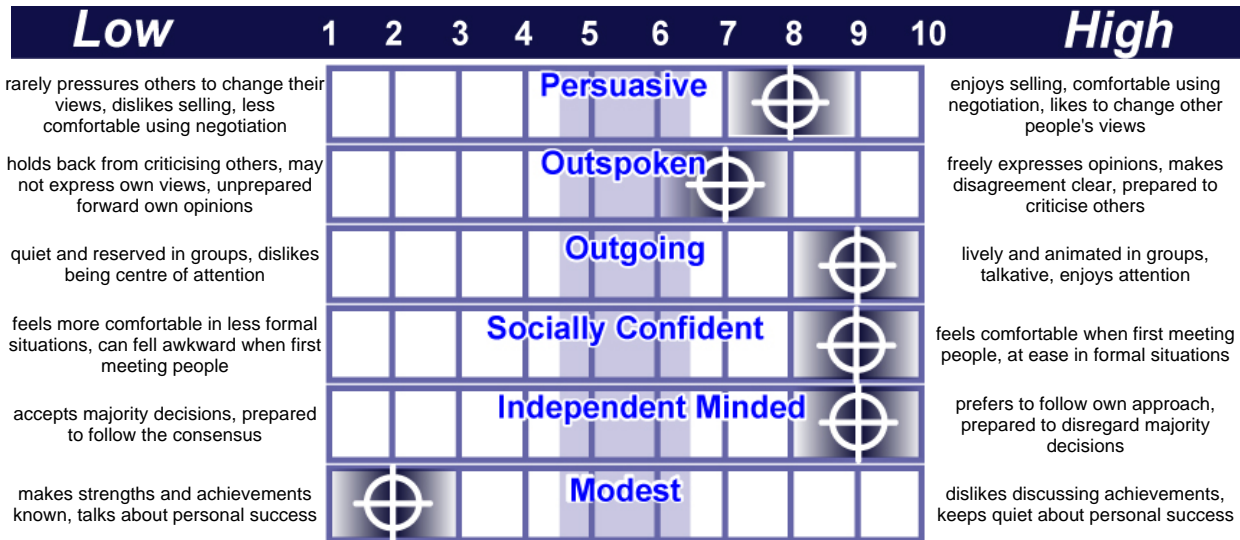
Summary Points from the profile for Interviewers

Nothing specific raised from the profile in this area.

People and Communication

Influencing

OK



Interpretation of relevant scales: Other reports to be more focused than most people on selling, negotiating and perhaps impressing his views and opinions on others, probably seeking to change views more persistently than most. When he has a view on matters, he may be more direct in expressing these views than most, believing it is best to make disagreements clear and being less concerned about confrontation. In terms of extraversion, Other reports to be much more outgoing in groups than most. He is likely to migrate towards the centre of attention and to enjoy being in the limelight or dealing with other people. Similarly, he reports to feel much more confident poised in social situations. He may be more articulate and skilled in such situations. He will be more self-assured in his views and outlook than most, and will be more comfortable to take a different view to others or be seen as different. He will be much more self-assured in his own, independent views and outlook. More happy to be different, he is likely to be more comfortable holding a challenging opinion. Much more comfortable in forwarding his achievements and successes, he is likely to be less modest and probably seek to raise his profile clearly in an organisation.

Possible Probing Questions:

Persuasive: Tell me about a time when it was challenging to 'sell' an idea or point of view to others? How did you convince them? What did you do that was effective? How could you have been more effective?

Outspoken: What disagreement might you have had recently? How did you tackle this? Have you had to deal with a sensitive issue with a staff member or colleague? How did you find this?

Outgoing: When have you had to interact with a group of people? How would you describe your approach to communicating with others? Have you had to present to people before? How do you find this?

Social Confidence : How do you prefer to communicate to others? Can you give me examples of when you have demonstrated strong communication or influence skills?

Independent Minded: When have you challenged something - an opinion or idea recently? When have you compromised or changed your view to achieve a consensus? How do you feel about taking a different view to others? How do you seek to influence others?