

Occupational Personality Questionnaire

Assessment Fact Sheet

Overview

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 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 and team building. The OPQ32r is the latest and most comprehensive version of the OPQ.

Job Family/Title	All
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Details

Average Testing Time (minutes)	Approx. 25 minutes
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Allowed Time (minutes)	Untimed
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Maximum Number of Questions	104 questions
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Number of Sittings	One
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Designed for Unproctored Environment	Yes
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Question Format	Forced Choice
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Product Category	Personality
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Knowledge, Skills, Abilities and Competencies Measured

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

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

There is a range of user-friendly, business relevant reports available based on the OPQ32. 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

The report range includes reports designed for use 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.

Example Question

You will be presented with two blocks of three statements on a page. Your task is to choose which statement is **most** true or typical of you and which is **least** like you **in each block**.

	Most	Least
I enjoy the companionship of others	<input type="radio"/>	<input type="radio"/>
I try out new activities	<input type="radio"/>	<input checked="" type="radio"/>
I look to the future	<input checked="" type="radio"/>	<input type="radio"/>