



# Occupational Personality Questionnaire (OPQ32)

## Only with SHL

SHL is unique in many ways – one of the first to embrace technology and one of the few to transfer knowledge and proprietary tools to clients. For over twenty-five years, SHL has partnered with thousands of clients to increase productivity and profitability through the more effective use of human resources.

Candidates respond to a variety of work-related behavioral statements, similar to the ones shown opposite.

I enjoy talking to people  
I usually keep things tidy



## Make Better Informed People Decisions

The OPQ32, a work styles assessment for managerial and professional staff, helps you make better selection and development decisions. In only 30 minutes, you can gather invaluable information that could otherwise take months, even years. Over a decade of empirical research has shaped this iteration of this flagship SHL product.

## Get Proven Results

OPQ32 is a powerful, complementary tool to ability testing and a structured interview.

- Increases the probability that you select the right people.
- Reduces your costs by making the entire hiring process more efficient.
- Identifies hidden reasons for weak performance.
- Allows you to plan a more customized and effective development strategy.

## Assess Critical Work Behaviors

Relationships with People	Thinking Style	Feelings and Emotions
• Persuasive	• Data Rational	• Relaxed
• Controlling	• Evaluative	• Worrying
• Outspoken	• Behavioral	• Tough Minded
• Independent Minded	• Conventional	• Optimistic
• Outgoing	• Conceptual	• Trusting
• Affiliative	• Innovative	• Emotionally Controlled
• Socially Confident	• Variety Seeking	• Vigorous
• Modest	• Adaptable	• Competitive
• Democratic	• Forward Thinking	• Achieving
• Caring	• Detail Conscious	• Decisive
	• Conscientious	
	• Rule Following	

> **Predict Key aspects of Job Performance**

- Leadership
- Planning & Organizing
- Problem Solving & Analysis
- Commercial Awareness
- Creativity & Innovation
- Action Orientation
- Interpersonal Sensitivity
- Resilience
- Personal Motivation
- ....AND MUCH MORE.

**OPQ32 Specifications**

Number of questions	230
Approx. completion time (minutes)	35
Composite norm group	N=1,053
Scale reliabilities	Range from $r=.74$ to $r=.90$

**Additional Norms Available:**  
US Managerial and Professional (N=726) plus other international norms.

**Validation:**  
The OPQ32 has been designed for use with managers and professionals. Construct validation studies have been conducted together with concurrent and predictive empirical validation research.

**Administration & Scoring:**  
Online, PC (Expert software), and paper-&-pencil with either hand scoring or bureau scoring.

**Reports Available:**  
The Integrated Report includes all of these reports, or you can generate them individually.  
**Profile** – Provides the individual’s sten scores on each of the 32 dimensions.

**Behavioral Styles Report** – A powerful interpretation aid for qualified users preparing to give feedback.

**Management Competencies** – Shows how preferred work styles influence an individual’s performance on 16 key success factors or competencies.

**Leadership and Associate Styles** – Describes the individual’s leadership style as well as how they are likely to behave as a direct report.

**OPQ Team Building Styles** – Identifies preferred team styles.

**Candidate Report** – Provides OPQ feedback for candidates in summary form.

**Manager’s Report** – Gives untrained line or hiring managers insight into a candidate’s preferred work behaviors.



**Emotional Intelligence Report** – Assists in relationship-building by highlighting how employees manage their feelings and relationships with others. When used with the SHL Work Profiling System, you can also create the Person Job Match Report to identify strengths and development needs in the context of a particular job profile.

**User Qualifications:**

Please refer to SHL's User Guidelines.

**Support Materials:**

- **Internet:** Manual & User's Guide.
- **PC:** Expert software, dongle, dongle units and Manual & User Guide.
- **Bureau Scoring:** Administration Card, Booklet, Answer Sheet, Bureau Processing Request Form and Manual & User Guide.
- **Hand Scoring:** Administration Card, Booklet, Answer Sheet, Score Key, Profile Chart and Manual & User Guide.

**Other Related SHL Assessment Tools:**

- **Work Profiling System:** provides an efficient way to analyze jobs, create job descriptions, person specifications, identify relevant assessments and ultimately match people against these job requirements.
- **Critical Thinking Tests (CTT) or Critical Reasoning Test Battery (CRTB):** professional and managerial level ability tests for selection or development.
- **Inventory of Management Competencies (IMC) or Perspectives on Management Competencies (PMC):** 360° assessments for developmental purposes.



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