

The Occupational Personality Questionnaire (OPQ)

Scientifically identify how aspects of an individual's behavioural style will affect his or her performance at work

What is the OPQ?

The OPQ is a trait based, forced choice personality questionnaire that provides deep people insight on an individual's preferred working behaviours.

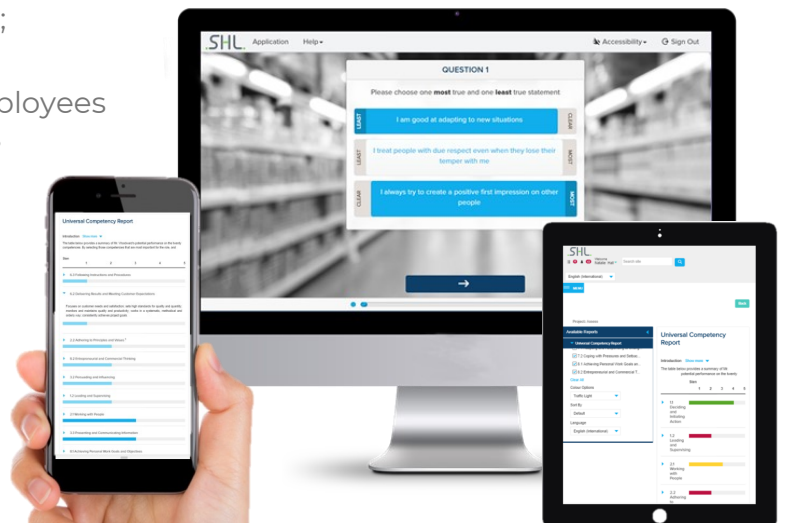
It has been mapped from a clear framework structured around **32 dimensions of personality** grouped into three areas:

- **Relationships with People;** Influence, Sociability and Empathy
- **Thinking Styles;** Analysis, Creativity and Change, and Structure
- **Feelings and Emotions;** Emotions and Dynamism

What are the use cases for the OPQ?

The OPQ is a **device optimised assessment** which produces a depth of insight and range of business relevant and interactive reports. It is a popular choice in many settings, such as;

- Selecting and on-boarding new employees
- Identifying leadership opportunities
- Measuring contextual challenge alignment
- Individual development & coaching
- High potential identification
- Succession planning
- Learning agility
- Team building





The OPQ

You are in Safe Hands..

In an unregulated market, SHL are at the forefront of **best practice policy in assessment and development processes**. As the market leader, we pride ourselves on working with global clients and our connections with key professional bodies and specialists including;

- **The British Psychological Society (the BPS)**
- **The Association of Business Psychologists**
- **The international Test Commission**
- **Ability Net**
- **The clear company**

BPS Review:
Shows the OPQ to have the **highest reliability, consistency and validity in the accredited psychometric market.**



The OPQ has been in market for over 40 years and is one of the **most widely used and trusted occupational personality questionnaires** in the world. It has had over 90 independent validation studies conducted on it, over a 25 year period, across 20 countries and 40 industries.

Last year alone, was used to assess:

