

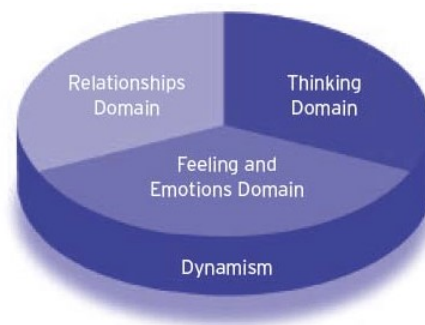
## OPQ 32 for Recruitment and Selection

The Occupational Personality Questionnaire (OPQ) measures 32 personality traits and is designed to give HR professionals an insight into how an individual's behavioural preferences would likely impact on their performance in the workplace, and is an invaluable tool to support selection and recruitment decisions:

- Identify the best candidates for a given role
- Identify future leaders
- Re-deploy talent across the business
- Evaluate the talent pool following a merger/acquisition/restructure
- Manage the transformation from operational competence into people management

## OPQ Dimensions

The OPQ32 was developed to ensure that the scales are relevant and acceptable for the workplace. There are 32 specific personality characteristics measured by the OPQ32. These 32 personality characteristics are divided into three domains: Relationship with People, Thinking Style and Feelings and Emotions.



## OPQ32 Reports

There are multiple report options for the OPQ32, benchmarking a candidate's responses against specific populations, such as a management or leadership cohort, and reports are produced through that same filter, making them more meaningful and relevant to the selection process.

These reports are concise, user friendly, and provided an appropriate level of detail on areas of strength and development, with a same day turnaround for speedy decisions.