

## OPQ32n Managerial and Professional Profile Chart

name:

Sample Person

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date:

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## Relationships with People

1 2 3 4 5 6 7 8 9 10

6	Rarely pressures others to change their views, dislikes selling, less comfortable using negotiation	Persuasive	Enjoys selling, comfortable using negotiation, likes to change other people's view	Influence
4	Happy to let others take charge, dislikes telling people what to do, unlikely to take the lead	Controlling	Likes to be in charge, takes the lead, tells others what to do, takes control	
1	Hold back from criticising others, may not express own views, unprepared to put forward own opinions	Outspoken	Freely expresses opinions, makes disagreement clear, prepared to criticise others	Sociability
5	Accepts majority decisions, prepared to follow the consensus	Independent Minded	Prefers to follow own approach, prepared to disregard majority decisions	
7	Quiet and reserved in groups, dislikes being centre of attention	Outgoing	Lively and animated in groups, talkative, enjoys attention	Empathy
6	Comfortable spending time away from people, values time spent alone, seldom misses the company of others	Affiliative	Enjoys other's company, likes to be around people, can miss the company of others	
7	Feels more comfortable in less formal situations, can feel awkward when first meeting people	Socially Confident	Feels comfortable when first meeting people at ease in formal situations	Empathy
7	Makes strengths and achievements known, talks about personal success	Modest	Dislikes discussing achievements, keeps quiet about personal success	
4	Prepared to make decisions without consultation, prefer to make decisions alone	Democratic	Consults widely, involved others in decision making, less likely to make decisions alone	Empathy
6	Selective with sympathy and support, remains detached from others' personal problems	Caring	Sympathetic and considerate towards others, helpful and supportive, gets involved in other's problems	

## Thinking Style

1 2 3 4 5 6 7 8 9 10

4	Prefers dealing with opinions and feelings rather than facts and figures, likely to avoid using statistics	Data Rational	Likes working with numbers, enjoys analysing statistical information, bases decisions on facts and figures	Analysis
3	Does not focus on potential limitations, dislikes critically analysing information, rarely looks for errors or mistakes	Evaluative	Critically evaluates information, looks for potential limitation, focuses upon errors	
4	Does not question the reasons for people's behaviour, tends not to analyse people	Behavioural	Tries to understand motives and behaviours, enjoys analysing people	Creativity & Change
8	Favours changes to work methods, prefers new approaches, less conventional	Conventional	Prefers well established methods, favours a more conventional approach	
2	Prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts	Conceptual	Interested in theories, enjoys discussing abstract concepts	Creativity & Change
2	More likely to build on than generate ideas, less inclined to be creative and inventive	Innovative	Generates new idea, enjoys being creative, thinks of original solutions	
5	Prefers routine, is prepared to do repetitive work, does not seek variety	Variety Seeking	Prefers variety, tried out new things, likes changes to regular routine, can become bored by repetitive work	Structure
8	Behaves consistently across situations, unlikely to behave differently with different people	Adaptive	Changes behaviour to suit situation, adapts approach to different people	
6	More likely to focus upon immediate than long-term issues, less likely to take a strategic perspective	Forward Thinking	Takes a long-term view, sets goals for the future, more likely to take a strategic perspective	Structure
6	Unlikely to become preoccupied with detail, less organised and systematic, dislikes tasks involving detail	Detail Conscious	Focuses on detail, likes to be methodical, organised and systematic, may become preoccupied with detail	
6	Sees deadlines as flexible, prepared to leave some tasks unfinished	Conscientious	Focuses on getting things finished, persists until the job is done	
7	Not restricted by rules and procedures, prepared to break rules, tends to dislike bureaucracy	Rule Following	Follows rules and regulations, prefers clear guidelines, finds it difficult to break rules	

## Feelings and Emotions

1 2 3 4 5 6 7 8 9 10

6	Tends to feel tense, finds it difficult to relax, can find it hard to unwind after work	Relaxed	Finds it easy to relax, rarely feels tense, generally calm and untroubled	Emotion
8	Feels calm before important occasions, less affected by key events, free going worry	Worrying	Feels nervous before important occasions, worries about things going wrong	
4	Sensitive, easily hurt by criticism, upset by unfair comments or insults	Tough Minded	Not easily offended, can ignore insults, may be insensitive to personal criticism	Emotion
5	Concerned about the future, expects things to go wrong. Focuses on negative aspects of a situation	Optimistic	Expects things will turn out well, looks to the positive aspects of a situation, has an optimistic view of the future	
5	Wary of others' intentions, finds it difficult to trust others, unlikely to be fooled by people	Trusting	Trusts people, sees others as reliable and honest, believes what others say	Dynamism
8	Only expresses feelings, finds it difficult to conceal feelings, displays emotion clearly	Emotionally Controlled	Can conceal feelings from others, rarely displays emotion	
6	Likes to take things at a steady pace, dislikes excessive work demands	Vigorous	Thrives on activity, likes to keep busy, enjoys having a lot to do	Dynamism
6	Dislikes competing with others, feelings that taking part is more important than winning	Competitive	Has a need to win, enjoys competitive activities, dislikes losing	
5	Sees career progression as less important, looks for achievable rather than highly ambitious targets	Achieving	Ambitious and career-centred, likes to work to demanding goals and targets	
6	Tends to be cautious when making decisions, likes to take time to reach conclusions	Decisive	Makes fast decisions, reaches conclusions quickly, less cautious	
7	Has been more self-critical in responses, is less concerned to make a good impression	Social Desirability	Has been less self-critical in responses, is more concerned to make a good impression	

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