

Occupational Personality Questionnaire (OPQ)

What is the OPQ?

The OPQ assesses 3 core areas and 33 sub-dimensions.

✓ The OPQ core areas include:

- Relationships with People
- Thinking Style
- Feelings and Emotions

✓ The 33 sub-dimensions include:

- Persuasive
- Outgoing
- Social confidence
- Caring
- Innovation
- Optimism
- Decisiveness
- Competitiveness
- Tough-mindedness
- Controlling
- Outspoken
- Affiliative
- Democratic
- Independent-Minded
- Modest
- Data Rational
- Evaluative
- Behavioural
- Conventional
- Conceptual
- Variety Seeking
- Adaptable
- Forward Thinking
- Detail Conscious
- Conscientious
- Rule-Following

- Relaxed
- Worrying
- Trusting
- Emotionally controlled
- Vigorous
- Achieving
- Consistency

Benefits of the OPQ:

- Simplicity: simple to use, easy to understand.
- Rigour: robust psychometric properties, multiple report generation.
- Online: 100% cloud-based; data safe and secure.
- Norms: various norms available
- Application: Selection, promotion, succession planning, talent pipelining

