



Expert Report

Ms. Sample Report

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Stens

RELATIONSHIPS WITH PEOPLE		1	2	3	4	5	6	7	8	9	10			
5	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
8	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	
6	holds back from criticizing others, may not express own views, unprepared to put forward own opinions											Outspoken	freely expresses opinions, makes disagreement clear, prepared to criticize others	
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 center of attention											Outgoing	lively and animated in groups, talkative, enjoys attention	SOCIALABILITY
5	comfortable spending time away from people, values time spent alone, seldom misses the company of others											Affiliative	enjoys others' company, likes to be around people, can miss the company of others	
8	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
4	makes strengths and achievements known, talks about personal success											Modest	dislikes discussing achievements, keeps quiet about personal success	
6	prepared to make decisions without consultation, prefers to make decisions alone											Democratic	consults widely, involves others in decision making, less likely to make decisions alone	
4	selective with sympathy and support, remains detached from others' personal problems											Caring	sympathetic and considerate towards others, helpful and supportive, gets involved in others' problems	
THINKING STYLE		1	2	3	4	5	6	7	8	9	10			
9	prefers dealing with opinions and feelings rather than facts and figures, likely to avoid using statistics											Data Rational	likes working with numbers, enjoys analyzing statistical information, bases decisions on facts and figures	ANALYSIS
8	does not focus on potential limitations, dislikes critically analyzing information, rarely looks for errors or mistakes											Evaluative	critically evaluates information, looks for potential limitations, focuses upon errors	
7	does not question the reasons for people's behavior, tends not to analyze people											Behavioral	tries to understand motives and behaviors, enjoys analyzing people	
4	prefers changes to work methods, prefers new approaches, less conventional											Conventional	prefers well established methods, prefers a more conventional approach	CREATIVITY AND CHANGE
5	prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts											Conceptual	interested in theories, enjoys discussing abstract concepts	
7	more likely to build on than generate ideas, less inclined to be creative and inventive											Innovative	generates new ideas, enjoys being creative, thinks of original solutions	
7	prefers routine, is prepared to do repetitive work, does not seek variety											Variety Seeking	prefers variety, tries out new things, likes changes to regular routine, can become bored by repetitive work	
7	behaves consistently across situations, unlikely to behave differently with different people											Adaptable	changes behavior to suit the situation, adapts approach to different people	
8	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 organized and systematic, dislikes tasks involving detail											Detail Conscious	focuses on detail, likes to be methodical, organized and systematic, may become preoccupied with detail	
9	sees deadlines as flexible, prepared to leave some tasks unfinished											Conscientious	focuses on getting things finished, persists until the job is done	
4	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			
5	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
7	feels calm before important occasions, less affected by key events, free from worry											Worrying	feels nervous before important occasions, worries about things going wrong	
3	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	
3	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	
1	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
4	openly expresses feelings, finds it difficult to conceal feelings, displays emotion clearly											Emotionally Controlled	can conceal feelings from others, rarely displays emotion	
5	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	
2	dislikes competing with others, feels that taking part is more important than winning											Competitive	has a need to win, enjoys competitive activities, dislikes losing	
9	sees career progression as less important, looks for achievable rather than highly ambitious targets											Achieving	ambitious and career-centered, likes to work to demanding goals and targets	
7	tends to be cautious when making decisions, likes to take time to reach conclusions											Decisive	makes fast decisions, reaches conclusions quickly, less cautious	
5	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	