

**ANAGRAMpeople**  
**OPQ 32 Results Summary**

Post: Area Manager

Candidate: Sam Sample

**Key to Rating Symbols**

	<b>Area of Strength</b>
	<b>Acceptable</b>
	<b>Development Need</b>

Competency	OPQ Scale	Rating
<b>Leadership</b>	Controlling	
	Caring	
	Independent Minded	
	Emotional Control	
<b>Action Orientation</b>	Decisive	
	Controlling	
	Outspoken	
	Democratic	
	Worrying	
<b>Interpersonal Sensitivity</b>	Democratic	
	Caring	
	Competitive	
	Outspoken	
<b>Persuasiveness</b>	Persuasive	
	Socially Confident	
	Worrying	
	Emotional Control	
<b>Problem Solving &amp; Analysis</b>	Data Rational	
	Evaluative	
<b>Planning &amp; Organising</b>	Forward Thinking	
	Detail Conscious	
	Controlling	
<b>Quality Orientation</b>	Detail Conscious	
	Achieving	
<b>Resilience</b>	Relaxed	
	Tough Minded	
	Optimistic	
	Emotional Control	
	Independent Minded	
<b>Personal Motivation</b>	Achieving	
	Vigorous	
	Controlling	
<b>Commercial Awareness</b>	Competitive	
	Achieving	
	Persuasive	
	Data Rational	