

# OPQ Leadership Report

## Report Fact Sheet

### Overview

The SHL Leadership Report provides an objective assessment of leadership attributes. This report is ideal for most professional level jobs where the use of the OPQ32 is appropriate. The report is designed to support both selection and development activities. The report should be interpreted by individuals who have been trained in the use of the OPQ.

Job Family/Title	All
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### Applications and Benefits

#### Use the Leadership Report to:

- Improve the efficiency of leadership selection programmes with better knowledge of the leadership talent pool
- Create the foundation for building effective leadership teams
- Accurately identify individuals with high leadership potential
- Reduce leadership development costs by understanding an individual's leadership potential in detail and precisely addressing specific areas of need
- Improve the effectiveness of succession planning by uncovering hidden leadership talent
- Encourage better performance from individuals throughout the organisation by improved knowledge and awareness of critical leadership behaviours
- Create self-sustaining leadership development programmes by establishing organisational leadership awareness
- Ensure new leaders have the critical attributes to succeed in a changing world of work

#### Benefits and Features:

- Clear and succinct information about an individual's approach to leadership, for use in selection, leadership development and succession planning settings
- The assessment of leadership style is based on the OPQ32 behavioural questionnaire and the aspects of the individual's personal style related to each leadership function are clearly presented
- A graphical overview and a narrative description of the person's preferred leadership style are provided. Interpretation is supported by examples of situations where individuals with that style are likely to be at their best and of situations they may find more challenging
- The report is designed to be used by an OPQ32 trained user, but also includes a section which can be given directly to the individual who completed the OPQ32 questionnaire

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## Knowledge, Skills, Abilities and Competencies Measured

The Leadership Report differentiates between transactional and transformational leadership styles, to provide an accurate assessment of the individual's approach to leadership.

The Leadership Report provides a detailed understanding of the individual's preferred style and potential across four leadership functions:

- Developing the Vision
- Sharing the Goals
- Gaining Support
- Delivering Success

Each leadership function is associated with two competencies, based on the UCF Great Eight Competency Factors, one of which is transformational and the other transactional in focus. The report gives an indication of the individual's likely leadership style for each leadership function and aids interpretation, providing illustrative examples of situations that may bring out the best in individuals and situations that they may find more challenging.

The information contained within the report should be seen as a starting point for a discussion with the individual, in the context of their current role or future career potential.

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