

OPQ Manager Plus Report

Report Fact Sheet

Overview

The OPQ Manager Plus Report is based on the OPQ32 and utilises the Universal Competency Framework and the CEB Team Impact Model. The Manager Plus Report presents information in business relevant, understandable terms. The report format helps line managers interpret and use the information to support hiring or development decisions with minimal training or guidance.

Job Family/Title

All

Applications and Benefits

Features of the Manager Plus Report:

- Designed with line managers in mind
- User-friendly, business relevant reporting
- Concise, easy to interpret with minimal training
- Graphical representations of results
- Shorter narrative statements
- Links to state-of-the-art Universal Competency Framework (UCF)

Knowledge, Skills, Abilities and Competencies Measured

The Manager Plus Report shows how an individual:

- Prefers to work (e.g. whether they like to sell and negotiate, or not). This information covers three key areas: how an individual interacts with people; how they approach tasks; and how their feelings and emotions impact at work.
- Is likely to perform against the 20 Universal Competencies proven to be important at work (e.g. Leading & Supervising)
- Is likely to interact with colleagues and the impact the individual will have on a team

There is growing recognition that successful teams contribute greatly to an organisation's success, however, few tools in the market offer a practical and cost effective way of measuring, building and selecting teams. The Manager Plus Report incorporates CEB's Team Impact model which addresses these issues and provides users with an easy to use and relevant way of evaluating and monitoring team dynamics.