



Registered with the British Psychological Society

Evolution assists organisations to optimise their people performance in the key areas such as Talent Management, Leadership Effectiveness and Change Enablement. Utilising key solutions which are underpinned by our expertise in business processes and a portfolio of world-leading psychometric instruments used in a professional, sympathetic and ethical way, psychometrics improve the performance of an organisation by making more effective use of the diversity, talent and creativity of its workforce



OPP Ltd



OPP Ltd Certified User - Example 1- MBTI Instrument

The Myers-Briggs Type Indicator- Which is one of the world's most popular personality instruments The MBTI instrument describes an individual's preferences on four dimensions. The person is either:

- Extrovert or Introvert
- Sensing or Intuition
- Thinking or Feeling
- Judging or Perceiving

The various combinations of these preferences result in 16 personality 'types', each associated with a unique set of behavioural characteristics and values, which provide a useful starting point for individual feedback, self-exploration or group discussion.

Applications:

Individual development – identifying leadership style, developing managerial potential, time and stress management, and executive coaching - Team building and team development – Improving communication, enhancing team problem solving, Valuing diversity and resolving conflict - Organisational change – understanding and dealing with responses to rapid change, Understanding team and corporate culture Improving communication – Developing selling and influencing skills



SHL Certified User - Example 2 - OPQ Instrument

SHL's Occupational Personality Questionnaire (OPQ)

The OPQ is one of the world's leading personality questionnaires and one of the first to be developed specifically for the occupational market. Before this questionnaire, personality questionnaires were taken from the clinical psychology arena and used within occupational settings. With over 20 years of research, OPQ has established itself as an integral, valuable tool in both recruitment and development situations. OPQ can be used across a range of job levels and types through the development of a number of more specific style questionnaires allowing items or statements more applicable to production or manufacturing and customer service personnel:

- Selection
- Training needs analysis
- Individual management development
- Career counselling
- Succession planning
- Team building
- Organisational change

Type of Reports

The OPQ provides graphical representation of scores demonstrated by the candidate on all 32-personality scales, other instruments and reports available are:

- Candidate Report
- Management Competency Profile
- Team Types & Leadership Styles Profile
- OPQ32 Emotional Intelligence Report
- OPQ32 Development Action Planner Report
- Leadership Potential Indicator
- Team Impact Reports