

Sam Sample
30 Jul 2013

EXPERT

QUESTION PROMPTS REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS





REPORT STRUCTURE

The Question Prompts Report presents Sam Sample's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Fifteen Factor Questionnaire Plus (15FQ+) is an assessment of personality and individual differences. The 15FQ+ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) and the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation:

O Openness

- Imaginative
- Radical
- Tender-minded

C Self-control

- Self-disciplined
- Restrained
- Conscientious

E Extraversion

- Warm
- Enthusiastic
- Socially Bold
- Group Oriented

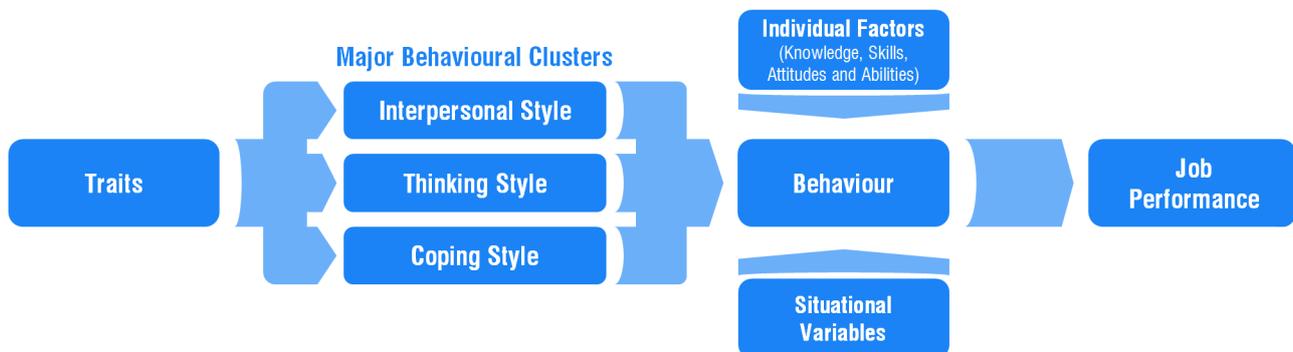
A Agreeableness

- Intellectually Modest
- Accommodating
- Trusting
- Conforming

N Anxiety

- Affected by Feelings
- Self-doubting
- Suspicious
- Tense-driven

Extensive research, conducted over many years, has consistently demonstrated that 10-30% of the variance in job performance is attributable to personality differences. Moreover, a person's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus personality assessment forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



THE QUESTION PROMPTS REPORT

The Question Prompts Report provides interview questions to help probe and corroborate respondents' profiles. The questions are broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test.



SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the 15FQ+ are:

Extended Report

The Extended Report is the most comprehensive of the 15FQ+ expert reports. The main narrative is broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Further information is provided on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Influencing Styles and Career Themes. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Competency Development Report

This report uses Psytech's universal competency framework to predict respondents' typical behaviour in each of the model's competency domains. The report outlines respondents' most likely personal strengths and weaknesses in each of the model's competency domains and provides development recommendations.

Emotional Intelligence Report

This report investigates respondents' Emotional Intelligence (EI) in terms of the conceptual framework proposed by Daniel Goleman and his colleagues. This framework defines EI as a set of personal and inter-personal competencies that can be refined and developed through mentoring, coaching and training.

Derailer Report

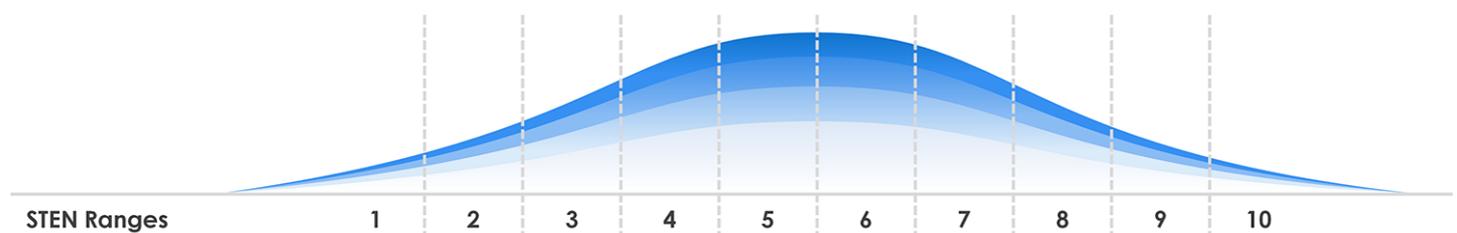
The Derailer Report describes respondents' results in terms of a series of dysfunctional behaviours that can present challenges for organisations in a variety of work settings. The report can be used to identify potential challenges which may impair an individual's performance, facilitate personal development or facilitate behavioural interviews in order to inform and support selection decisions.

Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents for their personal insight. Similar to this report, it provides descriptions of the individual's most likely behaviours within the three major behavioural clusters. It does not, however, provide potential strengths and development areas, derived work-related behavioural styles or scale scores.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. His results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.





The following norm was used to generate this report:

Test	Norm Used	Sample Size
Fifteen Factor Questionnaire Plus (15FQ+)	Professional Managerial	1186

UNDERSTANDING THE CHARTS AND TABLES

Some of the information provided in this report is presented in the form of charts, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts:

Element	Description
STEN Score	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
Standard Error of Measurement (SEm)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.



QUESTION PROMPTS

The following section lists a number of points and questions which can be inferred from Sam Sample's profile. The report user may wish to use these points as a basis for further probing.

RESPONSE STYLE

The 15FQ+ contains a number of measures that examine the way in which the respondent has approached the questionnaire. While the results suggest that Sam Sample may not have been particularly concerned about projecting a positive image of himself, he appears to have selected an unusually high number of middle or uncertain answers. This indication may be the result of his considered desire to reveal little of his true self, or may be a function of a genuinely moderate personality, perhaps reflective of someone who prefers not to readily express strong views on many issues. Furthermore, Sam Sample's results indicate that there was a strong element of randomness within how he answered the questionnaire. This indication may be the result of a conscious lack of commitment to the assessment process, a failure for him to buy into the process or simply a lack of willingness to portray his true self. Consequently, the number of central answers combined with the degree of randomness represents a high risk of distortion to the profile.



INTERPERSONAL STYLE

fA

will be very impersonal with no great need maintain interpersonal relationships.

POSSIBLE QUESTIONS:

- How much time do you spend socialising in a day/week?
- Given a problem, would you prefer to strive a) for the right answer? b) for a less perfect answer which is more acceptable to others?
- What do you find interesting about people?
- How many of your social or leisure interests involve other people?

fF

is a fairly cautious and deliberate person who will tend to consider all of the alternatives before taking action.

POSSIBLE QUESTIONS:

- Do you regard yourself as more or less predictable than others in your work group?
- How do you think others amongst your working group cope with routine and boredom? Are you less tolerant or more tolerant of routine than others in your group?

fQ₂

has a tendency to like solitary pursuits.

POSSIBLE QUESTIONS:

- Give me an example of an occasion when you had an important task to complete. Did it matter to you whether you were able to work on it alone, or whether you had to work with others?
- What proportion of your work would you say requires you to operate on your own, rather than with others? Are you happy with this split? How would you change it if you could?

fE

is neither overly assertive nor overly accommodating.

POSSIBLE QUESTIONS:

- In what circumstances are you likely to give way in an argument? Give me an example.
- What sort of person do you find most difficult to deal with?

**fH**

has a fairly reserved and socially restrained manner.

POSSIBLE QUESTIONS:

- What if anything, makes you think you are more - or less - socially confident than those with whom you work?
- When you last met someone new, did you take the initiative in getting acquainted, or were you happy to leave it to the other person? What did you say or do?

fL

has neither too trusting an attitude toward people nor is overly suspicious of them.

POSSIBLE QUESTIONS:

- Do you think your friends regard you as someone who might be taken advantage of or not? What evidence have you got for your views?
- Are others in your working group more or less sceptical than yourself?

fN

will be very direct and forthright when dealing with others.

POSSIBLE QUESTIONS:

- Can you think of an instance when you felt really angry with someone but refrained from telling that person?
- Do you think business people should dress smartly or comfortably?
- Give me an example of an occasion when you had to be very diplomatic at work.
- Can you think of a recent occasion at work when you wanted to say something very direct to a colleague, but held back for some reason?

B

lacks great confidence in own intellectual abilities and is prone to avoid intellectual debates.

POSSIBLE QUESTIONS:

- When was the last time you tried to solve a complex problem on your own?
- Give me an example of taking the initiative to explain a complex concept to a colleague.
- Give me a recent example of being involved in a debate with a colleague.



THINKING STYLE

fI

tends to be influenced equally by feelings and reason.

POSSIBLE QUESTIONS:

- How do you think your leisure interests compare with those of others in your working group?
- Compared to others in your working group, do you think you have a preference for decisions based on logic, or on personal values?

fM

is a fairly practical person who tends to be concerned with issues of immediate reality.

POSSIBLE QUESTIONS:

- What occupies your mind on a long car or train journey?
- Do you think you spend more or less time, thinking about things, than might others in your working group?

fQ₁

is neither excessively radical nor excessively conventional.

POSSIBLE QUESTIONS:

- Does your company/department do sufficient to 'keep up with the game' or do you feel it lags behind? What should it be doing?
- There is much talk about industry's need to change. Is this sometimes over - exaggerated?

fG

has a flexible attitude toward work matters and will be willing to bend the rules to achieve a desired goal.

POSSIBLE QUESTIONS:

- Give me an example of when you resolved a situation (at work) by 'going by the book'.
- Do you have any hobbies or interests which require you to be exacting and meticulous?
- Some people believe the saying 'Rules are made for the obedience of fools and the guidance of wise men'. What do you think?
- Do you have any obligations that you feel bound to fulfil?

fQ₃

tends to be relatively free from social expectations.

POSSIBLE QUESTIONS:

- Do you have any long term goals? Is it important to you to have these?
- How do you organise your working day?



COPING STYLE

fC

is fairly well-balanced emotionally, being neither too temperamental nor too cold-blooded.

POSSIBLE QUESTIONS:

- Do you think you are more confident or less confident than those who work closest to you? Can you give me an example?
- Do you think you are better at working under pressure than some of your colleagues?

fO

is fairly self-assured and confident.

POSSIBLE QUESTIONS:

- When did you last feel guilty about something?
- Can you think of a recent event which might lead someone to describe you as a little more confident than others?

fQ₄

has an average amount of tension and nervous energy.

POSSIBLE QUESTIONS:

- Do you think those with whom you work closest are more relaxed than you, or less so?
- Does your present job require a sense of urgency? Give an example.



15FQ+ PROFILES

INTERPERSONAL STYLES PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	Introversion Tends to feel uncomfortable in social situations.		Extraversion Strong predisposition to social interaction.
fA	Distant Aloof Reserved, Distant, Detached, Impersonal.		Empathic Affable, Personable, Warm-hearted.
fF	Sober Serious Restrained, Taciturn, Cautious.		Enthusiastic Lively, Cheerful, Happy-go-Lucky, Carefree.
fH	Retiring Timid, Self-conscious, Hesitant in social settings.		Socially-bold Venturesome, Talkative, Socially confident.
-fQ₂	Self-sufficient Solitary, Self-reliant, Individualistic.		Group-oriented Sociable, Group dependent, a "Joiner".

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
A	Independence Alert, Quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
-β	High Intellectance Confident of own intellectual abilities.		Low Intellectance Lacking confidence in own intellectual abilities.
-fE	Dominant Assertive, Competitive, Aggressive, Forceful.		Accommodating Passive, Mild, Humble, Deferential.
-fI	Suspicious Sceptical, Cynical, Doubting, Critical.		Trusting Accepting, Unsuspecting, Credulous, Tolerant.
-fQ₁	Radical Experimenting, Open to change, Unconventional.		Conventional Traditional, Conservative, Conforming.



THINKING STYLES PROFILE

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
O	Pragmaticism Realistic, practical and conservative in attitudes.					5						Openness Enjoy innovation, interested in artistic expression.
fI	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.					6						Tender-minded Sensitive, Aesthetically aware, Sentimental.
fM	Concrete Solution-focused, Realistic, Practical, Down-to-earth.				4							Abstract Imaginative, Absent-minded, Impractical.
fQ₁	Conventional Traditional, Conservative, Conforming.					6						Radical Experimenting, Open to change, Unconventional.

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
C	Low Self-Control Free from constraints of social rules.		2									High Self-Control Conscious of group standards of behaviour.
fG	Expedient Spontaneous, Disregarding of rules & obligations.			3								Conscientious Persevering, Dutiful, Detail conscious.
fN	Direct Genuine, Artless, Open, Forthright, Straightforward.		2									Restrained Diplomatic, Socially astute, Socially aware, Discreet.
fQ₃	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.				4							Self-disciplined Compulsive, Fastidious, Exacting willpower.



COPING STYLES PROFILE

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
N	Low Anxiety Calm, composed and satisfied with life and ability to cope.					5						High Anxiety Problems in coping with day to day situations. Concerned about the future.
-fC	Emotionally Stable Mature, Calm, Phlegmatic.						6					Affected by Feelings Emotional, Changeable, Labile, Moody.
fO	Confident Secure, Self-assured, Unworried, Guilt-free.				4							Self-doubting Worrying, Insecure, Apprehensive.
fQ₄	Composed Relaxed, Placid, Patient.						6					Tense-driven Impatient, Low frustration tolerance, Irritable.
fL	Trusting Accepting, Unsuspecting, Credulous, Tolerant.							6				Suspicious Sceptical, Cynical, Doubting, Critical.