PSYTECH
INTERNATIONAL

Sam Sample
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EXPERT

QUESTION PROMPTS REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS

PERSONALITY
15FQ+

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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.

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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
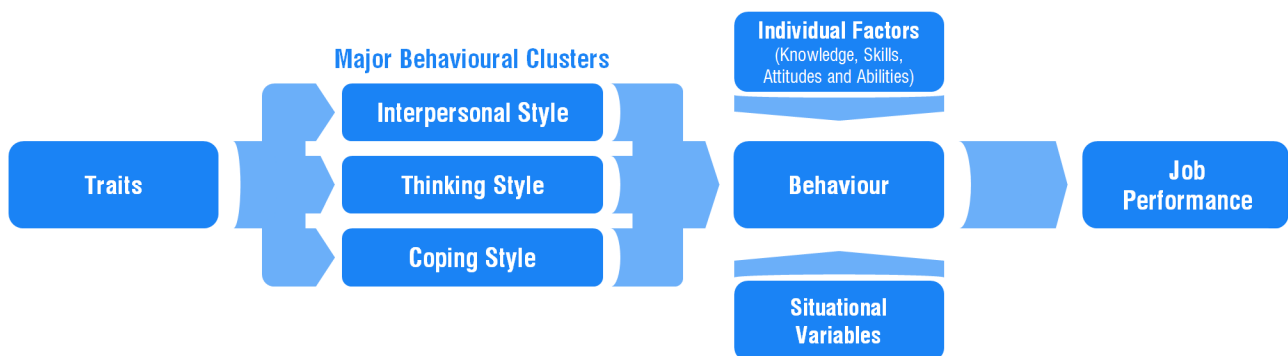- Warm
- Enthusiastic
- Socially Bold
- Group Oriented

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:

Major Behavioural Clusters

Traits → Interpersonal Style / Thinking Style / Coping Style →

Individual Factors (Knowledge, Skills, Attitudes and Abilities)

Behaviour

Situational Variables

→ **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 Sample's results. Her results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.

STEN Ranges   1   2   3   4   5   6   7   8   9   10
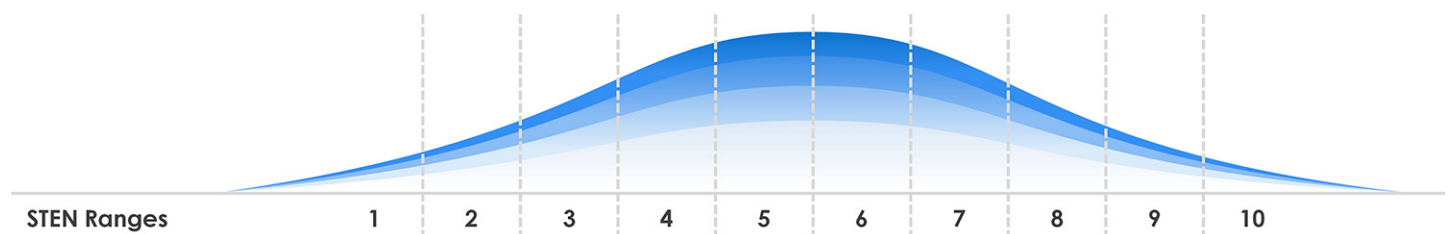
The following norm was used to generate this report:

Test	Norm Used	Sample Size
Fifteen Factor Questionnaire Plus (15FQ+)	SA General Population 2010	24597

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 (SE*m*)	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.

Sam Sample

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. The results indicate that Sam Sample has responded to the questionnaire in an open and honest manner.

INTERPERSONAL STYLE

*f*A

will be neither too impersonal nor friendly, being happy either show interest in others or to maintain interpersonal distance.

POSSIBLE QUESTIONS:
- What percentage of your time do you think you might spend: a) with others? b) on your own?
- What aspects of your work give you most satisfaction?

*f*F

is a spontaneous, enthusiastic person who will react impulsively to a situation.

POSSIBLE QUESTIONS:
- Give me an example of an activity which you like to plan well in advance.
- What aspects of work do you find to be tedious or boring?
- Think about the last major decision you made at work or at home.
- What alternatives did you think of before you acted?
- What aspects of your work might you be inclined to worry about going wrong?

*f*Q$_2$

is equally at home in a group or engaged in 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?

*f*E

has a fairly unassertive approach to life, displaying a preference for avoiding personal confrontation.

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 very reserved and socially restrained manner.

POSSIBLE QUESTIONS:
- How do you feel about having to attend social gatherings?
- What social situations do you not enjoy?
- When you meet new people, how do you welcome them? Do you have a technique for putting them at ease?
- Can you think of a recent occasion when you have been the centre of attention - perhaps at a gathering. How did you feel about that?

fL   has a fairly cynical attitude, tending to question the motives of other people.

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 diplomatic when dealing with others.

POSSIBLE QUESTIONS:
- Give me an example of an occasion when you had to be very direct in your dealings with someone.
- Can you think of a time recently when you might have unintentionally upset someone through being undiplomatic? How did you feel about it?
- Give me an example of when you think you might have behaved out of character when with a group of people (at work or otherwise).
- Give me an example of an instance when you felt really angry with someone, and let them know it in no uncertain way?

ß   will be confident of own intellectual abilities and prone to be independent-minded.

POSSIBLE QUESTIONS:
- Do you find that you avoid debating colleagues?
- What do you do when you struggle to understand a complex concept?

THINKING STYLE

fI
is often influenced by feelings and emotions.

POSSIBLE QUESTIONS:
- What particular things do you have in common with your close friends?
- What is it about your leisure activities that attracts you? (look for interests that involve the application of logic, of practical skills, or down to earth pursuits)
- Give me an example of a time when you had to deal with an emotionally charged situation. What happened? How did you handle it?
- What is the most difficult decision you have had to make in the last two years?

fM
can be either practically or imaginatively oriented depending on the circumstances.

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?

fQ$_1$
has a fairly conventional attitude and may dislike change.

POSSIBLE QUESTIONS:
- Is what your company/department does to 'keep up with the game' sufficient 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
strikes a balance between flexibility and conscientiousness, responding as appropriate to the demands at work.

POSSIBLE QUESTIONS:
- What sort of obligations, if any, do you feel to those you work with?
- Do you often need to refer to company policy, or rules and procedures, when making decisions?

fQ$_3$
is determined by social conventions.

POSSIBLE QUESTIONS:
- Can you think of an occasion when you did something which shocked or surprised a group of friends, or people at work?
- When did you last just 'say what you felt' when talking to your boss or someone else of importance?
- Do you think you adjust your social behaviour according to the group you are with? Give me an example.
- Do you have friends who ignore social niceties? What do you think of them? To what extent if any, do they embarrass you?

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 that 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 has average levels of confidence and self-esteem.

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?

fQ$_4$ has a fairly relaxed attitude.

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.						6					**Extraversion** Strong predisposition to social interaction.
fA	**Distant Aloof** Reserved, Distant, Detached, Impersonal.						6					**Empathic** Affable, Personable, Warm-hearted.
fF	**Sober Serious** Restrained, Taciturn, Cautious.								8			**Enthusiastic** Lively, Cheerful, Happy-go-Lucky, Carefree.
fH	**Retiring** Timid, Self-conscious, Hesitant in social settings.		2									**Socially-bold** Venturesome, Talkative, Socially confident.
-fQ₂	**Self-sufficient** Solitary, Self-reliant, Individualistic.						6					**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.						6					**Agreeableness** People orientated, empathic, accommodating.
-β	**High Intellectance** Confident of own intellectual abilities.			3								**Low Intellectance** Lacking confidence in own intellectual abilities.
-fE	**Dominant** Assertive, Competitive, Aggressive, Forceful.							7				**Accommodating** Passive, Mild, Humble, Deferential.
-fL	**Suspicious** Sceptical, Cynical, Doubting, Critical.				4							**Trusting** Accepting, Unsuspecting, Credulous, Tolerant.
-fQ₁	**Radical** Experimenting, Open to change, Unconventional.							7				**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.							7				**Openness** Enjoy innovation, interested in artistic expression.
fI	**Hard-headed** Utilitarian, Unsentimental, Lacks aesthetic sensitivity.								8			**Tender-minded** Sensitive, Aesthetically aware, Sentimental.
fM	**Concrete** Solution-focused, Realistic, Practical, Down-to-earth.						6					**Abstract** Imaginative, Absent-minded, Impractical.
fQ₁	**Conventional** Traditional, Conservative, Conforming.				4							**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.								8			**High Self-Control** Conscious of group standards of behaviour.
fG	**Expedient** Spontaneous, Disregarding of rules & obligations.						6					**Conscientious** Persevering, Dutiful, Detail conscious.
fN	**Direct** Genuine, Artless, Open, Forthright, Straightforward.								8			**Restrained** Diplomatic, Socially astute, Socially aware, Discreet.
fQ₃	**Informal** Undisciplined, Uncontrolled, Lax, Follows own urges.								8			**Self-disciplined** Compulsive, Fastidious, Exacting willpower.

Sam Sample

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.						6					**Self-doubting** Worrying, Insecure, Apprehensive.
fQ₄	**Composed** Relaxed, Placid, Patient.				4							**Tense-driven** Impatient, Low frustration tolerance, Irritable.
fL	**Trusting** Accepting, Unsuspecting, Credulous, Tolerant.							7				**Suspicious** Sceptical, Cynical, Doubting, Critical.

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