

Sam Sample
27 Mar 2013

RESPONDENT

FEEDBACK REPORT

PERSONALITY





REPORT STRUCTURE

The Feedback Report presents your profile results in the following sections:

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- Your Thinking Style
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GUIDE TO USING THIS REPORT

This report is a summary of your personality profile, as assessed by the Fifteen Factor Personality Questionnaire Plus (15FQ+). The 15FQ+ is designed to provide a more objective assessment of personality than is normally possible from a typical interview.

Your results on this questionnaire will be considered in the light of the other relevant data. Previous experience, interests, aptitudes and motivation all play a very significant part in determining an individual's fit within a new working environment. The use of the 15FQ+ is restricted to professionals who have been trained in personality testing, and who will be able to interpret the significance of your profile within a work setting.

The development suggestions provided in this report are based on the results of your personality profile and not on an assessment of your skills and development needs. Any personal development recommendations must be reviewed by a learning and development specialist to accurately assess your needs.



INTERPERSONAL STYLE

Your Interpersonal Style

The results of the personality profile suggest that you are as sociable and affiliative as most people. That is, you will tend to be at ease communicating with people without having a strong need for excessive personal contact. You appear as assertive and controlling as most people and will try to achieve a balance between actively expressing your own views and following the lead of others. You are likely to feel comfortable giving instructions to colleagues, but may need to work hard when faced with strong opposition. Fairly high in social self-confidence, you will in all likelihood, find it easy to meet new people and mix with strangers. Happy to be the centre of attention, you should be a confident speaker.

You appear to be neither particularly suspicious, nor too trusting in your relationships with colleagues. You tend to take the middle ground between these two extremes. Initially trusting others, you tend to be questioning if they give you reason to doubt their sincerity. Quite reticent, you are conscious of what is appropriate to say or do in most situations. Being fairly concerned with your reputation and social standing, you tend to maintain a careful check on your behaviour. As a consequence, much of your behaviour will be determined by what you consider to be socially acceptable. Not inclined to question authority, you think that it is quite important to follow rules to the letter.

Interpersonal Style Development Suggestions

- Certain tasks may require you to work independently of others. In such situations try to find ways of functioning effectively, especially when the support of others is not readily available.
- Try to be more clear and direct when communicating with others. While you may wish to withhold more sensitive feedback, it may be in the best interest to contribute such information directly.
- Try to develop methods for enthusing and motivating others.



THINKING STYLE

Your Thinking Style

Although receptive to new ideas, you appear unlikely to reject tried and tested methods out of hand. Neither highly radical, nor particularly conservative and traditional, you will try to achieve a balance between following established procedures and using new and innovative methods to solve problems. On the whole, you appear to prefer group activities to solitary pastimes. You greatly enjoy bouncing thoughts off others, and are likely to have your most productive ideas when surrounded by people. As a consequence, you may not be your most effective when working alone. You will generally wish to consult others before making important decisions. You seem to be a strong pragmatic, down-to-earth person capable of finding common-sense solutions to problems.

You present a tough exterior with a sense of purpose and realism. Not particularly sentimental, your decisions will be based more upon facts and logic than feelings and intuition. Lacking artistic sensitivity, you will think in a quite cool and rational way. Your reaction to situations appears to be serious and cautious. You will much prefer to be given time to think things through and will avoid making spur-of-the-moment decisions. Some may believe that you spend a lot of time pondering over problems and ideas. As such, you may come across to them as quite lacking in enthusiasm and joviality. Relatively conscientious your profile suggests that you will be quite thorough in your approach to work. This should make you a good finisher, who is relatively careful when attending to detail. Being quite persevering, you will try to see tedious tasks through to the end, believing that it is important to keep to deadlines.

Thinking Style Development Suggestions

- While it is good to be cautious when making decisions, try not to deliberate too much.
- While being rational and logical are important, try to consider the human element more often when making decisions.
- Some problems may require you to approach them in an intuitive manner. As a result, try to foster a more intuitive approach to idea generation (i.e. training in lateral thinking).
- Try not to overlook new ideas in your concern with systems and procedures.
- Try to consider broader possibilities when solving problems even if they are not always practical.
- While being practical and realistic, try not to dismiss conceptual and theoretical ideas as lacking substance.



COPING STYLE

Your Coping Style

You appear to be an extremely even-tempered person who faces reality in a very mature way. You are not at all moody and rarely get angry or lose your temper without a very good reason. No more inclined to worry about past failures than others, you are not generally troubled by feelings of self-doubt. Expressing a fairly calm and relaxed approach to life, you are not unduly prone to feelings of tension and stress. Consequently, you will face quite demanding situations in a fairly composed way. You should find it fairly easy to unwind and put the day's events behind you when you get home.

Coping Style Development Suggestions

- There are no particular development suggestions in this domain.