

Samantha Sample
27 Mar 2013

EXPERT

IDEAL PROFILE REPORT: CHECKOUT CLERC

FIFTEEN FACTOR QUESTIONNAIRE PLUS





GUIDE TO USING THIS REPORT

INTRODUCTION

The following report is based on the 15FQ+ results of Samantha Sample and the perceived ideal personality profile for the role of Checkout Clerc. It aims to assess how well Samantha Sample is suited to the personality requirements of this role. It does not take into account her experience, qualifications, abilities, aptitudes or interests, all of which may be important determinants of job performance.

REPORT SECTIONS

The Ideal Profile report presents Samantha Sample's results in the following sections:

Ideal Profile Summary

This section summarises the results in a profile chart which presents the ideal profile in grey as well as Samantha Samples's profile overlaid in Blue. A colour scale is also provided to further highlight profile similarities and differences.

Question Prompts

This section is designed as an aid to a personality assessment feedback sessions by providing prompts for feedback which focus on the characteristics which may be relevant for the role. The prompts are not intended as definitive interview questions, but rather a recommended direction for eliciting job relevant information from the candidate.

PROFILE SIMILARITY COEFFICIENT

Samantha Sample's overall profile similarity to the ideal is estimated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, where 0 indicates no relationship between the two profiles and 1 indicates a perfect match to the ideal.

REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

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

DISCLAIMER

This is a strictly confidential assessment report on Samantha 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 Samantha 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.



CHECKOUT CLERC IDEAL PROFILE

Samantha Sample's personality profile is referenced to the ideal for the role of *Checkout Clerc*. Overall, Samantha Sample's similarity to the ideal is estimated by to be **0.467***.

IDEAL PROFILE CHART

Profile Similarity

0.467*

★ Ideal Profile

● Samantha Sample's Profile

Scale	Raw	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
fA	7	Distant Aloof	●		★								Empathic	2
β	22	Low Intellectance			★					●			High Intellectance	76
fC	17	Affected By Feelings					★		●				Emotionally Stable	65
fE	22	Accommodating					★					●	Dominant	91
fF	22	Sober Serious					★					●	Enthusiastic	87
fG	18	Expedient					★		●				Conscientious	56
fH	20	Retiring					★					●	Socially-bold	82
fI	0	Hard-headed	●				★						Tender-minded	0
fL	12	Trusting										●	Suspicious	73
fM	13	Concrete										●	Abstract	59
fN	18	Direct					★			●			Restrained	48
fO	2	Confident	●				★						Self-doubting	1
fQ ₁	18	Conventional										●	Radical	91
fQ ₂	0	Group-oriented	●									★	Self-sufficient	0
fQ ₃	12	Informal						●				★	Self-disciplined	20
fQ ₄	4	Composed			●							★	Tense-driven	6

* The Profile Similarity was calculated using the Barrett Shaped Distance coefficient (BSD). This coefficient varies between 0 and 1 in a similar manner to a correlation coefficient, with 0 indicating no relationship between the two profiles.

Colour Scale Legend:

Similar



Different



QUESTION PROMPTS

The following section lists a number of points which can be inferred from a comparison of Samantha Sample's profile and the profile of an ideal candidate for the post of Checkout Clerc. The interviewer may wish to use these as the basis for further probing within an interview.

INTERPERSONAL STYLE

fA	The Ideal Candidate	will be reserved and introspective.
	Samantha Sample	will be extremely reserved with little need for the company of others.

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) 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	The Ideal Candidate	attempts to achieve a balance between caution and spontaneity.
	Samantha Sample	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?

fQ₂	The Ideal Candidate	has a tendency to like solitary pursuits.
	Samantha Sample	has an extreme need for group activities.

POSSIBLE QUESTIONS:

- What type of activities do you enjoy?
- Can you think of an occasion when you found it easier to work on your own rather than in a group?
- Have you found it easier to cope when you are under pressure by getting on with things on your own?
- When did you last have an idea and follow it through on your own?



fE	The Ideal Candidate	is neither overly assertive nor overly accommodating.
	Samantha Sample	has a very assertive approach to life tending to be competitive and aggressive.

POSSIBLE QUESTIONS:

- Give me an example of a situation in which you averted a confrontation.
- Tell me about a (work) situation in which others voiced different feelings to yourself over something that was important to you. How did you handle it?
- Give me an example of when you thought it appropriate for someone other than yourself to take the lead in a group situation.
- Give me an example of a recent occasion when you felt the need to take account of someone else's feelings in a work situation.

fH	The Ideal Candidate	is neither overly reserved nor overly socially bold.
	Samantha Sample	is socially self-confident.

POSSIBLE QUESTIONS:

- Do you have leisure activities which require you to spend time alone?
- In social gatherings, to what extent do you think other people, rather than yourself, are usually the centre of attention?
- When you meet new people, do others make the first move to get to know you?
- Give me an example of when you took a risk (at work or socially).

fL	The Ideal Candidate	has a fairly cynical attitude, tending to question the motives of other people.
	Samantha Sample	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	The Ideal Candidate	will be fairly direct and forthright in her dealings with others.
	Samantha Sample	will be neither overly diplomatic when dealing with others nor too direct and forthright.

POSSIBLE QUESTIONS:

- Do others in your group look to you to 'give it to them straight' or do they see you more as a diplomat. Give an example.
- When you compare yourself to others in your working group, do you think you are more diplomatic or more direct than they are?



THINKING STYLE

fI	The Ideal Candidate	behaviour is influenced to a certain extent by realistic, logical considerations.
	Samantha Sample	behaviour is extremely influenced by realistic, logical considerations.

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 some aspect of the arts - painting, literature, acting, theatre-going, reading, etc or which engage the emotions in some other way).
- To what extent do you allow values and feelings to influence your judgements?
- To what extent do you rely on intuition in your working day or in your dealings with others?

fM	The Ideal Candidate	can be either practically or imaginatively oriented depending on the circumstances.
	Samantha Sample	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?

fQ₁	The Ideal Candidate	is neither excessively radical nor excessively conventional.
	Samantha Sample	has a radical attitude and will tend to welcome change.

POSSIBLE QUESTIONS:

- Can you think of an instance when you have resisted a new idea on grounds of practicality?
- Are tried and tested solutions the key to success in your job?
- When did you last learn a new skill?
- Do you think some companies are too preoccupied with change at the expense of solid results?

fG	The Ideal Candidate	strikes a balance between flexibility and conscientiousness, responding as appropriate to the demands at work.
	Samantha Sample	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?



fQ₃	The Ideal Candidate	behaviour tends to be relatively free from social expectations.
	Samantha Sample	behaviour 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	The Ideal Candidate	is fairly well-balanced emotionally, being neither too temperamental nor too cold-blooded.
	Samantha Sample	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	The Ideal Candidate	is fairly self-assured and confident.
	Samantha Sample	is very self-assured and confident with a high level of self-esteem.

POSSIBLE QUESTIONS:

- What type of situation makes you feel very uneasy and insecure?
- Can you think of something in which you did not do as well as you had hoped?
- When things go wrong, is it likely to be because of circumstances or is it down to you?
- Tell me about any situation in which you have found it difficult to cope.

fQ₄	The Ideal Candidate	has an average amount of tension and nervous energy.
	Samantha Sample	has a relaxed attitude.

POSSIBLE QUESTIONS:

- What sort of things irritate you?
- Do you feel tense at the end of a very busy day? What do you do to relax?
- Give me a recent example of when you have felt like losing your temper with someone. What did you do?
- Do you easily get frustrated?