

Sam Sample
27 Mar 2013

EXPERT

PROFILE REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS





REPORT STRUCTURE

The Profile 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.



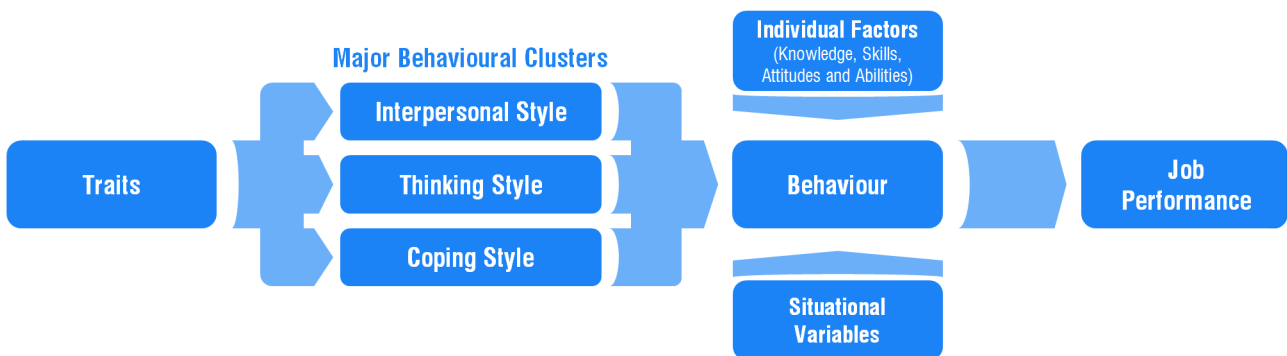
GUIDE TO USING THIS REPORT

INTRODUCTION

The 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:

- | | | | | |
|---|---|---|---|--|
| <p>O Openness</p> <ul style="list-style-type: none"> ▪ Tender-minded ▪ Conventional | <p>C Self-control</p> <ul style="list-style-type: none"> ▪ Conscientious ▪ Restrained ▪ Self-disciplined | <p>E Extraversion</p> <ul style="list-style-type: none"> ▪ Empathic ▪ Enthusiastic ▪ Socially-bold ▪ Group-oriented | <p>A Agreeableness</p> <ul style="list-style-type: none"> ▪ Intellectance ▪ Dominant ▪ Trusting ▪ Radical | <p>N Anxiety</p> <ul style="list-style-type: none"> ▪ Affected by feelings ▪ Suspicious ▪ Self-doubting ▪ 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 PROFILE REPORT

The Profile Report provides profile charts which cover the primary and secondary factors of the test as well as criterion derived scales and response style scales.



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

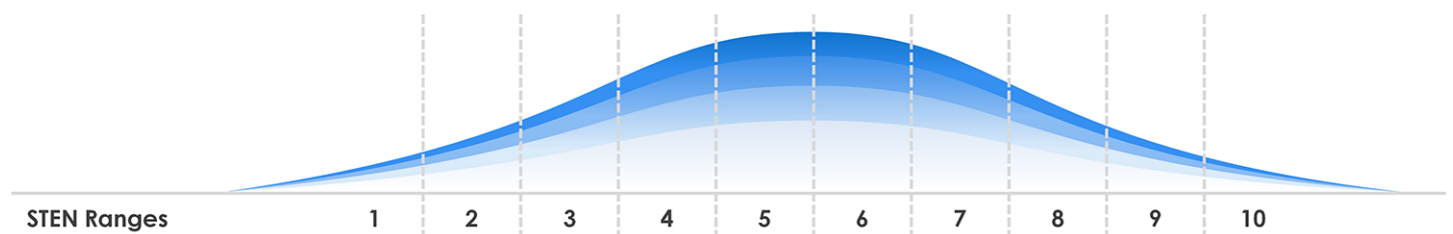
The Derailer Report describes respondents' results in terms of a series of dysfunctional behaviours that can present challenges for organisations in a variety of work settings. The report can be used to identify potential challenges which may impair an individual's performance, facilitate personal development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

All 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
Raw	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
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.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



15FQ+ PROFILES

CLASSIC PROFILE

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description	%ile
fA	19	Distant Aloof Reserved, Distant, Detached, Impersonal.	1 2 3 4 5 6 7 8 9 10	Empathic Affable, Personable, Warm- hearted.	56
β	22	Low Intellectance Lacking confidence in own intellectual abilities.	1 2 3 4 5 6 7 8 9 10	High Intellectance Confident of own intellectual abilities.	76
fC	23	Affected by Feelings Emotional, Changeable, Labile, Moody.	1 2 3 4 5 6 7 8 9 10	Emotionally Stable Mature, Calm, Phlegmatic.	97
fE	16	Accommodating Passive, Mild, Humble, Deferential.	1 2 3 4 5 6 7 8 9 10	Dominant Assertive, Competitive, Aggressive, Forceful.	59
fF	8	Sober Serious Restrained, Taciturn, Cautious.	1 2 3 4 5 6 7 8 9 10	Enthusiastic Lively, Cheerful, Happy-go- Lucky, Carefree.	11
fG	22	Expedient Spontaneous, Disregarding of rules & obligations.	1 2 3 4 5 6 7 8 9 10	Conscientious Perservering, Dutiful, Detail conscious.	80
fH	22	Retiring Timid, Self-conscious, hesitant in social settings.	1 2 3 4 5 6 7 8 9 10	Socially-bold Venturesome, Talkative, Socially confident.	90
fI	9	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.	1 2 3 4 5 6 7 8 9 10	Tender-minded Sensitive, Aesthetically aware, Sentimental.	11
fL	6	Trusting Accepting, Unsuspecting, Credulous, Tolerant.	1 2 3 4 5 6 7 8 9 10	Suspicious Sceptical, Cynical, Doubting, Critical.	37
fM	5	Concrete Solution-focused, Realistic, Practical, Down-to-earth.	1 2 3 4 5 6 7 8 9 10	Abstract Imaginative, Absent- minded, Impractical.	10
fN	24	Direct Genuine, Artless, Open, Forthright, Straightforward.	1 2 3 4 5 6 7 8 9 10	Restrained Diplomatic, Socially astute, Socially aware, Discreet.	93
fO	14	Confident Secure, Self-assured, Unworried, Guilt-free.	1 2 3 4 5 6 7 8 9 10	Self-doubting Worrying, Insecure, Apprehensive.	40
fQ ₁	4	Conventional Traditional, Conservative, Conforming.	1 2 3 4 5 6 7 8 9 10	Radical Experimenting, Open to change, Unconventional.	13
fQ ₂	2	Group-oriented Sociable, Group dependent, a "Joiner".	1 2 3 4 5 6 7 8 9 10	Self-sufficient Solitary, Self-reliant, Individualistic.	6
fQ ₃	22	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.	1 2 3 4 5 6 7 8 9 10	Self-disciplined Compulsive, Fastidious, Exacting willpower.	83
fQ ₄	6	Composed Relaxed, Placid, Patient.	1 2 3 4 5 6 7 8 9 10	Tense-driven Impatient, Low frustration tolerance, Irritable.	15



BIG FIVE PROFILE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	6	Introversion Tends to feel uncomfortable in social situations.		Extraversion Strong predisposition to social interaction.
N	3	Low aNxiety Calm, Composed and satisfied with life and ability to cope.		High aNxiety Problems in coping with day to day situations. Concerned about the future.
O	3	Pragmaticism Realistic, practical and conservative in attitudes.		Openness Enjoy innovation, interested in artistic expression.
A	5	Independence Alert, Quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
C	9	Low Self-Control Free from constraints of social rules.		High Self-Control Conscious of group standards of behaviour.



RESPONSE STYLE INDICATORS

Distortion Scale Scores

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Social Desirability	12								8		
Fake Good	10								8		
Fake Bad	2		2								

Risk Scale Scores

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Central Tendency	3	1									
Infrequency	0	1									

CRITERION DERIVED SCALES

Risk Scale Scores

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Emotional Intelligence	26								8		
Positive Work Attitude	32										10



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	Pragmatism Realistic, practical and conservative in attitudes.		Openness Enjoy innovation, interested in artistic expression.
fI	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.		Tender-minded Sensitive, Aesthetically aware, Sentimental.
fM	Concrete Solution-focused, Realistic, Practical, Down-to-earth.		Abstract Imaginative, Absent-minded, Impractical.
fQ₁	Conventional Traditional, Conservative, Conforming.		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.		High Self-Control Conscious of group standards of behaviour.
fG	Expedient Spontaneous, Disregarding of rules & obligations.		Conscientious Perservering, Dutiful, Detail conscious.
fN	Direct Genuine, Artless, Open, Forthright, Straightforward.		Restrained Diplomatic, Socially astute, Socially aware, Discreet.
fQ₃	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.		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.		High Anxiety Problems in coping with day to day situations. Concerned about the future.
-fC	Emotionally Stable Mature, Calm, Phlegmatic.		Affected by Feelings Emotional, Changeable, Labile, Moody.
fO	Confident Secure, Self-assured, Unworried, Guilt-free.		Self-doubting Worrying, Insecure, Apprehensive.
fQ₄	Composed Relaxed, Placid, Patient.		Tense-driven Impatient, Low frustration tolerance, Irritable.
fL	Trusting Accepting, Unsuspecting, Credulous, Tolerant.		Suspicious Sceptical, Cynical, Doubting, Critical.