

Samantha Sample
27 Mar 2013

EXPERT

STANDARD REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS





REPORT STRUCTURE

The Standard Report presents Samantha Sample's profile results in the following sections:

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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.



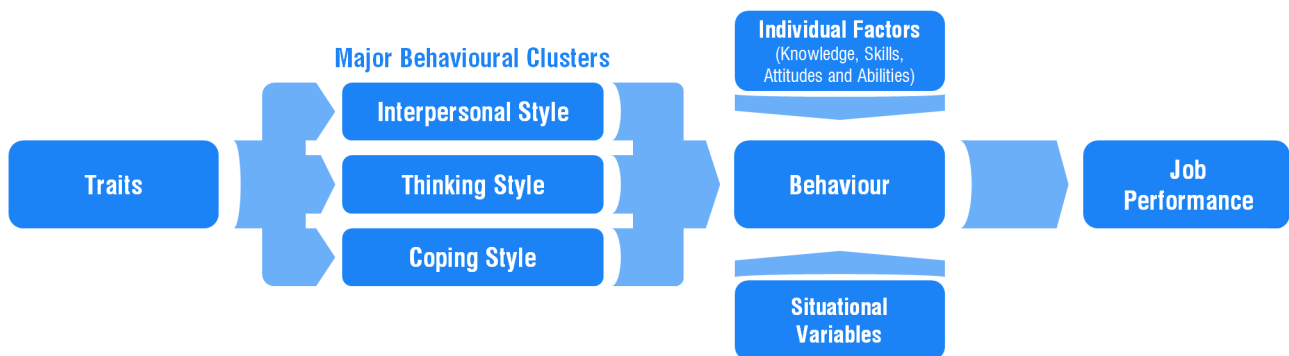
GUIDE TO USING THIS REPORT

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 STANDARD REPORT

The Standard Report provides the main narratives of the 15FQ+ profile under 3 major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. 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.



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

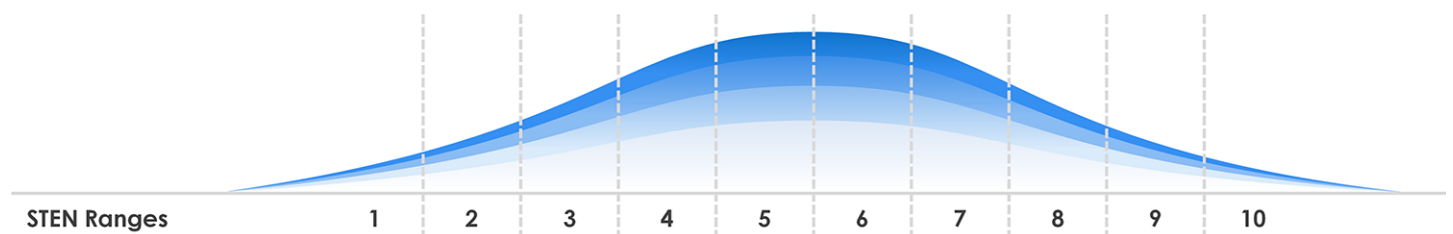
The Derailer Report describes respondents' results in terms of a series of dysfunctional behaviours that can present challenges for organisations in a variety of work settings. The report can be used to identify potential challenges which may impair an individual's performance, facilitate personal development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

Much of the information provided in this report is presented in the form of charts or tables, 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 and tables:

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.



PERSONALITY ASSESSMENT

RESPONSE STYLE

The 15FQ+ contains a number of measures that examine the way in which the respondent has approached the questionnaire. The results suggest that Samantha Sample could have been rather concerned to present herself in a socially acceptable manner. That is, she may have intentionally (or otherwise) selected answers that project a highly positive image that she considered to be advantageous to the outcome given the context in which the questionnaire was completed. It should be understood that this indication may occur for one of two reasons: It may be the result of a deliberate and considered strategy or alternatively a reflection her true personality, where her true personality is more a function of genuine altruism, a strongly internalised moral or behavioural code than a deliberate intention to present herself unusually positively.

INTERPERSONAL STYLE

Samantha Sample's personality orientation is relatively extraverted. That is, she will want a good deal of contact with people and will adopt an openly expressive style in her communications. She is likely to feel at ease in the company of strangers, and will tend to come forward in social gatherings. She appears however to be quite capable of keeping a reasonable interpersonal distance between herself and others. Samantha Sample enjoys the social milieu, nevertheless she may adopt a very distant and cool demeanour in such situations. She may be perfectly at ease in her relationships, but may be seen as rather cool, distant and lacking in empathy. She may communicate at an impersonal or technical level with new colleagues but is likely to adopt a more open style once fully integrated. She tends to be spontaneous, enthusiastic and quite optimistic in her approach to life. Fun loving, she will enjoy animated lively social events and activities. Spontaneity appeals to her. Her enthusiasm will rub off on those around her. However, only with encouragement and support would she be tempted into taking rash action. Socially confident, Samantha Sample is likely to be bold, venturesome and uninhibited in social interactions. She will be attracted to social settings where she will exhibit a confident, but slightly distant, manner. She will generally have little trouble with 'stage fright'. In fact, she will generally relish the opportunity of being centre-stage and performing to the gallery. Relatively confident of her intellectual abilities, she is likely to be fairly effusive when discussing lofty issues. Her ability to withstand external pressures without expending too much energy will enable her to face quite gruelling emotional situations. This could be interpreted as an intentional attempt to avoid intimacy and personal involvement. She has a strong team orientation, thriving on both group participation and social recognition. She is likely to work most effectively in a group context, where she can share her thoughts with, and bounce her creative ideas off, others. Being very independent-minded, she will nonetheless be inclined to go her own way.

Quick to question and inclined to meet conflict head-on, people will see her as being highly sceptical and cynical. Being very competitive, she will quickly rise to any challenge and is likely to express her often strongly-held views in a highly confrontative manner. Showing little concern for others' sensibilities, people may find it difficult to warm to her. Samantha Sample has tendencies to be somewhat cynical and questioning. This may at times make her a little suspicious of the motives of others. In personal exchanges she is inclined to be very self-assertive, forceful and controlling, with a desire to have her own way. Wilful and potentially aggressive, Samantha Sample is very inclined to give vent to noticeably strong opinions and may tend to be domineering. She can be utilitarian and businesslike to the point of being quite abrasive with people. Highly authoritarian, with a tendency to be a law unto herself, she may nonetheless exercise sufficient diplomacy to avoid provoking complete resentment in others. She appears to be as sensitive as most people to the demands of social situations. Her tendency to be direct with people may vary according to her perception of the needs of the situation.



THINKING STYLE

Samantha Sample is a relatively tough-minded individual, who is inclined to adopt a no-nonsense approach to problems. Relatively realistic in her orientation to life, she has a preference for evidence, being inclined to reject more speculative, intuitive approaches. In general, she will not allow sentiment to submerge her intellect. Relatively unconventional in her attitudes and opinions, her views may tend to be at variance with those of most people. This may lead her to question older, established points of view and be reticent about accepting the status-quo. Her inclination to be very direct with people combined with her force of character may cause her to appear relatively questioning of the status-quo, resulting in potential friction. Her marked forcefulness combined with her social sophistication could make her particularly instrumental as a change agent. Unsentimental and extremely hard-headed, her strong sense of pragmatism will manifest itself in a 'no nonsense' approach to things with a focus on practical issues. Having highly developed personal qualities of toughness, she is likely to be hardy and extremely utilitarian. Taking a functional, no-frills approach she is likely to be very dismissive of artistic and cultural activities. Not appreciating aesthetic or creative endeavours, her emotions are unlikely to be readily moved. Highly academic discussions, that have little real-world significance, are unlikely to be to her taste. As attentive as most people to practical realities, she will not be unduly dismissive of abstract, theoretical concepts. She will tend to balance a focus on the here and now with an openness to possibilities and ideas.

Samantha Sample's behaviour and attitudes reflect a balance between her own personal belief system, social norms and internalised societal expectations. Free-thinking and quite spontaneous, she may be somewhat dismissive of authority. Not having particularly high levels of self-discipline or self-control, she is not likely to be overly concerned about her social standing. She may prefer to relate casually to others rather than strictly observe formality and social etiquette. A person's status, position or authority is unlikely to carry much weight with her - she will tend to view people on their merits. However, being diplomatic and aware of the impact she may have on others, these attitudes may not always be evident. Not wishing to spend excessive amounts of time on the detailed aspects of a task, she will be happy attending to detailed systems and procedures if this is a necessary part of the role. As far as rules and regulations procedures are concerned, whilst she will acknowledge their contribution, she may not wish to be tightly bound by them at all times.

COPING STYLE

Samantha Sample is currently experiencing fairly low levels of anxiety. Not unduly prone to mood swings, she should have sufficient energy to cope with life's demands. However, she may nonetheless experience some stress coping with particularly demanding situations or when placed under extreme emotional pressure. As resilient as most, she should be capable of remaining calm in a crisis. Very secure and particularly self-assured, she is likely to be cheerful, optimistic and free of apprehension, regrets and self-doubt. Very sure of herself, and her intellectual abilities, she is likely to appear confident, especially in social settings. If things go wrong she is liable to blame others rather than holding herself responsible. Samantha Sample appears to others to be an easy going and composed individual. She projects herself as a sedate individual who is not easily perturbed and is not often moved to outbursts of anger or frustration. People may find her relaxed composure in the face of a crisis, reassuringly impressive. Only the most major frustrations and irritations are likely to upset her.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Samantha Sample's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

POTENTIAL STRENGTHS

- Will tend to assert herself and make her views very clear to people.
- Will prefer to avoid excessive deliberation when making decisions.
- Will be likely to adopt a rational and objective approach to decision-making.
- Will generally appear to be self-assured and confident.
- Will be inclined to question traditional beliefs and outmoded practices.
- Will generally take the views of others into account.
- It will be difficult to pull the wool over her eyes.
- Her low need for social participation is likely to mean that she will express her views in a direct, uncompromising manner.
- Extremely relaxed and self-assured, she may provide reassuring composure and confidence in a crisis.
- May have the capacity to manipulate situations to the advantage of her cause.
- Has positive self-regard and highly developed social self-confidence.
- Should perform confidently and effectively in the social spot-light.
- Should be able to quickly respond to a challenge and may enjoy taking risks.

POTENTIAL DEVELOPMENT NEEDS

- May seem somewhat forceful and inattentive to the needs of others in achieving her objectives.
- May tend to be overly impulsive, possibly not considering all the options.
- May focus on task issues at the expense of the human element.
- At times her self-confidence may be interpreted as complacency.
- May tend to be highly critical of the status quo.
- May seem rather too reliant on group acceptance and support.
- Tending to be a little wary of people she does not know well, she may prefer to take her time when integrating into a new team.
- May come across as somewhat distant, possibly having a slightly abrasive interpersonal style.
- May appear to lack a sense of urgency.
- At times her behaviour may be interpreted as rather too calculating.
- She may have been let down in the past and as a result may try to keep others at 'arms length'.
- May have a tendency to overlook her own limitations in her approach to situations.
- May be rather too inclined to take 'centre stage'.
- May be too inclined to take unnecessary risks.

NOTE: Very high social desirability score - validity of profile is likely to be questionable.



15FQ+ PROFILES

CLASSIC PROFILE

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description	%ile
fA	7	Distant Aloof Reserved, Distant, Detached, Impersonal.	1	Empathic Affable, Personable, Warm- hearted.	2
β	22	Low Intellectance Lacking confidence in own intellectual abilities.	8	High Intellectance Confident of own intellectual abilities.	76
fC	17	Affected by Feelings Emotional, Changeable, Labile, Moody.	6	Emotionally Stable Mature, Calm, Phlegmatic.	65
fE	22	Accommodating Passive, Mild, Humble, Deferential.	9	Dominant Assertive, Competitive, Aggressive, Forceful.	91
fF	22	Sober Serious Restrained, Taciturn, Cautious.	8	Enthusiastic Lively, Cheerful, Happy-go- Lucky, Carefree.	87
fG	18	Expedient Spontaneous, Disregarding of rules & obligations.	6	Conscientious Perservering, Dutiful, Detail conscious.	56
fH	20	Retiring Timid, Self-conscious, hesitant in social settings.	8	Socially-bold Venturesome, Talkative, Socially confident.	82
fI	0	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.	1	Tender-minded Sensitive, Aesthetically aware, Sentimental.	0
fL	12	Trusting Accepting, Unsuspecting, Credulous, Tolerant.	7	Suspicious Sceptical, Cynical, Doubting, Critical.	73
fM	13	Concrete Solution-focused, Realistic, Practical, Down-to-earth.	6	Abstract Imaginative, Absent- minded, Impractical.	59
fN	18	Direct Genuine, Artless, Open, Forthright, Straightforward.	6	Restrained Diplomatic, Socially astute, Socially aware, Discreet.	48
fO	2	Confident Secure, Self-assured, Unworried, Guilt-free.	2	Self-doubting Worrying, Insecure, Apprehensive.	1
fQ ₁	18	Conventional Traditional, Conservative, Conforming.	8	Radical Experimenting, Open to change, Unconventional.	91
fQ ₂	0	Group-oriented Sociable, Group dependent, a "Joiner".	1	Self-sufficient Solitary, Self-reliant, Individualistic.	0
fQ ₃	12	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.	4	Self-disciplined Compulsive, Fastidious, Exacting willpower.	20
fQ ₄	4	Composed Relaxed, Placid, Patient.	3	Tense-driven Impatient, Low frustration tolerance, Irritable.	6



BIG FIVE PROFILE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	8	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	1	Independence Alert, Quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
C	5	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	16										10
Fake Good	8							7			
Fake Bad	1	1									

Risk Scale Scores

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

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	18					5					



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.