

Fifteen Factor Questionnaire +
QUESTION PROMPTS

Personality Assessment

Validity Scales

The 15FQ+ contains a number of measures that examine the way in which the respondent has approached the questionnaire. The response style indicators would suggest that Sam Sample was as happy as most people to present himself openly and candidly, without wishing to project an overly positive image of himself. Please note that response style indicators should be treated with some degree of caution and any suggestions made should always be corroborated during feedback.

Interpersonal Style

Sam Sample's interpersonal style has a tendency towards introversion. As such, he will tend to communicate with people without having a strong requirement for excessive personal contact. He may at times be happier occupied with a task than dealing with people, but will not be reticent about coming forward in social situations, even if this places him at the centre of attention. His tendency to withdraw in social situations may be interpreted as disinterest and may, as a consequence, lead him to be considered relatively unsympathetic and aloof by colleagues and acquaintances. This is probably more of a reflection of him being in his element when working alone with relatively little personal contact. He simply derives his satisfaction from solitary activities rather than those activities that require a great deal of interpersonal contact. His enthusiasm and sense of fun are held in check by a degree of inhibition. In the right setting, he should be as capable as most of letting go and having a good time. In a group situation, he has a sufficient level of social boldness to relate to most people. While he is likely to be as confident as most in group situations, he may feel a little uncomfortable if he suddenly becomes the centre of attention at a large social gathering. This is likely to be particularly marked if the conversation turns to lofty, intellectual matters in which he is likely to lack confidence. He is a quite self-reliant individual who generally prefers to work on his own. Not having a great need for group contact or support, he will avoid unnecessary group distractions. He is likely to view most group discussions and team work as a waste of time.

As amenable and co-operative as most, he will generally not seek confrontation for confrontation's sake. Being moderately competitive, he should not be averse to meeting challenges. While capable of being outspoken on occasion, he should not be oblivious to others' sensibilities. Sam Sample has a relatively cynical and questioning nature, tending to often suspect the underlying motives behind the things people say or do. Overly inclined to be critical, he is however unlikely to be excessively rigid or opinionated. He may be rather obstinate from time to time. He may resent being given instructions and may often do just the opposite of what he is told. He may feel that if he drops his guard, people will take advantage of him. Consequently, he is not likely to be the most popular team member. In personal interactions he appears somewhat passive and mild mannered. Sam Sample may dislike confrontation and be inclined to avoid it or smooth it over. Somewhat forthright, genuine and rather outspoken, when asked for an opinion, Sam Sample may on occasion, unintentionally (or otherwise) express himself in a direct and uncalculated manner.

Thinking Style

Sam Sample should, in most situations, be able to strike a balance between viewing things from an intuitive, subjective perspective and a rational, objective stance. While not being overly speculative in his approach, he is nonetheless likely to be as receptive to experiences and emotions as most. As receptive as most to new ideas, he will not reject established, conventional methods out of hand. Neither constantly seeking innovation, nor resistant to change, he tends to take the middle ground between established and radical methods in problem solving. In possession of a fairly tough exterior, he can demonstrate quite a strong sense of the rational and realistic. Somewhat unsentimental and quite hard-headed, his sense of pragmatism will manifest itself in a 'no nonsense' approach to things with a focus on theoretical issues. Disposed to adopt a functional, straightforward approach he may be inclined to reject artistic and cultural elaborations. Not greatly drawn to aesthetic or creative endeavours, he will rarely be moved by feelings of wonder or awe. He is inclined to be abstract-thinking occasionally absorbed in conceptualisation. He will usually prefer to be involved in idea generation, leaving the implementation of ideas to others. Not at all prone to sentimentality, his idea-generation will often be cool-headed and logical, emphasising what is achievable.

Having below average levels of self-control, Sam Sample's behaviour and attitudes are more a function of his own personal belief system than social norms and expectations. Free-thinking and spontaneous, he may be somewhat dismissive of authority. Not having particularly high levels of self-discipline or self-control, he is not likely to be overly concerned about his social standing. He 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 him - he will tend to view people on their merits. However, being diplomatic and aware of the impact he may have on others, these attitudes may not always be evident. He may not relate at all well to group undertakings which discourage individualism. Not wishing to spend excessive amounts of time on the detailed aspects of a task, he 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 he will acknowledge their contribution, he may not wish to be tightly bound by them at all times.

Coping Style

Sam Sample is currently experiencing above average levels of anxiety. A little more prone to mood swings than many and he may have some difficulty in finding sufficient energy to meet particularly challenging situations. Rather lacking in emotional resilience, he may experience some stress when placed under pressure. Tending to be swayed by his emotions, some people may view him as being somewhat changeable and at times unpredictable. Being as secure and self-assured as most, he will not normally be unduly burdened by feelings of low self-esteem or insecurity. His tendency to be relatively free of guilt feelings, coupled with his willingness to accept some personal responsibility for failure, would suggest that he is unlikely to rush into apportioning blame onto others when things go wrong. As relaxed and composed as most, Sam Sample is not usually troubled by feelings of irritability and tension. Like most people, however, he may become a little restless or tense when under pressure but this should not cause him undue problems as he is likely to be able to relax without too much difficulty. Whilst minor irritations should not generally upset him, if his goals are repeatedly frustrated he may become impatient or annoyed.

Additional Comments

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

Potential Strengths

- May be effective in smoothing over interpersonal conflicts.
- Will be likely to adopt a rational and objective approach to decision-making.
- May be self-sufficient, without the need for group support.
- Will tend to feel unrestricted by protocol and established values.
- It will be difficult to pull the wool over his eyes.
- Is in touch with his emotions and will tend to express his feelings openly without being concerned about always making a good impression.
- Has the ability and inclination to look beyond the obvious.
- May show creative, self-expressive tendencies.

Potential Development Needs

- May tend to give way too readily when faced with opposition.
- May focus on task issues at the expense of the human element.
- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.
- May show insufficient concern for protocol and established values.
- Tending to be a little wary of people he does not know well, he may prefer to take his time when integrating into a new team.
- May experience difficulty when working under conditions of continual or acute pressure.
- May not be sufficiently pragmatic and may be inattentive to practical matters.
- May become somewhat defensive if his ideas are criticised.
- He may have been let down in the past and as a result may try to keep others at 'arms length'.

Question Prompts

The following section lists a number of points which can be inferred from the results of the 15FQ+ questionnaire.

INTERPERSONAL STYLE

Q. Sam Sample will be reserved and introspective.

1. How much time do you spend socialising in a day/week?
2. Given a problem, would you prefer to strive a) for the right answer? b) a less perfect answer which is more acceptable to others?
3. What do you find interesting about people?
4. How many of your social or leisure interests involve other people?

Notes:

Q. Sam Sample attempts to achieve a balance between caution and spontaneity.

1. Do you regard yourself as more or less predictable than others in your work group?
2. How do you think others amongst your working group cope with routine and boredom? Are you less tolerant or more tolerant of routine than others in your group?

Notes:

Q. Sam Sample has a tendency to like solitary pursuits.

1. 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?
2. 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?

Notes:

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

1. In what circumstances are you likely to give way in an argument? Give me an example.
2. What sort of person do you find most difficult to deal with?

Notes:

Q. Sam Sample is neither overly reserved nor overly socially bold.

1. What if anything, makes you think you are more - or less - socially confident than those with whom you work?
2. When you last met someone new, did you take the initiative in getting acquainted, or were you happy to leave it to the other person? What did you say or do?

Notes:

Q. Sam Sample has a cynical attitude, being fairly quick to question the motives of others.

1. To what extent are you prepared to accept what others tell you?
2. What have been the advantages of your particular style?
3. Give me an example of an occasion when you gave someone the benefit of the doubt.
4. Has putting all your cards on the table ever backfired on you?
5. Would you do it again?
6. How tolerant are you of people who are underperforming?

Notes:

Q. Sam Sample will be fairly direct and forthright in his dealings with others.

1. 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.
2. When you compare yourself to others in your working group, do you think you are more diplomatic or more direct than they are?

Notes:

Question Prompts

THINKING STYLE

Q. Sam Sample behaviour is influenced to a certain extent by realistic, logical considerations.

1. How do you think your leisure interests compare with those of others in your working group?
2. Compared to others in your working group, do you think you have a preference for decisions based on logic, or on personal values?

Notes:

Q. Sam Sample is a fairly imaginative person who will tend to be concerned with theoretical issues.

1. What occupies your mind on a long car or train journey?
2. Do you think you spend more or less time, thinking about things, than might others in your working group?

Notes:

Q. Sam Sample is neither excessively radical nor excessively conventional.

1. Does your company/department do sufficient to 'keep up with the game' or do you feel it lags behind? What should it be doing?
2. There is much talk about industry's need to change. Is this sometimes over - exaggerated?

Notes:

Q. Sam Sample strikes a balance between flexibility and conscientiousness, responding as appropriate to the demands at work.

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

Notes:

Q. Sam Sample behaviour is rarely constrained by social expectations.

1. Give me an example of an occasion when you felt obliged to 'fit in with the group'.
2. Do you adjust your behaviour according to the group you are with?
3. Have your colleagues or friends ever criticised you for being rather stuffy?
4. Do you ever feel you have to behave in a particular manner?

Notes:

Question Prompts

COPING STYLE

Q. Sam Sample is a fairly emotional person who may display swings of mood.

1. Do you think you are more confident or less confident that those who work closest to you? Can you give me an example?
2. Do you think you are better at working under pressure than some of your colleagues?

Notes:

Q. Sam Sample has average levels of confidence and self-esteem.

1. When did you last feel guilty about something?
2. Can you think of a recent event which might lead someone to describe you as a little more confident than others?

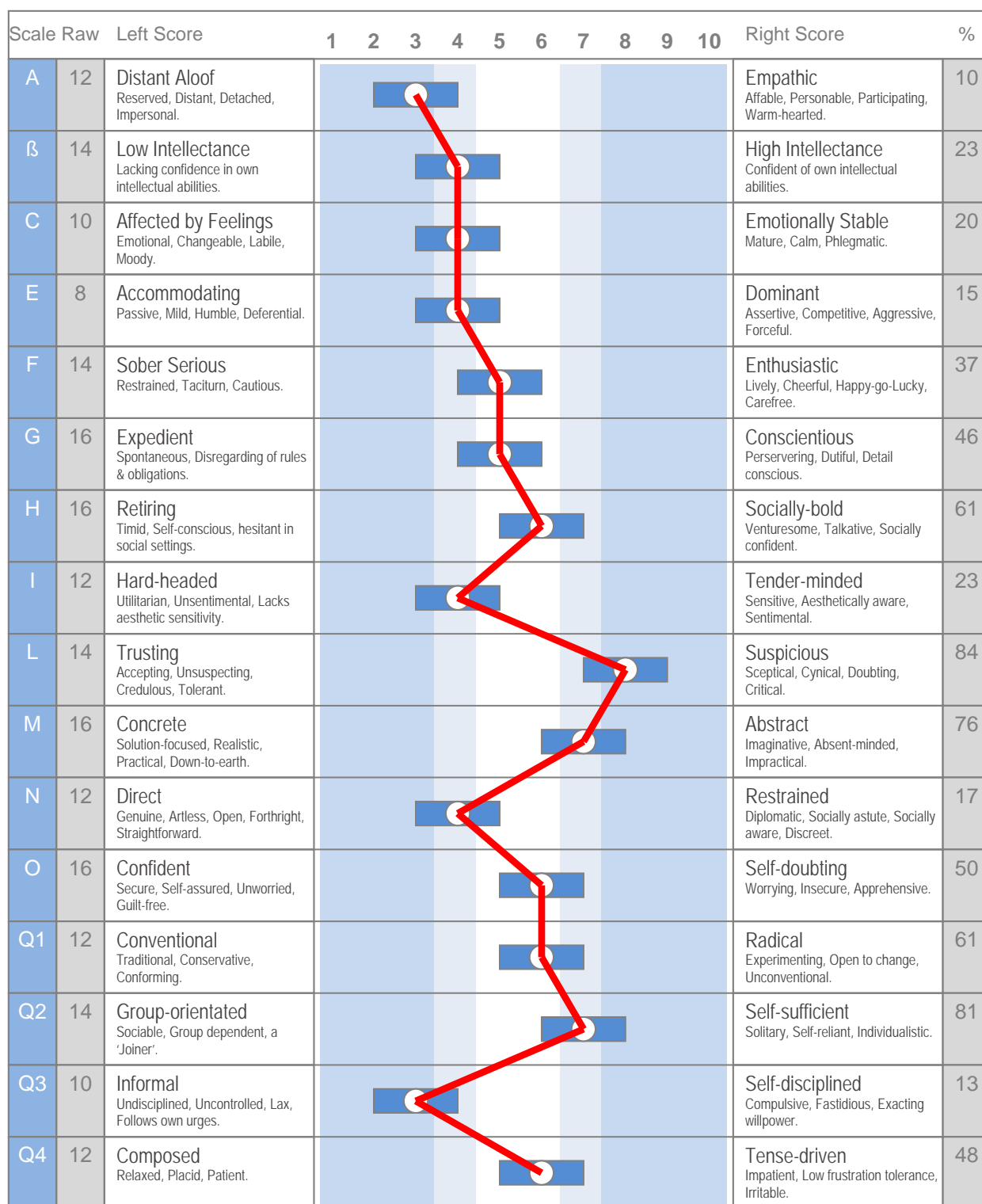
Notes:

Q. Sam Sample has an average amount of tension and nervous energy.

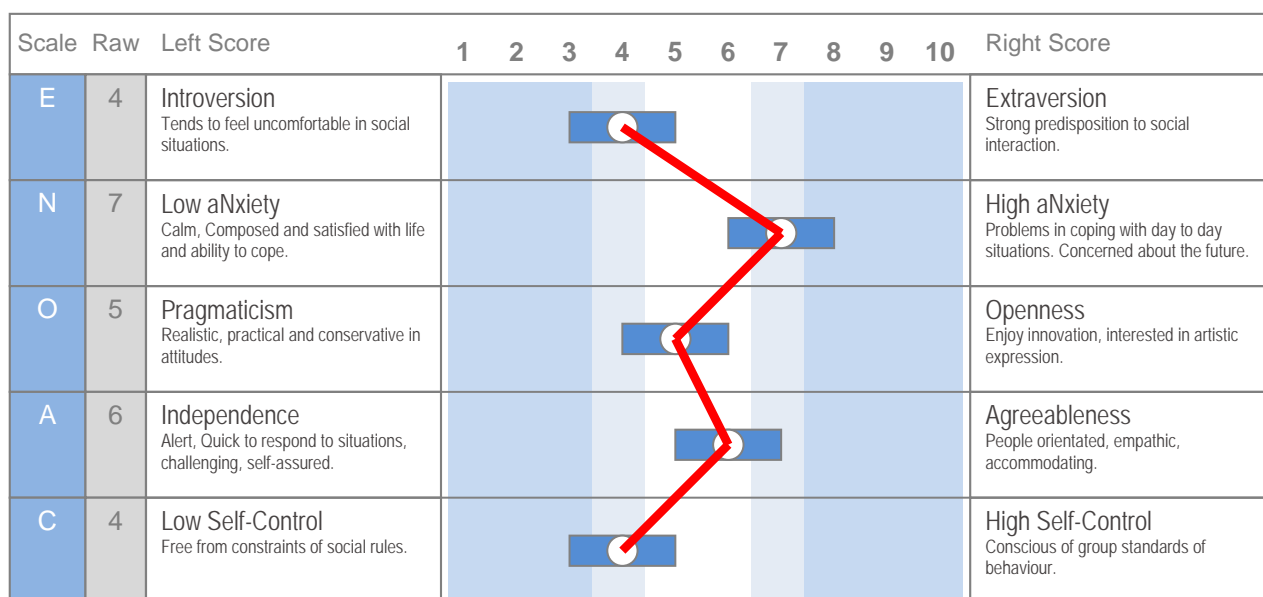
1. Do you think those with whom you work closest are more relaxed than you, or less so?
2. Does your present job require a sense of urgency? Give an example.

Notes:

15FQ+ Classic Profile



15FQ+ Big Five Profile



Response Style Indicators

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

Risk Scale Scores

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

Criterion Derived Scales

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Emotional Intelligence	8										
Positive Work Attitude	18										

15FQ+ Extended Profiles

		Left Score Description	1	2	3	4	5	6	7	8	9	10	Right Score Description	
Interpersonal Style	Introverted	Distant Aloof - Lacking empathy, Distant, Detached, Impersonal.											Empathic - Friendly, Personable, Participating, Warm-hearted, Caring.	Extroverted
		Sober Serious - Restrained, Taciturn, Cautious.											Enthusiastic - Lively, Cheerful, Happy-go-Lucky, Carefree.	
		Composed - Timid, Socially anxious, Hesitant in social settings, Shy.											Socially bold - Venturesome, Talkative, Socially confident.	
		Self Sufficient - Solitary, Self-reliant, Individualistic.											Group Orientated - Sociable, Group dependent, a "Joiner".	
	Independent	High Intellectance - Confident of own intellectual abilities.											Low Intellectance - Lacking confidence in own intellectual abilities.	Agreeable
		Dominant - Assertive, Competitive, Aggressive, Forceful.											Accommodating - Passive, Mild, Humble, Deferential.	
		Suspicious - Sceptical, Cynical, Doubting, Critical.											Trusting - Accepting, Unsuspecting, Credulous.	
		Radical - Experimenting, Open to change, Unconventional.											Conventional - Traditional, Conservative, Conforming.	

		Left Score Description	1	2	3	4	5	6	7	8	9	10	Right Score Description	
Thinking Style	Pragmatism	Hard-headed - Utilitarian, Unsentimental, Lacks aesthetic sensitivity, tough-minded.											Tender Minded - Sensitive, Aesthetically aware, Sentimental.	Openness
		Concrete - Solution-focused, Realistic, Practical, Down-to-earth.											Abstract - Imaginative, Absent-minded, Impractical, Absorbed in thought.	
		Conventional - Traditional, Conservative, Conforming.											Radical - Experimenting, Open to change, Unconventional.	
	Low Self-Control	Expedient - Spontaneous, Disregarding of rules and obligations.											Conscientious - Persevering, Dutiful, Detail-conscious.	High Self-Control
		Direct - Genuine, Artless, Open, Forthright, Straightforward.											Restrained - Diplomatic, Socially astute, Shrewd, Socially aware, Discreet.	
		Informal - Undisciplined, Uncontrolled, Lax, Follows own Urges.											Self-disciplined - Compulsive, Fastidious, Exacting willpower.	

15FQ+ Extended Profile: Cont.

		Left Score Description	1	2	3	4	5	6	7	8	9	10	Right Score Description		
Coping Style	Low Anxiety	Emotionally Stable - Mature, Calm, Phlegmatic.											Affected by Feelings - Emotional, Changeable, Labile, Moody.	High Anxiety	
		Confident - Secure, Self- assured, Unworried, Guilt-free.											Self-doubting - Worrying, Insecure, Apprehensive.		
		Composed - Relaxed, Placid, Patient.											Tense-driven - Impatient, Low frustration tolerance.		
		Trusting - Accepting, Unsuspecting, Credulous.											Suspicious - Sceptical, Cynical, Doubting, Critical.		