

**Sam Sample**

**EXPERT**

# IDEAL PROFILE REPORT: TEST

**FIFTEEN FACTOR QUESTIONNAIRE PLUS**



POWERED BY

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## GUIDE TO USING THIS REPORT

### INTRODUCTION

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

### REPORT SECTIONS

The Ideal Profile report presents Sam 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 Sam Sample'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.

#### Response Style Indicators

The scales presented in this section provide important information about the validity of the personality profile, and thus the meaning of the profile should be interpreted in the context of these scales.

### PROFILE SIMILARITY COEFFICIENT

Sam 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+)	GCC & Expats	870

### 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.



## TEST IDEAL PROFILE

Sam Sample's personality profile is referenced to the ideal for the role of *Test*. Overall, Sam Sample's similarity to the ideal is estimated to be **0.574\***.

### IDEAL PROFILE CHART

Profile Similarity

**0.574**



Ideal Profile



Sam Sample's Profile

Scale	Raw	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description	%ile
fA	12	Distant Aloof											Empathic	3
fB	6	Low Intellectance											High Intellectance	1
fC	15	Affected By Feelings											Emotionally Stable	35
fE	15	Accommodating											Dominant	26
fF	11	Sober Serious											Enthusiastic	27
fG	11	Expedient											Conscientious	7
fH	19	Retiring											Socially-bold	64
fI	13	Hard-headed											Tender-minded	33
fL	15	Trusting											Suspicious	89
fM	8	Concrete											Abstract	20
fN	14	Direct											Restrained	6
fO	14	Confident											Self-doubting	57
fQ <sub>1</sub>	12	Conventional											Radical	72
fQ <sub>2</sub>	15	Group-oriented											Self-sufficient	95
fQ <sub>3</sub>	13	Informal											Self-disciplined	4
fQ <sub>4</sub>	9	Composed											Tense-driven	50

\* 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 Sam Sample's profile and the profile of an ideal candidate for the position of Test. These can be used as the basis for further probing within an interview.

### INTERPERSONAL STYLE

fA	The Ideal Candidate	will be neither too impersonal nor friendly, being happy either show interest in others or to maintain interpersonal distance.
	Sam Sample	will be very impersonal with no great need maintain interpersonal relationships.

#### 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) for 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.
	Sam Sample	is a fairly cautious and deliberate person who will tend to consider all of the alternatives before taking action.

#### POSSIBLE QUESTIONS:

- Do you regard yourself as more or less predictable than others in your work group?
- 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?

fQ <sub>2</sub>	The Ideal Candidate	is equally at home in a group or engaged in solitary pursuits.
	Sam Sample	is very drawn to solitary pursuits.

#### POSSIBLE QUESTIONS:

- What type of activities do you enjoy with other people?
- Can you think of an occasion when you have found it easier to work with other people in order to solve a difficult problem?
- When you feel under stress, is it easier if there are other people around with whom to share the problem?
- What advantages are there in working with a group rather than in isolation?

β	The Ideal Candidate	will be generally willing to tackle intellectual challenges, though may be apprehensive with unfamiliar subject matters.
	Sam Sample	lacks great confidence in own intellectual abilities and is prone to avoid intellectual debates.

#### POSSIBLE QUESTIONS:

- When was the last time you tried to solve a complex problem on your own?
- Give me an example of taking the initiative to explain a complex concept to a colleague.
- Give me a recent example of being involved in a debate with a colleague.

**fE****The Ideal Candidate**

is neither overly assertive nor overly accommodating.

**Sam Sample**

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

**POSSIBLE QUESTIONS:**

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

**fH****The Ideal Candidate**

is neither overly reserved nor overly socially bold.

**Sam Sample**

is neither overly reserved nor overly socially bold.

**POSSIBLE QUESTIONS:**

- What if anything, makes you think you are more - or less - socially confident than those with whom you work?
- 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?

**fL****The Ideal Candidate**

has neither too trusting an attitude toward people nor is overly suspicious of them.

**Sam Sample**

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

**POSSIBLE QUESTIONS:**

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

**fN****The Ideal Candidate**

will be neither overly diplomatic when dealing with others nor too direct and forthright.

**Sam Sample**

will be direct and forthright when dealing with others.

**POSSIBLE QUESTIONS:**

- Can you think of an instance when you felt really angry with someone but refrained from telling that person?
- Do you think business people should dress smartly or comfortably?
- Give me an example of an occasion when you had to be very diplomatic at work.
- Can you think of a recent occasion at work when you wanted to say something very direct to a colleague, but held back for some reason?



## THINKING STYLE

**fI****The Ideal Candidate**

tends to be influenced equally by feelings and reason.

**Sam Sample**

tends to be influenced equally by feelings and reason.

**POSSIBLE QUESTIONS:**

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

**fM****The Ideal Candidate**

can be either practically or imaginatively oriented depending on the circumstances.

**Sam Sample**

is a fairly practical person who tends to be concerned with issues of immediate reality.

**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?

**fQ<sub>1</sub>****The Ideal Candidate**

is neither excessively radical nor excessively conventional.

**Sam Sample**

has a fairly radical attitude and may like change.

**POSSIBLE QUESTIONS:**

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

**fG****The Ideal Candidate**

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

**Sam Sample**

has a flexible attitude toward work matters and will be willing to bend the rules to achieve a desired goal.

**POSSIBLE QUESTIONS:**

- Give me an example of when you resolved a situation (at work) by 'going by the book'.
- Do you have any hobbies or interests which require you to be exacting and meticulous?
- Some people believe the saying 'Rules are made for the obedience of fools and the guidance of wise men'. What do you think?
- Do you have any obligations that you feel bound to fulfil?

**fQ<sub>3</sub>****The Ideal Candidate**

is directed as much by social expectations as personal values.

**Sam Sample**

is unconstrained by social expectations.

**POSSIBLE QUESTIONS:**

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

**COPING STYLE****fC****The Ideal Candidate**

is fairly well-balanced emotionally, being neither too temperamental nor too cold-blooded.

**Sam 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**

has average levels of confidence and self-esteem.

**Sam Sample**

has average levels of confidence and self-esteem.

**POSSIBLE QUESTIONS:**

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

**fQ<sub>4</sub>****The Ideal Candidate**

has an average amount of tension and nervous energy.

**Sam Sample**

has an average amount of tension and nervous energy.

**POSSIBLE QUESTIONS:**

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



## RESPONSE STYLE INDICATORS

The 15FQ+ contains a number of measures that examine the way in which the respondent has approached the questionnaire. While the results suggest that Sam Sample may not have been particularly concerned about projecting a positive image of himself, his results further indicate that there may have been an element of randomness within how he answered the questionnaire. This indication may be the result of a conscious lack of commitment to the assessment process, a failure for him to buy into the process or simply a lack of willingness to portray his true self. Furthermore, he appears to have selected an unusually high number of middle or uncertain answers. This indication may be the result of his considered desire to reveal little of his true self, or may be a function of a genuinely moderate personality, perhaps reflective of someone who prefers not to readily express strong views on many issues. Consequently, the number of central answers combined with the degree of randomness represents a high risk of distortion to the profile.

### DISTORTION SCALE SCORES

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

### RISK SCALE SCORES

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Central Tendency	56									10	
Infrequency	9								9		