



Sam Sample

RESPONDENT

FEEDBACK REPORT



PERSONALITY



POWERED BY

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REPORT STRUCTURE

The Feedback Report presents your profile results in the following sections:

1. Guide to Using This Report

2. Interpersonal Style

- Your Interpersonal Style
- Interpersonal Style Development Suggestions

3. Thinking Style

- Your Thinking Style
- Thinking Style Development Suggestions

4. Coping Style

- Your Coping Style
- Coping Style Development Suggestions



GUIDE TO USING THIS REPORT

This report is a summary of your personality profile, as assessed by the Fifteen Factor Personality Questionnaire Plus (15FQ+). The 15FQ+ is designed to provide a more objective assessment of personality than is normally possible from a typical interview.

Your results on this questionnaire will be considered in the light of the other relevant data. Previous experience, interests, aptitudes and motivation all play a very significant part in determining an individual's fit within a new working environment. The use of the 15FQ+ is restricted to professionals who have been trained in personality testing, and who will be able to interpret the significance of your profile within a work setting.

The development suggestions provided in this report are based on the results of your personality profile and not on an assessment of your skills and development needs. Any personal development recommendations must be reviewed by a learning and development specialist to accurately assess your needs.



INTERPERSONAL STYLE

YOUR INTERPERSONAL STYLE

The results of your personality profile suggest that your orientation is reserved. That is, others may see you as somewhat cool and distant, and it may take you a while to warm to people and establish new friendships. You may tend to communicate at a formal, rather than a personal level with colleagues to avoid becoming too familiar. Your profile suggests that you are rather accommodating and may be a little disinclined to take the lead in situations. Preferring to let others take the initiative, you may hold back from expressing your own views and opinions. Consequently, you may wish to avoid tasks which require controlling, managing or supervising others. As socially confident as most, you are not likely to feel particularly self-conscious when talking to people you do not know. Although happy to mingle with people at a party, you may, however, feel slightly tense if you have to talk to a large audience.

You appear to have a strong tendency to be sceptical, usually finding flaws in what people say or do. You perhaps often do not accept things at face value, questioning assumptions and being inclined to take a very critical stance. It will be difficult to pull the wool over your eyes. Fairly genuine and unpretentious, you tend to be a little forthright, expressing yourself in a frank and honest way. Some people may consider you a little too direct at times, although they will generally value your openness. Having little regard for protocol, you do not appear to be strongly bound to conform to others' social expectations. Believing that respect needs to be earned, you are unlikely to be particularly impressed by a person's status or position. Inclined to question authority, you see little reason why you should blindly adhere to rules.

INTERPERSONAL STYLE DEVELOPMENT SUGGESTIONS

- Try to make your opinions and views clear to others and don't give way too readily when you believe that you have a valid opinion or position.
- Most work-related situations will require you to interact with others. In such situations remember to engage others and participate in group activities.
- Try to be more conscious of the impact of your words and actions on those around you.
- Try to develop your awareness and concern for others' feelings and emotions.
- Try to appraise others' motives and goals in a more realistic (less suspicious) manner.
- Try to maintain interpersonal relationships with people by trusting them and showing an interest in them.



THINKING STYLE

YOUR THINKING STYLE

Although receptive to new ideas, you appear unlikely to reject tried and tested methods out of hand. Neither highly radical, nor particularly conservative and traditional, you will try to achieve a balance between following established procedures and using new and innovative methods to solve problems. You appear to have a high degree of independence. This should enable you to make decisions on your own, and initiate action without having to seek the approval of others. There may be times when you prefer to go your own way regardless of the opinions of others and you may need to work hard in situations where group decision-making is required. You seem to be pragmatic, down-to-earth person capable of finding common-sense solutions to problems.

Neither excessively tough-minded, nor overly sensitive, both intuition and hard logic are likely to influence your decisions. Your approach to situations will generally be one of caution. You may prefer to be given time to think things over, and will not wish to be forced into making spur-of-the-moment decisions. In a lively social setting, you may be fairly enthusiastic and spontaneous. Your profile suggests that on occasion you may be distracted from the job in hand, not always persevering with tedious, repetitive tasks. Not particularly detail conscious, your enthusiasm for new things may at times cause you to leave loose ends when completing a task.

THINKING STYLE DEVELOPMENT SUGGESTIONS

- Try to develop confidence in your own intellectual abilities.
- Try to focus on the detailed requirements of a task especially when working on more routine or repetitive tasks.
- When working on projects try to set more clearly defined goals.
- Try to consider broader possibilities when solving problems even if they are not always practical.



COPING STYLE

YOUR COPING STYLE

You appear to be as emotionally secure and stable as most people, and in general are not disposed to over-react to situations. You aren't a particularly touchy person, nor are you unduly prone to emotional outbursts. No more inclined to worry about past failures than others, you are not generally troubled by feelings of self-doubt. As calm and composed as most, you appear not to be unduly prone to feelings of tension. You may however become a little flustered when working under extreme pressure.

COPING STYLE DEVELOPMENT SUGGESTIONS

- Try to judge each situation and person on their merits without adopting a suspicious and sceptical approach to life.