

Sam Sample | Example Summary Report

EXPERT

EXTENDED REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS



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INTRODUCTION

The Fifteen Factor Questionnaire Plus (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:



O Openness

- Imaginative
- Radical
- Tender-minded



C Self-control

- Self-disciplined
- Restrained
- Conscientious



E Extraversion

- Warm
- Enthusiastic
- Socially Bold
- Group Oriented



A Agreeableness

- Intellectually Modest
- Accommodating
- Trusting
- Conforming



N Anxiety

- Affected by Feelings
- Self-doubting
- Suspicious
- Tense-driven

REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Fifteen Factor Questionnaire Plus (15FQ+)	NZ Respondents	19633

DISCLAIMER

This is a strictly confidential assessment report on Sam 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.

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.



REPORT OVERVIEW

The following section lists a number of points which can be inferred from Sam's assessment report. These can be used 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 making hasty decisions.
- Being self-critical with a sense of personal obligation she will take care to avoid errors.
- Will prefer to utilise tried-and-tested solutions to problems.
- May be self-sufficient, without the need for group support.
- Will tend to have a high regard for people and is likely to give others the benefit of the doubt.
- May be effective working independently, not needing to be constantly surrounded by people.
- Will tend to be practical and realistic, with her feet firmly on the ground.
- Something of a perfectionist, she is likely to set high standards of task quality and completion for herself and others.
- Shows a concern for effective systems and procedures and is unlikely to experiment with the untried or untested.
- Is unlikely to be too shy to express her views.

POTENTIAL DEVELOPMENT NEEDS

- May seem somewhat forceful and inattentive to the needs of others in achieving her objectives.
- May tend to deliberate a little too much at times, and avoid making some decisions.
- May lack self-confidence and be prone to feelings of self-doubt.
- May give the impression of being uncomfortable with or resistant to change, possibly preferring a more conventional route to innovation.
- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.
- May tend to be too trusting and take others at face value.
- May tend to feel uncomfortable in situations in which she has to constantly meet new people.
- May tend to lack interest in conceptual issues and be inattentive to the global aspects of a task.
- Believing there is one right way to do everything, she may be disinclined to compromise her standards.
- Her concern with systems and procedures may cause her to overlook new ideas.
- May have a tendency to alternate between compliant and confrontational behaviour.



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 indicate that Sam Sample has responded to the questionnaire in an open and honest manner.

INTERPERSONAL STYLE

An analysis of Sam's scores suggests that she has a slightly more private than outgoing nature, and may prefer to keep a reasonably clear separation between her work and personal life. While Sam should be capable of building effective relationships, her preference may be for friendships of depth, rather than accumulating a lot of superficial acquaintances.

Sam profiles as being more reserved than the average person, and may lack confidence around others, particularly on first time meeting. While capable of building relationships, she is likely to relate more easily to some people than others and have a preference for small group interaction.

Her results suggest that Sam should enjoy a role that offers the opportunity to work with autonomy and freedom from the distraction of others. In line with this, she should be comfortable making her own decisions, yet could still benefit by checking her thinking with others in order to avoid going off on a tangent.

Sam profiles as being no more or less confident than the average person in her intellectual ability and, as a result, should deal with concepts and complexity with reasonable ease. While she should enjoy tasks that offer some mental stimulation and challenge, she should still appreciate the chance for some reflective thought when working with new, or challenging material.

Sam profiles as being more assertive than the average person, and should be willing to take charge in a crisis situation. Likely to be comfortable in a position of leadership, she should be happy expressing her opinions and take an unpopular stand if necessary. At times, she may need to consciously step back, so as to ensure that other less assertive individuals can have their say.

Reasonably diplomatic in her communication style, Sam should make an effort to clearly communicate what she wants to say while not upsetting others.

Results suggest that Sam is more trusting than the average person, and where the option exists, should be prepared to empower others with responsibility. Wanting to see the best in others, the risk is that she may sometimes over-estimate someone's capacity to deliver a task.

Presenting herself as a naturally cautious person, Sam is likely to consider all options before taking action. Typically, people with this profile dislike risk taking, and appreciate a lot of information to build confidence and avoid impulsive decision making. The downside is that Sam is at risk of missing deadlines by being excessively cautious.



THINKING STYLE

Sam profiles as being a very persevering and meticulous individual who is likely to take her work obligations seriously and set high standards for herself and others. Believing that it is important to finish what she has started; Sam should be well placed to work at the implementation phase of a project. In striving for perfectionism, however, the work output of these staff may appear low.

Likely to strike a balance between being tough-minded and soft-hearted, Sam should be prepared to consider other people's feelings when decision making. In line with this, she should try to convey both the technical benefits of a new approach, as well as appeal to the more emotional considerations.

As a very down-to-earth, practical person, Sam will most likely err towards the here-and-now, rather than be distracted by new, untested ideas. Colleagues are likely to see her as a sensible pragmatist; whose decisions emphasise the practical and achievable. On the downside, she may run the risk of coming across as being too literal in your thinking.

Profiling as slightly more conventional than the average person, Sam is likely to value tried and tested ways of working and prefer the status-quo over the uncertainty of change. At times, this may cause her to prematurely discount new ideas and innovation.

Sam profiles as being reasonably concerned about her reputation and fitting in, and as such, should appreciate knowing how others view her. While unlikely to openly question authority, Sam may still believe that respect has to be earned, rather than simply given as a consequence of one's position or rank.

COPING STYLE

With an emotionally resilient outlook, Sam should be able to remain calm and collected under pressure and hold things together during tough times. Unlikely to be ruffled by life's ups and downs, she is unlikely to be knocked off balance by the unexpected and have a settling influence on others in a crisis.

Her results suggest that Sam is unlikely to be troubled by feelings of self-doubt when working on a task in which she has experience yet may doubt her ability when stepping outside her comfort zone. In line with this, Sam may not always give herself credit for her achievements and talk down her successes.

Sam presents herself as being a reasonably ambitious person, yet may come across as being somewhat tense, impatient, and hard driving. At times, people with this profile can have a low tolerance for petty inconveniences and have difficulty relaxing after a demanding day.



15FQ+ PROFILES

INTERPERSONAL STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Distant Aloof</p> <p>Low need for affiliation; Disinclined to talk about personal matters or express feelings; May feel uncomfortable with overly friendly people; Prefer relationships of longevity and depth.</p>	4	<p>Empathic</p> <p>Friendly, warm, and supportive; Natural interest in other people; Personable and affable; Likely to be valued team members; May blur boundaries between work and socialising.</p>
<p>Retiring</p> <p>May take some time to build rapport with people; Likely to slip into the background at social events; May feel uncomfortable around strangers; Have aversion to being the focus of attention.</p>	3	<p>Socially-bold</p> <p>Feel confident when meeting new people; May be quick to initiate social contact; Confident communicators who may appear 'over-the-top' to more retiring individuals.</p>
<p>Group-oriented</p> <p>Have a preference for team and group activities; Enjoy collective decision making; May find it difficult if they have to work independently and use initiative.</p>	7	<p>Self-sufficient</p> <p>Self-reliant individuals who are happy working autonomously; May see group decision making as inefficient; Tend to be selective about consulting others.</p>
<p>Low Intellectance</p> <p>May lack confidence in own intellectual abilities; Prefer to work on uncomplicated tasks; May feel uncomfortable when explaining complex ideas; Believe they lack general knowledge.</p>	6	<p>High Intellectance</p> <p>Confident of own intellectual ability; Enjoy working on tasks that are intellectually demanding; Keen to learn new information; Preference for complex arguments and ideas.</p>
<p>Accommodating</p> <p>Co-operative and obliging; Will not force their opinions onto others; Try to avoid disagreeing with people; Content letting others take a more visible lead; May have difficulty asserting their own opinions and views.</p>	7	<p>Dominant</p> <p>Assertive and forceful; Prefer to take charge of a situation; Effective in getting things done, but may not always consider others' views; May push to get their own way.</p>
<p>Direct</p> <p>Forthright and direct in their dealings with others; May be perceived as blunt or tactless on occasion; Has potential to get off-side with others.</p>	6	<p>Restrained</p> <p>Tend to tailor their approach to the situation; Careful about the impression they create; Will tend to think before acting or speaking; Can be skilled at influencing other people.</p>
<p>Trusting</p> <p>Quick to place their faith in others; Believe that most people are honest and reliable; Tolerant of others' shortcomings/mistakes; Likely to feel let down if others take advantage of their goodwill.</p>	4	<p>Suspicious</p> <p>Doubtful and questioning of others' motives; Not inclined to take anything at face value; Guarded in their dealings with people; May take time to form close, personal friendships.</p>
<p>Sober Serious</p> <p>Deliberate and cautious; Likely to consider all options before acting; May come across as being too serious and take some time to build rapport with strangers.</p>	3	<p>Enthusiastic</p> <p>Energetic and carefree; Should be drawn to stimulating social situations; May take action without fully considering the consequences.</p>



THINKING STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Expedient Flexible and not always concerned about established rules; Inclined to view things from a broader perspective; Should enjoy working at the front end of projects; May be inattentive to detail.</p>		<p>Conscientious Systematic and orderly in their work; Tend to have a strong sense of duty; Have high personal standards and expectations of others; Generally a good finisher; May be a perfectionist.</p>
<p>Hard-headed Decisions based on logic, facts and data; Won't allow sentiment to affect their decisions; Concerned with whether things work well rather than their aesthetic qualities; May discount the human implications of a decision.</p>		<p>Tender-minded Have a subjective outlook; Will respond to situations at an intuitive level; May enjoy creative pursuits; May struggle to make difficult decisions that negatively impact on people.</p>
<p>Concrete Pragmatic and down to earth; Concerned with realism and the practical utility of ideas; Interested in how to get things done; Tend to have an operational focus.</p>		<p>Abstract Imaginative and innovative; Strong interest in theoretical ideas; Naturally inclined to look beyond the obvious facts; Ideas may not always have a practical application.</p>
<p>Conventional Value traditional, tried-and-tested methods; Accepting of the status quo; May feel uncomfortable in rapidly changing environments and may dislike ambiguity.</p>		<p>Radical Inclined to reject tried and tested methods in favour of new, radical approaches; Questions the status quo; Comfortable working with change; May be quick to reject acquired wisdom and knowledge.</p>
<p>Informal Believe that respect has to be earned rather than given on the basis of one's position; Free-thinking and open minded; Questions accepted moral values and social convention.</p>		<p>Self-disciplined Respectful of authority, status and social position; Value is placed on self-control and self-discipline; May come across as excessively moralistic and rigid.</p>

COPING STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Affected by Feelings Emotionally sensitive; May have difficulty summoning sufficient energy to face demanding situations; Feelings easily hurt and may react strongly in some situations.</p>		<p>Emotionally Stable Emotionally mature and secure; Resilient under pressure and rarely flustered by pressure situations; Likely to have sufficient energy to meet life's challenges.</p>
<p>Confident Rarely troubled by feelings of self-doubt; Expect success more than failure; Rarely dwell on past mistakes/difficulties; Blame failure on the situation; May appear overly confident.</p>		<p>Self-doubting Apprehensive about the future and before important events; Tend to be self-critical; Dwell on past mistakes; Sensitive to others' views and unfair criticism.</p>
<p>Composed Patient and composed; Can deal with inconveniences in a calm and steady manner; Not easily frustrated by setbacks or failures; Should find it easy to relax at the end of a demanding day.</p>		<p>Tense-driven Ambitious and hard-driving; Easily frustrated by interruptions; May feel that the only way to ensure something is done properly is to do it themselves; May work long hours and struggle to switch off from work.</p>



BIG FIVE PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	Introversion Orientated towards their own inner world of thoughts, perceptions and experiences; Self-contained; Less socially active; Prefer solitary activities; Reserved and socially inhibited.	3	Extraversion Strong people orientation; Seek out situations to be with or engage others; Socially confident and uninhibited; Good at initiating and maintaining personal relationships/networks.
N	Low Anxiety Emotionally mature and resilient; Satisfied with life; Self-assured; Tend to cope well with pressure and emotionally demanding situations.	6	High Anxiety Anxious about the future; Distrusting of others; Dissatisfied with self and past achievements; Tend to have difficulty coping with demanding situations.
O	Pragmatism Realistic with a preference for concrete and tangible solutions; Factually-based actions and decisions; Conventional and unsentimental; Focussed on the utility of ideas.	3	Openness Intellectually orientated; Preference for creative and innovative approaches to problems; Open to possibilities; Enjoy broad concepts and theories; Appreciate artistic pursuits.
A	Independence Actively self-determined in own thoughts and actions; Tend to have a strong need to get things done or make things happen; Willing to criticise others; Can be confrontational.	6	Agreeableness Empathic and sensitive; Strong concern for others' needs; Averse to criticising or disciplining others; Happy to come to a compromise.
C	Low Self-Control Free from the constraints of social rules; Prepared to express views that differ; Less interested in repetitive tasks; Have a tolerant, open attitude to life.	7	High Self-Control Conform to social norms and expectations; Dutiful and dependable; Highly conscientious.

RESPONSE STYLE INDICATORS

Distortion Scales

	1	2	3	4	5	6	7	8	9	10
Social Desirability assesses a person's desire to present an unrealistically positive image of themselves to others.						6				
Faking Good assesses a respondent's tendency to present him or herself in a favourable light.					5					
Faking Bad assesses a respondent's tendency to present him or herself in an unfavourable light.						6				

Risk Scales

	1	2	3	4	5	6	7	8	9	10
Central Tendency assesses the degree to which respondents have been prepared to answer the questionnaire decisively.			3							
Infrequency assesses the extent to which a respondent has attended diligently to the questionnaire and has avoided infrequent responses.	1									