



**Sample Report**  
**01/01/2026**

**EXPERT**

# **COACHING REPORT (GROW MODEL)**

**FIFTEEN FACTOR QUESTIONNAIRE PLUS**





## REPORT STRUCTURE

This report presents Sample Report's profile results in the following sections:

### 1. Guide to Using This Report

- Introduction
- The GROW Model Coaching Report
- Reference Group (Norm) Used
- Client Goals

### 2. Personality Assessment

- Response Style
- Interpersonal Style
- Interpersonal Style GROW Exploration
- Thinking Style
- Thinking Style GROW Exploration
- Coping Style
- Coping Style GROW Exploration

### 3. Coaching Summary

#### DISCLAIMER

This is a strictly confidential assessment report on Sample Report 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 Sample Report.

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 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 them.

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 can support coaching interventions, with the aim of helping individuals understand how their personality can support their journey towards their coaching goals.

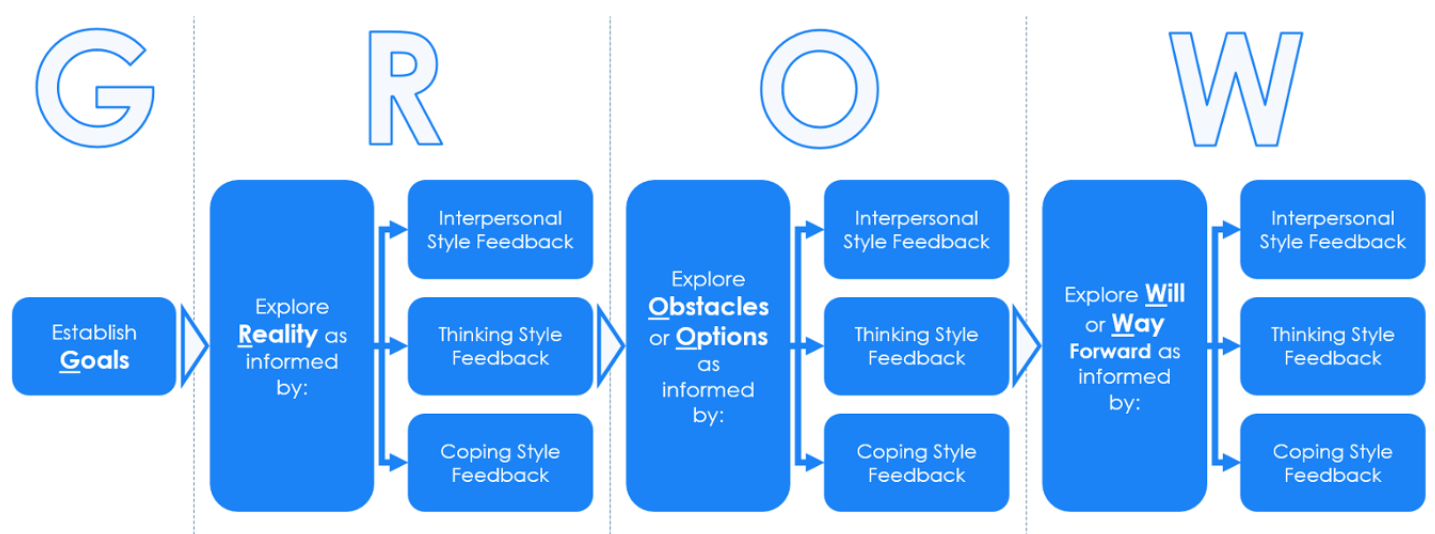
## THE GROW MODEL COACHING REPORT

The Standard Coaching Report provides the main narratives of the 15FQ+ profile under 3 major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Each of these behavioural clusters may inform the coaching conversation.

This report supports the use of the GROW Model widely used in coaching. Other approaches and models are also used. If you would like your reports to support your coaching approach or model more specifically, speak to your Psytech supplier to discuss possibilities.

It is suggested that this report be used within the coaching cycle after any contracting conversations and once Goals have been established. This report can be used within subsequent coaching conversations where personality and the resulting behavioural clusters can inform an understanding of coachee Reality, how personality might influence or provide Obstacles and Options for action, and how personality might support or inform the Way forward or the Willingness to adopt specific options for action.

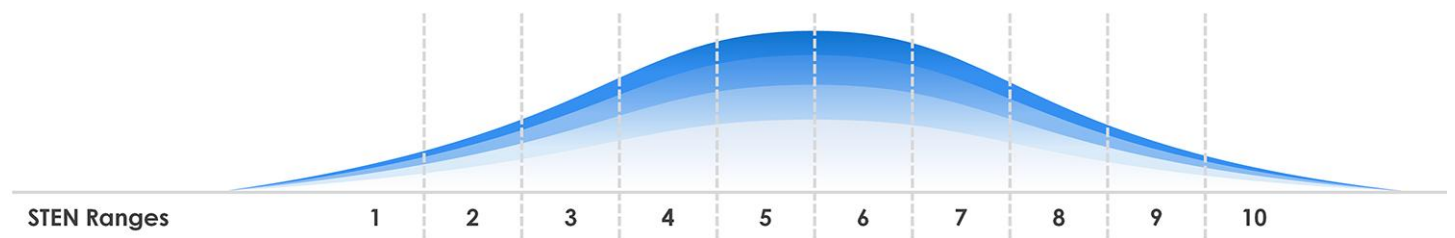
Space is provided within the report for the Coach to add notes for each behavioural cluster in discussion with the Coachee to help inform the coaching cycle. Whilst the report is set out sequentially to avoid repetition of personality information, and experienced coaches can use the report flexibly, an effective way to use this report is illustrated here:





## REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sample's results. Sample's 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+)	NZ Respondents	19633



## CLIENT GOALS

**Remember:** Goals should be SMART (Specific, Measurable, Attainable, Realistic, and Time-bound)

### Possible Questions to elicit or establish Goals

#### What:

- do you want to achieve from this coaching opportunity?
- goal(s) do you want To achieve?
- outcome would be ideal?
- Do you want or need To change?
- would the benefits be If you achieved this goal?

#### Why:

- are you hoping to achieve this goal?
- is this the right time to pursue these goals?

#### How:

- will you recognise goal achievement; what will goal achievement look or feel like
- realistic is this goal?

#### When:

- do you wish to achieve this goal by?

**Make your notes below:**



## 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 Sample Report has responded to the questionnaire in an open and honest manner.

### INTERPERSONAL STYLE

Sample Report's interpersonal orientation is on the borderline of introversion and extraversion. People falling within this band tend to communicate without having a requirement for excessive interpersonal contact. They are likely to be as happy occupied with tasks as with dealing with people, but will generally come forward in social situations, particularly if this places Sample's at the centre of attention. In spite of having average levels of extraversion, Sample Report is likely to be regarded as somewhat cool, distant and aloof by colleagues and acquaintances. This is possibly due to Sample's relative lack of empathy. Tending not to let go in social settings, Sample's reaction to situations will generally be fairly sober and serious. They may possibly come across as a little stiff and perhaps slightly lacking in spontaneity. Unexpected events, or rapidly changing situations, may make Sample disgruntled. In the right setting however, they should be capable of a fair degree of enthusiasm. Socially confident, Sample Report is likely to be bold, venturesome and within the bounds of their personal code of conduct may be uninhibited in social interactions. However their level of active participation will be held in check by an awareness of social expectations. They will be attracted to social settings where they will exhibit a confident, but slightly distant, manner. They will generally have little trouble with 'stage fright', but will not generally rush to be in centre-stage. Quite confident of their intellectual abilities, they are likely to be fairly effusive when discussing lofty issues. Their ability to withstand external pressures without expending too much energy will enable them to face quite gruelling emotional situations. This could be interpreted as an intentional attempt to avoid intimacy and personal involvement. Happy to work on their own or as a member of a team, Sample Report will be capable of being self-sufficient when the situation demands. As able to function effectively in a group setting as most, they may wish, on occasion, to have time to themselves.

As amenable and co-operative as most, they will generally not seek confrontation for confrontation's sake. Being moderately competitive, they should not be averse to meeting challenges. While capable of being outspoken on occasion, they should not be oblivious to others' sensibilities. Temperamentally, Sample Report has a quite trusting nature and is inclined to believe that people are basically genuine and honest. A high-profile group member, they may occasionally be accused of being overindulgent, and consequently may be taken advantage of. They will generally give people the benefit of the doubt without being unduly credulous. In personal exchanges Sample Report maintains a balance by not being overbearing nor being too easily dominated. They will assert themselves or give way as the situation demands. They are no more or less assertive than most people. They will generally be aware of interpersonal issues, although this may not be readily apparent due to their somewhat cool and aloof style. They will be disinclined to become involved in situations where restraint and composure are lost. Consequently they may wish to avoid challenging people when they perceives such a danger may exist. They has the capacity to convert people, whatever their cause is even to a manipulative extent. They are likely to be quite concerned to avoid making social blunders.

#### Potential Strengths

- Wishing to present themselves positively, they may tend to maintain a disciplined control over the expression of their feelings and emotions.
- Will tend to have a high regard for people and is likely to give others the benefit of the doubt.

#### Potential Development Needs

- Their behaviour may be influenced more by social values and the expectations of others than by their own needs and values.
- May tend to be too trusting and take others at face value.



## Feedback Preparation

*Key Interpersonal Style issues to explore through feedback:*



**REALITY:** this section can help the Coachee raise their own awareness of how their interpersonal style might inform their current Reality.

#### Possible questions to help explore Reality

**What** (are there aspects of your interpersonal style which influence these):

- is happening now (what, who, when, And how often)?
- has contributed to your success?
- might be stopping you achieving your goals?
- would you say Is beneficial to your success about your interpersonal style?
- If anything, would you change about how you relate to others?

**How** (are there aspects of your interpersonal style which influence these):

- did you feel when that happened?
- would you describe what you did?

**Make your notes below:**





**OBSTACLES / OPTIONS FOR ACTION:** this section can help the Coachee raise their own awareness of how their interpersonal style might inform Obstacles or support Options for Action.

### Possible questions to help explore Obstacles / Options

**What** (are there aspects of your interpersonal style which influence these):

- do you think you need to do next?
- could you do quickly and easily towards your goal?
- aspects of your interpersonal style might support or inhibit your options?
- do you see as the biggest challenge Or limitation to your options?
- strategies would help change behaviour to better meet your goals?

**Who** (are there aspects of your interpersonal style which influence these):

- could help you and what do you need from them?
- might be an inhibitor in reaching your goals; what can you do to counter that?

**How** (are there aspects of your interpersonal style which influence these):

- have you dealt with similar issues before and can you repeat that?
- will you make the first step?
- can you use the strengths of your interpersonal style to support success?

**Make your notes below:**



**WAY FORWARD / WILLINGNESS TO ACT:** this section can help the Coachee raise their own awareness of how their interpersonal style might influence their commitment to action.

**Possible questions to help explore the Way Forward and Willingness to Act**

**What** (are there aspects of your interpersonal style which influence these):

- will you do first?
- behaviours will support your action plan?
- aspects of your interpersonal style might help or inhibit your actions?
- will you Do If you meet challenges In completing your action plan?

**When** (are there aspects of your interpersonal style which influence these):

- do you plan to take the first steps?
- will you know your actions are contributing towards your goal?

**How** (are there aspects of your interpersonal style which influence these):

- are you going to use this information about your personality to support success?
- are you going to measure success?

**Make your notes below:**



## THINKING STYLE

Sample Report 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 their approach, they are nonetheless likely to be as receptive to experiences and emotions as most. Naturally curious about things they tends to go beyond the obvious. Very unconventional in their attitudes and opinions, their views are likely to be radical and very different from those of most people. This is likely to lead them to question older, established points of view and be resistant to accepting the status-quo. Motivated to find novel solutions to problems they should thrive on intellectually demanding work involving critical analysis. Their quite marked forcefulness combined with their social sophistication could make them noticeably instrumental as a change agent. They are neither excessively hard-headed, tough and utilitarian nor highly soft-hearted and sentimental. Having an appreciation of aesthetic issues whilst keeping functional considerations in mind, they strike a balance between the rational and the emotional in decision-making. They are inclined to be abstract-thinking and as creatively-orientated as most. They will usually prefer to be involved in idea generation, leaving the implementation of ideas to others. Having moderate levels of aesthetic sensitivity, the ideas they generate may not always be practical.

Having fairly high levels of self-control, Sample Report's behaviour and attitudes are more a function of social norms and internalised expectations than a reflection of a personal belief system. Having concern for their reputation and being rather status conscious, they will emphasise self-discipline and control. Although they are strongly drawn to social settings and needs a good deal of stimulation, this should guard them against taking impulsive action and in resisting the temptations of the moment. Much of their behaviour may be influenced by what they consider to be socially acceptable. They may nonetheless be quite outspoken in the expression of their views in particular situations. Persevering and conscientious in character, they will generally accept and reliably discharge responsibility. Sample has a thoroughness in their work that should predispose them to be a good finisher. They are likely to show respect for systems and procedures believing there is a right approach, both in work quality and behaviour. There is an element of meticulous inflexibility to their character, in part determined by their wholehearted acceptance of social and possibly parental values. Sample may be so controlled as to be regarded as rigid or moralistic.

### Potential Strengths

- Will be inclined to question traditional beliefs and outmoded practices.

### Potential Development Needs

- May tend to be highly critical of the status quo.



## Feedback Preparation

*Key Thinking Style issues to explore through feedback:*



**REALITY:** this section can help the Coachee raise their own awareness of how their thinking style might inform their current Reality.

#### Possible questions to help explore Reality

**What** (are there aspects of your thinking style which influence these):

- is happening now (what, who, when, And how often)?
- has contributed to your success?
- might be stopping you achieving your goals?
- would you say Is beneficial to your success about your thinking style?
- If anything, would you change about how you relate to others?

**How** (are there aspects of your thinking style which influence these):

- did you feel when that happened?
- would you describe what you did?

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## COPING STYLE

Sample Report is currently experiencing average levels of anxiety. Not unduly prone to mood swings, Sample should have sufficient energy to cope with life's demands. However, Sample may nonetheless experience some stress coping with particularly demanding situations or when placed under extreme emotional pressure. As resilient as most, they should be capable of remaining calm in a crisis. Being as secure and self-assured as most, they will not normally be unduly burdened by feelings of low self-esteem or insecurity. However, they may sometimes leave a situation feeling they could have done better. Sample's tendency to be relatively free of guilt feelings, coupled with Sample's willingness to accept some personal responsibility for failure, would suggest that they are unlikely to rush into apportioning blame onto the situation when things go wrong. As relaxed and composed as most, Sample Report is not usually troubled by feelings of irritability and tension. Like most people, however, they may become a little restless or tense when under pressure but this should not cause Sample's undue problems as they are likely to be able to relax without too much difficulty. Whilst minor irritations should not generally upset Sample's, if Sample's goals are repeatedly frustrated they may become impatient or annoyed.

### Potential Strengths

- Unusually balanced profile with no extremes. Either a genuinely moderate individual or Sample's profile contains conflicts which cancel each other out.

### Potential Development Needs

- Unusually balanced profile with no extremes. Either a genuinely moderate individual or Sample's profile contains conflicts which cancel each other out.

## Feedback Preparation

**Key Coping Style issues to explore through feedback:**





**REALITY:** this section can help the Coachee raise their own awareness of how their coping style might inform their current Reality.

#### Possible questions to help explore Reality

**What** (are there aspects of your coping style which influence these):

- is happening now (what, who, when, And how often)?
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- might be stopping you achieving your goals?
- would you say Is beneficial to your success about your coping style?
- If anything, would you change about how you relate to others?

**How** (are there aspects of your coping style which influence these):

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**How** (are there aspects of your coping style which influence these):

- are you going to use this information about your personality to support success?
- are you going to measure success?

**Make your notes below:**



## COACHING SUMMARY

### Goals Established

### Reality Issues Discussed

### Options / Obstacles Considered

### Willingness / Way Forward Agreed