

**Sam Sample**  
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**RESPONDENT**

# FEEDBACK REPORT

**PERSONALITY**





# REPORT STRUCTURE

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

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## 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. You appear as assertive and controlling as most people and will try to achieve a balance between actively expressing your own views and following the lead of others. You are likely to feel comfortable giving instructions to colleagues, but may need to work hard when faced with strong opposition. A little less socially confident than many, you may feel slightly self-conscious when meeting new people. Concerned about the image you present of yourself to others, you may be inclined to be somewhat restrained and hesitant with people you do not know.

You appear to be neither particularly suspicious, nor too trusting in your relationships with colleagues. You tend to take the middle ground between these two extremes. Initially trusting others, you tend to be questioning if they give you reason to doubt their sincerity. If your suspicion is aroused, you may at times adopt a fairly questioning stance. Rather genuine and unpretentious, you tend to be somewhat 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. Believing that protocol is rather unnecessary, you appear not to be overly concerned to conform to others' social expectations. Rather inclined, on occasion, to question authority, you will not be particularly concerned about how others see you.

### 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.



## 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 be equally happy working in a group, as you are working alone. Although you may at times prefer to make decisions on your own, you will nevertheless be happy to take part in group decision making. 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.
- 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. Fairly confident in your own abilities, you tend to put past failures behind you, looking instead towards the future. Free from self-doubt and apprehension, you appear not to worry needlessly about past and future events. 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

- There are no particular development suggestions in this domain.