

**Sam Sample**  
**14 May 2020**

**EXPERT**

# STANDARD REPORT

**FIFTEEN FACTOR QUESTIONNAIRE PLUS**



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# REPORT STRUCTURE

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### 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.



# 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 for an organisation:

### O Openness

- Imaginative
- Radical
- Tender-minded

### C Self-control

- Self-disciplined
- Restrained
- Conscientious

### E Extraversion

- Warm
- Enthusiastic
- Socially Bold
- Group Oriented

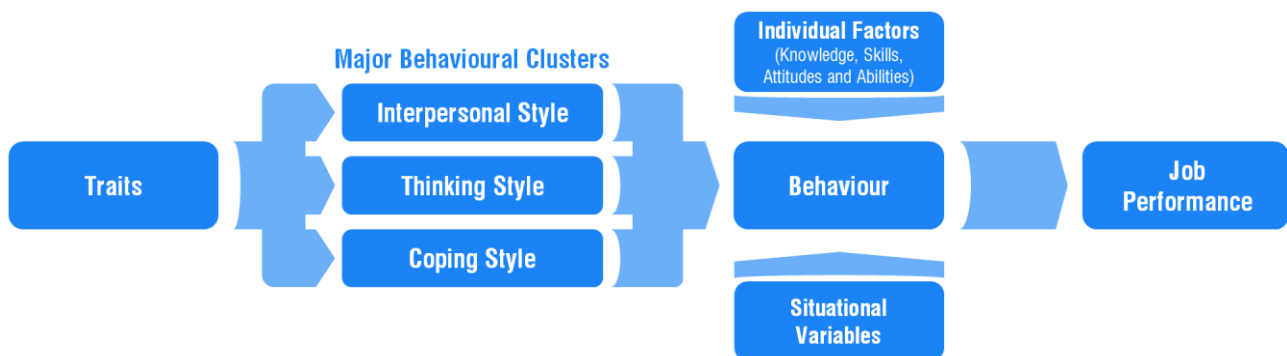
### A Agreeableness

- Intellectually Modest
- Accommodating
- Trusting
- Conforming

### N Anxiety

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

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 forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



## THE STANDARD REPORT

The Standard Report provides the main narratives of the 15FQ+ profile under 3 major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.



## SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the 15FQ+ are:

### Extended Report

The Extended Report is the most comprehensive of the 15FQ+ expert reports. The main narrative is broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Further information is provided on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Influencing Styles and Career Themes. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

### Competency Development Report

This report uses Psytech's Fine Nine competency framework to predict respondents' typical behaviour in each of the model's competency domains. The report outlines respondents' most likely personal strengths and weaknesses in each of the model's competency domains and provides development recommendations.

### Emotional Intelligence Report

This report investigates respondents' Emotional Intelligence (EI) in terms of the conceptual framework proposed by Daniel Goleman and his colleagues. This framework defines EI as a set of personal and inter-personal competencies that can be refined and developed through mentoring, coaching and training.

### Derailer Report

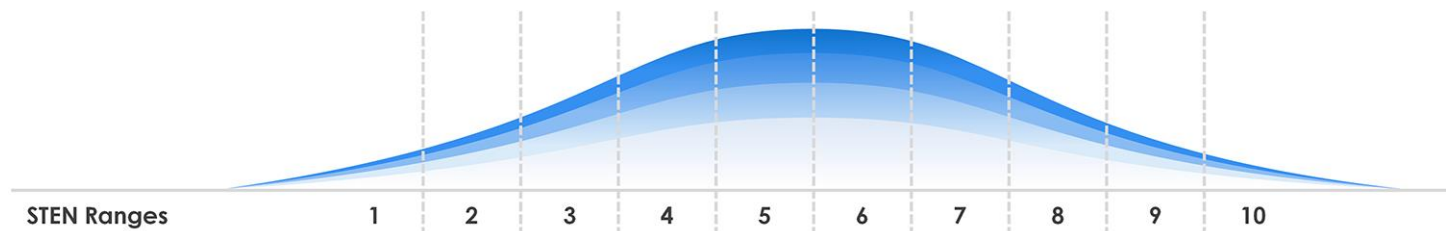
The Derailer Report describes respondents' results in terms of a series of dysfunctional behaviours that can present challenges for organisations in a variety of work settings. The report can be used to identify potential challenges which may impair an individual's performance, facilitate personal development or facilitate behavioural interviews in order to inform and support selection decisions.

### Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents for their personal insight. Similar to this report, it provides descriptions of the individual's most likely behaviours within the three major behavioural clusters. It does not, however, provide potential strengths and development areas, derived work-related behavioural styles or scale scores.

## REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. His 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
<b>Fifteen Factor Questionnaire Plus (15FQ+)</b>	Professional Managerial	1186

## UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
<b>Raw</b>	The Raw score is simply the (un-scaled) sum of item scores in the 'keyed' direction.
<b>STEN Score</b>	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
<b>Standard Error of Measurement (SEm)</b>	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
<b>Percentile Score (%ile)</b>	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



## PERSONALITY ASSESSMENT

### RESPONSE STYLE

The 15FQ+ contains a number of measures that examine the way in which the respondent has approached the questionnaire. Although the results suggest that Sam Sample may not have been particularly concerned about projecting a positive image of himself, he appears to have selected more middle or uncertain answers than is typical. This indication may be the result of his desire to reveal little of his true self, or may be a function of a genuinely moderate personality. Furthermore, Sam Sample's results 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. Whilst a risk of distortion exists due to the number of central answers and the degree of randomness, the risk of distortion remains moderate.

### INTERPERSONAL STYLE

Sam Sample's interpersonal style has a tendency towards introversion. As such, he will tend to communicate with people without having a strong requirement for excessive personal contact. He may at times be happier occupied with a task than dealing with people, but will generally come forward in social situations, particularly if this places him at the centre of attention. Expressing moderate levels of warmth and empathy, he is likely to be seen as relatively supportive of colleagues. No more or less sympathetic and understanding than most, he will be able to maintain a degree of distance from colleagues when necessary. Tending not to let go in social settings, his reaction to situations will generally be fairly sober and serious. He may possibly come across as a little stiff and perhaps slightly lacking in spontaneity. Unexpected events, or rapidly changing situations, may put him off-balance and upset him. In the right setting however, he should be capable of a fair degree of enthusiasm. Socially confident, Sam Sample is likely to be quite bold, venturesome and quite uninhibited in social interactions. He will be attracted to social settings where he will be able to relate easily and comfortably with people. He will generally have little trouble with 'stage fright'. While quite socially confident, he may not feel particularly at ease when discussing matters of a lofty, intellectual nature. He is a relatively self-reliant individual who generally prefers to work on his own. Not having a great need for group contact or support, he will avoid unnecessary group distractions. He is likely to view most group discussions and team work as a waste of time. As a result, in a team/work-related context he will prefer to get on by himself. However, in a leisure context outside of the work environment, he will positively welcome group activities.

As amenable and co-operative as most, he will generally not seek confrontation for confrontation's sake. Being moderately competitive, he should not be averse to meeting challenges. While capable of being outspoken on occasion, he should not be oblivious to others' sensibilities. Sam Sample has a relatively cynical and questioning nature, tending to often suspect the underlying motives behind the things people say or do. Overly inclined to be critical, he is however unlikely to be excessively rigid or opinionated. He may be rather obstinate from time to time. He may resent being given instructions and may often do just the opposite of what he is told. He may feel that if he drops his guard, people will take advantage of him. Consequently, he is not likely to be the most popular team member. In personal exchanges Sam Sample maintains a balance by not being overbearing nor being too easily dominated. He will assert himself or give way as the situation demands. He is no more or less assertive than most people. He appears to be as sensitive as most people to the demands of social situations. He will generally resist saying things that could cause upset or offence.



## THINKING STYLE

Sam Sample 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 his approach, he is nonetheless likely to be as receptive to experiences and emotions as most. Somewhat unconventional in his attitudes and opinions, his views may tend to be at variance with those of most people. This may lead him to question older, established points of view and be reticent about accepting the status-quo. He is 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, he strikes a balance between the rational and the emotional in decision-making. As attentive as most people to practical realities, he will not be unduly dismissive of abstract, theoretical concepts. He will tend to balance a focus on the here and now with an openness to possibilities and ideas.

Having fairly low levels of self-control, Sam Sample's behaviour and attitudes are more a function of his own personal belief system than social norms and expectations. Free-thinking and spontaneous, he may be somewhat dismissive of authority. Not having particularly high levels of self-discipline or self-control, he is not likely to be overly concerned about his social standing. He may prefer to relate casually to others rather than strictly observe formality and social etiquette. A person's status, position or authority is unlikely to carry much weight with him - he will tend to view people on their merits. However, being diplomatic and aware of the impact he may have on others, these attitudes may not always be evident. He may not relate at all well to group undertakings which discourage individualism. Manifestly rather unconstrained to some degree, he has an inclination to circumvent rules especially when it is expedient to do so. Unmindful of obligation, he might be an extremely inconsistent or poor finisher, unless pressed. This may be more apparent on work that he does not consider to be of great significance. Sam Sample may prefer to have a number of ongoing commitments, but lacking a strong sense of personal obligation, is prone to put them down when they become tedious or repetitive. He is not prone to deliberation and procrastination. Tending to view things from a global perspective, he will prefer to avoid work that demands close attention to detail.

## COPING STYLE

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



## ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Sam Sample's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

### POTENTIAL STRENGTHS

- Will prefer to avoid making hasty decisions.
- Will be inclined to question traditional beliefs and outmoded practices.
- May be self-sufficient, without the need for group support.
- Will tend to feel unrestricted by protocol and established values.
- Will have a tendency to be effective in situations where he has a number of ongoing commitments, where he can concentrate on the global requirements of a task.
- It will be difficult to pull the wool over his eyes.
- Should be able to focus his efforts on the most important and/or rewarding projects without being deflected by remote prospects.

### POTENTIAL DEVELOPMENT NEEDS

- May tend to deliberate a little too much at times, and avoid making some decisions.
- May tend to be highly critical of the status quo.
- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.
- May show insufficient concern for protocol and established values.
- May have difficulty adhering to highly structured work procedures and may overlook the detailed requirements of a task.
- Tending to be a little wary of people he does not know well, he may prefer to take his time when integrating into a new team.
- May be disinclined to persevere when confronted with tedious tasks.

NOTE: Very high number of middle responses - validity of profile questionable - check test taking attitude.

NOTE: Very high number of infrequent responses - the respondent may not have been attentive in completing the questionnaire. Check test taking attitude.





# 15FQ+ PROFILES

## CLASSIC PROFILE

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description	%ile
fA	18	<b>Distant Aloof</b> Reserved, Distant, Detached, Impersonal.	5	<b>Empathic</b> Affable, Personable, Warm-hearted.	43
β	9	<b>Low Intellectance</b> Lacking confidence in own intellectual abilities.	3	<b>High Intellectance</b> Confident of own intellectual abilities.	6
fC	14	<b>Affected by Feelings</b> Emotional, Changeable, Labile, Moody.	5	<b>Emotionally Stable</b> Mature, Calm, Phlegmatic.	43
fE	12	<b>Accommodating</b> Passive, Mild, Humble, Deferential.	5	<b>Dominant</b> Assertive, Competitive, Aggressive, Forceful.	33
fF	11	<b>Sober Serious</b> Restrained, Taciturn, Cautious.	4	<b>Enthusiastic</b> Lively, Cheerful, Happy-go-Lucky, Carefree.	22
fG	7	<b>Expedient</b> Spontaneous, Disregarding of rules & obligations.	3	<b>Conscientious</b> Persevering, Dutiful, Detail conscious.	11
fH	17	<b>Retiring</b> Timid, Self-conscious, Hesitant in social settings.	7	<b>Socially-bold</b> Venturesome, Talkative, Socially confident.	68
fI	15	<b>Hard-headed</b> Utilitarian, Unsentimental, Lacks aesthetic sensitivity.	5	<b>Tender-minded</b> Sensitive, Aesthetically aware, Sentimental.	40
fL	14	<b>Trusting</b> Accepting, Unsuspecting, Credulous, Tolerant.	8	<b>Suspicious</b> Sceptical, Cynical, Doubting, Critical.	84
fM	10	<b>Concrete</b> Solution-focused, Realistic, Practical, Down-to-earth.	5	<b>Abstract</b> Imaginative, Absent-minded, Impractical.	36
fN	17	<b>Direct</b> Genuine, Artless, Open, Forthright, Straightforward.	5	<b>Restrained</b> Diplomatic, Socially astute, Socially aware, Discreet.	44
fO	17	<b>Confident</b> Secure, Self-assured, Unworried, Guilt-free.	6	<b>Self-doubting</b> Worrying, Insecure, Apprehensive.	58
fQ <sub>1</sub>	15	<b>Conventional</b> Traditional, Conservative, Conforming.	7	<b>Radical</b> Experimenting, Open to change, Unconventional.	80
fQ <sub>2</sub>	15	<b>Group-oriented</b> Sociable, Group dependent, a "Joiner".	8	<b>Self-sufficient</b> Solitary, Self-reliant, Individualistic.	86
fQ <sub>3</sub>	9	<b>Informal</b> Undisciplined, Uncontrolled, Lax, Follows own urges.	3	<b>Self-disciplined</b> Compulsive, Fastidious, Exacting willpower.	10
fQ <sub>4</sub>	10	<b>Composed</b> Relaxed, Placid, Patient.	5	<b>Tense-driven</b> Impatient, Low frustration tolerance, Irritable.	35



**BIG FIVE PROFILE**

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	4	<b>Introversion</b> Tends to feel uncomfortable in social situations.		<b>Extraversion</b> Strong predisposition to social interaction.
N	6	<b>Low aNxiety</b> Calm, composed and satisfied with life and ability to cope.		<b>High aNxiety</b> Problems in coping with day to day situations. Concerned about the future.
O	5	<b>Pragmaticism</b> Realistic, practical and conservative in attitudes.		<b>Openness</b> Enjoy innovation, interested in artistic expression.
A	5	<b>Independence</b> Alert, quick to respond to situations, challenging, self-assured.		<b>Agreeableness</b> People orientated, empathic, accommodating.
C	3	<b>Low Self-Control</b> Free from constraints of social rules.		<b>High Self-Control</b> Conscious of group standards of behaviour.



## RESPONSE STYLE INDICATORS

### Distortion Scale Scores

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

### Risk Scale Scores

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Central Tendency	44								9		
Infrequency	8							8			

## CRITERION DERIVED SCALES

Scale	Raw	1	2	3	4	5	6	7	8	9	10
Emotional Intelligence	13			3							
Positive Work Attitude	14				4						



## INTERPERSONAL STYLES PROFILE

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
E	<b>Introversion</b> Tends to feel uncomfortable in social situations.				4							<b>Extraversion</b> Strong predisposition to social interaction.
fA	<b>Distant Aloof</b> Reserved, Distant, Detached, Impersonal.				5							<b>Empathic</b> Affable, Personable, Warm-hearted.
fF	<b>Sober Serious</b> Restrained, Taciturn, Cautious.				4							<b>Enthusiastic</b> Lively, Cheerful, Happy-go-Lucky, Carefree.
fH	<b>Retiring</b> Timid, Self-conscious, Hesitant in social settings.							7				<b>Socially-bold</b> Venturesome, Talkative, Socially confident.
-fQ <sub>2</sub>	<b>Self-sufficient</b> Solitary, Self-reliant, Individualistic.				3							<b>Group-oriented</b> Sociable, Group dependent, a "Joiner".

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
A	<b>Independence</b> Alert, Quick to respond to situations, challenging, self-assured.				5							<b>Agreeableness</b> People orientated, empathic, accommodating.
-β	<b>High Intellectance</b> Confident of own intellectual abilities.								8			<b>Low Intellectance</b> Lacking confidence in own intellectual abilities.
-fE	<b>Dominant</b> Assertive, Competitive, Aggressive, Forceful.						6					<b>Accommodating</b> Passive, Mild, Humble, Deferential.
-fL	<b>Suspicious</b> Sceptical, Cynical, Doubting, Critical.				3							<b>Trusting</b> Accepting, Unsuspecting, Credulous, Tolerant.
-fQ <sub>1</sub>	<b>Radical</b> Experimenting, Open to change, Unconventional.				4							<b>Conventional</b> Traditional, Conservative, Conforming.



## THINKING STYLES PROFILE

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
O	<b>Pragmaticism</b> Realistic, practical and conservative in attitudes.					5						<b>Openness</b> Enjoy innovation, interested in artistic expression.
fI	<b>Hard-headed</b> Utilitarian, Unsentimental, Lacks aesthetic sensitivity.					5						<b>Tender-minded</b> Sensitive, Aesthetically aware, Sentimental.
fM	<b>Concrete</b> Solution-focused, Realistic, Practical, Down-to-earth.					5						<b>Abstract</b> Imaginative, Absent-minded, Impractical.
fQ <sub>1</sub>	<b>Conventional</b> Traditional, Conservative, Conforming.							7				<b>Radical</b> Experimenting, Open to change, Unconventional.

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
C	<b>Low Self-Control</b> Free from constraints of social rules.			3								<b>High Self-Control</b> Conscious of group standards of behaviour.
fG	<b>Expedient</b> Spontaneous, Disregarding of rules & obligations.			3								<b>Conscientious</b> Persevering, Dutiful, Detail conscious.
fN	<b>Direct</b> Genuine, Artless, Open, Forthright, Straightforward.					5						<b>Restrained</b> Diplomatic, Socially astute, Socially aware, Discreet.
fQ <sub>3</sub>	<b>Informal</b> Undisciplined, Uncontrolled, Lax, Follows own urges.			3								<b>Self-disciplined</b> Compulsive, Fastidious, Exacting willpower.



## COPING STYLES PROFILE

Scale	Left Description	1	2	3	4	5	6	7	8	9	10	Right Description
N	<b>Low Anxiety</b> Calm, composed and satisfied with life and ability to cope.						6					<b>High Anxiety</b> Problems in coping with day to day situations. Concerned about the future.
-fC	<b>Emotionally Stable</b> Mature, Calm, Phlegmatic.						6					<b>Affected by Feelings</b> Emotional, Changeable, Labile, Moody.
fO	<b>Confident</b> Secure, Self-assured, Unworried, Guilt-free.						6					<b>Self-doubting</b> Worrying, Insecure, Apprehensive.
fQ <sub>4</sub>	<b>Composed</b> Relaxed, Placid, Patient.					5						<b>Tense-driven</b> Impatient, Low frustration tolerance, Irritable.
fL	<b>Trusting</b> Accepting, Unsuspecting, Credulous, Tolerant.									8		<b>Suspicious</b> Sceptical, Cynical, Doubting, Critical.