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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 the personality profile suggest that you are no more or less caring than the average person. While you should be capable of being warm and friendly to others, the situation may have an effect on when you may be observed as being personable. It is possible that your warmer side becomes more apparent as relationships become more familiar or longer term.
- Your profile suggests you are no more or less inclined than most to feel anxious in social settings. Your profile further indicates that you are likely to have sufficient social confidence to make a positive first impression without coming across as being over-the-top.
- You profile as being a very autonomous, self-sufficient person who may prefer making your own decisions. With such a strong preference for individual activity, you may not always see the need to keep others informed and go off on a tangent.
- You profile as having confidence in your intellectual ability and, as a result, should enjoy working on tasks that offer some stimulation and challenge. In line with this, you should be open to new learning and have the confidence to talk through reasonably complex ideas when required.
- Presenting yourself as a very assertive individual, you should feel at ease in a position of leadership. Likely to face conflict and adversity head on, you should be happy taking an unpopular stand if necessary. At times, you may need to consciously step back, so as to ensure that other less assertive individuals can have their say.
- You profile as being direct and to the point in your communications. While some situations may call for a more open and forthright approach, you may distance others unnecessarily by coming across as excessively blunt and off-hand. Probably tending to speak first and think later, you may be seen as lacking tact.
- Your profile suggests that you are as likely as most to enjoy convincing others of your point of view. While you should be interested in work that involves influencing others, you are likely to need to believe in the ideas, products or services you are offering in order to effectively persuade others.
- Not particularly suspicious or sceptical, you are likely to give people the benefit of the doubt. You should, however, understand that people cannot always be taken at face value and therefore exercise some caution with people who have previously let you down, or with individuals you do not know.
- Presenting yourself as a naturally sober and serious person, you are likely to have little time for light-hearted entertainment, preferring instead to engage in more serious activities. Lacking a sense of playful spontaneity, you may appear somewhat constricted or stiff in social settings. Having said this, colleagues should see you as a sensible person who is disinclined to act on impulse.

INTERPERSONAL STYLE DEVELOPMENT SUGGESTIONS

- Checking your thinking with others should improve the quality of your decisions and ensure colleagues are not left behind.
- Try to be more attentive to the needs of others in achieving your objectives.
- Try to be more conscious of the impact of your words and actions on those around you.
- Try to consider how you communicate your views and opinions to those around you.
- Try to maintain interpersonal relationships with people by trusting them.
- Try to develop methods for enthusing and motivating others.



THINKING STYLE

YOUR THINKING STYLE

- You profile as a particularly spontaneous, expedient person who may have difficulty adhering to strict procedures. Tending to solve problems as they arise rather than follow a detailed plan of action, you are likely to work the most productively with others who can 'dot the i's and cross the t's' on your behalf.
- Your profile indicates that you will be influenced by sentimentality and subjectivity rather more than logic and your objective appraisal of a situation. When dealing with other people, you will want to know how they will react to an idea or a proposed course of action. Nevertheless, you will still consider what is fair and reasonable given the requirements of a situation and will not make your decisions only on the basis of what other people feel.
- As a creative, imaginative individual, you should have a strong interest in abstract ideas and look beyond the obvious when problem solving. While effective at brainstorming, you may need the input of more practically-minded colleagues to translate your creative ideas into reality.
- Your results suggest that you have a strong dislike for what you see as bureaucratic process, and may be ideally suited to working in a role that provides the latitude to work through issues in your own way. Likely to favour new, radical approaches, you may frustrate others by being overly quick to reject existing systems and processes.
- You profile as being particularly concerned about maintaining your social standing and reputation. As such, you are likely to place considerable value on self-control and self-discipline and take care not to do or say anything that would seem inappropriate. You profile as having a well-defined set of moral values, yet may at times come across as being inflexible in your approach.
- Your profile indicates that you achieve a balance in your focus on short-term and long-term objectives.

THINKING STYLE DEVELOPMENT SUGGESTIONS

- Try to focus on the detailed requirements of a task especially when working on more routine or repetitive tasks.
- Try to develop strong time management skills.
- Try not to become distracted by other prospects when working within well defined structures and rules.
- Certain problems may require you to approach them in a task-focused manner. In such situations it may be best to rely on rational logic than on sentiment.
- While it is important to maintain a broad perspective, try to evaluate the practicality of your and others' ideas when solving problems.
- While it is good to experiment and search for new ways of doing things, try not to discount conventional methods out of hand.



COPING STYLE

YOUR COPING STYLE

- Your profile indicates that you have a relatively low level of personal drive and energy. Less passionate and enthusiastic about work than most, you may show signs of fatigue more easily than some and may not have sufficient stamina to meet demanding work schedules.
- You are no more affected by feelings than most other people. While generally capable of keeping your emotions in check, more intense situations may cause you to become a little uncomfortable or find it difficult to control your emotions.
- Reasonably secure and self-assured, you should expect the best when embarking on a project and is unlikely to worry about the risk of failure.
- Your profile suggests that you will approach problems anticipating success from the outset. You are likely to persevere when things go wrong, expecting that with sufficient effort you will be able to find a solution.
- Your profile suggests that you should achieve a balance between being patient and hard-driving. As such, you should strive for a balance between work and personal interests so that one does not dominate the other.
- You may come across as being somewhat tense and temperamental. At times, people with this profile can have a low tolerance for petty inconveniences. Scoring in this range, you may become annoyed or irritable when things go wrong.

COPING STYLE DEVELOPMENT SUGGESTIONS

- Overall levels of energy and drive can be improve through social connections, physical fitness, health and reflection.
- Try to work on your ability to manage and deal with stress.
- Try to maintain your composure when under pressure.



MOTIVATORS AND DRIVERS

YOUR INTERPERSONAL VALUES

- Rating altruism as being of fairly low importance, you may selectively help those in need and may believe that people are better served if they take responsibility for their own lives and do not rely solely on others for support.
- By placing some emphasis on close personal relationships, you express a preference for sharing feelings and emotions with sympathetic others and will be driven to seek understanding friends and colleagues who will provide some support in times of need.
- You profess to have a below average need for affiliation and are not likely to place a lot of importance on the companionship of others. Given the choice, you may place more emphasis on solitary pursuits, where you do not have to constantly interact with people.

YOUR PROFESSIONAL VALUES

- You rate achievement and recognition as highly as most people and will gain as much satisfaction from succeeding in challenging tasks as your peers. Having said this, you are unlikely to set yourself overly demanding standards simply to gain the respect of others.
- Placing some value on economic status and the associated trappings of wealth, you will regard your own financial position as a measure of success and aspire to the accumulation of wealth. You are the kind of person who will want a little more than just financial comfort.
- You place a very low emphasis on safety and security and are a risk-taker who is driven to experience life in all its variety. You express a very strong need for stimulation and excitement.
- Your profile indicates that you are fairly motivated by competition and a desire to win. As a result, you are likely to enjoy working in competitive environments.
- You express a very strong appreciation for aesthetics and cultural activities such as art, music and literature and are of the view that they are worth following for their own sake. Often people with this profile enjoy discussing issues which appear to have little bearing on everyday life.

YOUR PERSONAL VALUES

- Obtaining results that suggest you value work as much as the average person, you are likely to believe work is reasonably important and you would be expected to be as committed to work as most other people. Consequently, you are likely to fit as well as most in working environments that have a long-hours culture.
- For you, truthfulness and personal integrity are of importance in living one's life. Having a belief in the principles of right and wrong, you will tend to measure your own and others' actions in terms of these fundamental principles.
- Not in the least concerned about traditional values, you are very unlikely to consider loyalty and adherence to laws as valued qualities of an employee. Typically, people with such a profile believe that one should follow the spirit, rather than the letter, of the law and will show little hesitation breaking existing rules if they think the rules are unjust.
- Very strongly inclined to believe in standing up for your own views in spite of what others might think, you are likely to be very critical of those who attempt to impose their perspective onto others. A non-conformist, you strongly value personal freedom and are unlikely to submit to the views of others without convincing.