

**Stewart Island | People Central
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EXPERT

**COACHING REPORT
(GROW MODEL)**

FIFTEEN FACTOR QUESTIONNAIRE PLUS



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**PSYTECH
GeneSys**

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REPORT STRUCTURE

This report presents Stewart Island'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 Stewart Island 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 Stewart Island.

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.

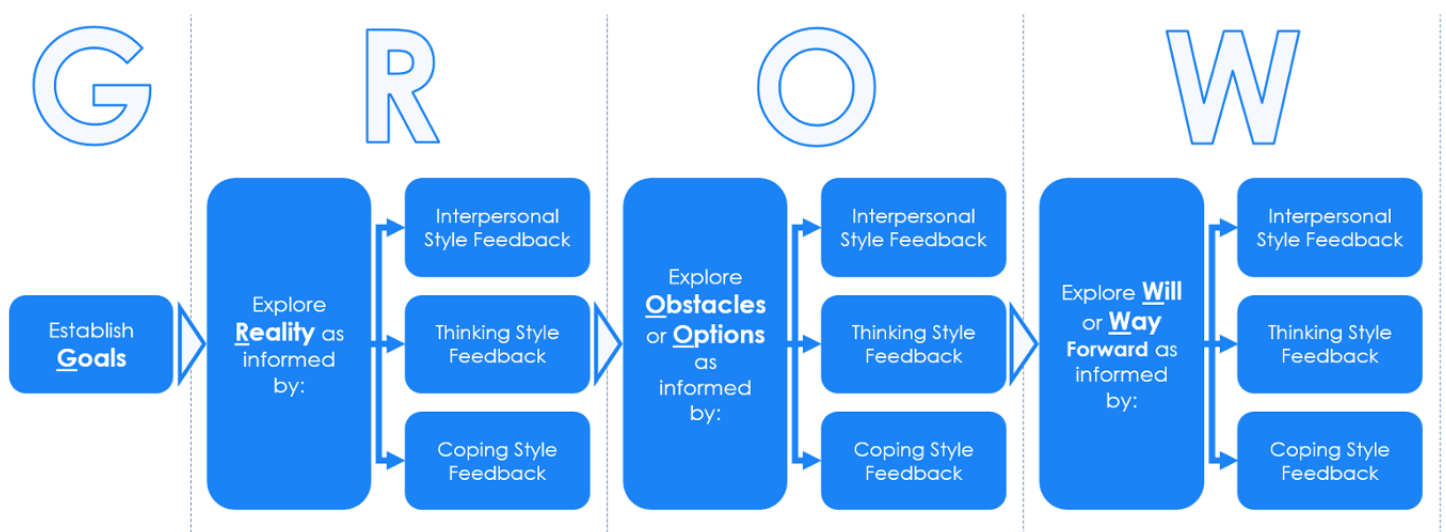
THE GROW MODEL COACHING REPORT

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.

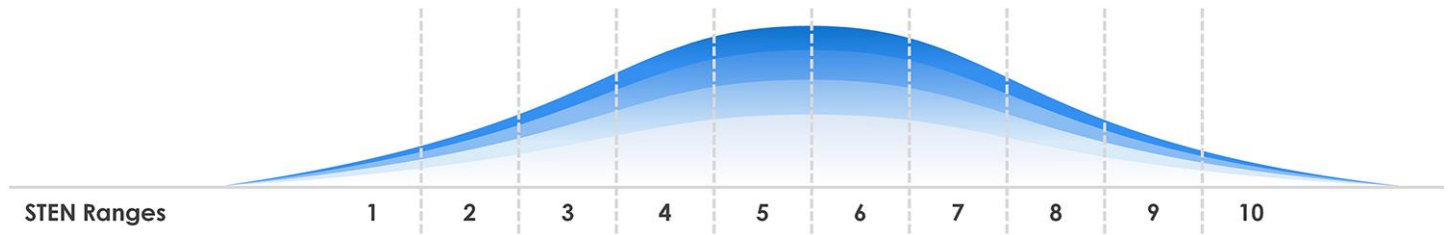
Space is provided within the report for the Coach to add notes for each behavioural cluster in discussion with the Coachee to help inform the coaching cycle. Whilst the report is set out sequentially to avoid repetition of personality information, and experienced coaches can use the report flexibly,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





REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Stewart'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
Fifteen Factor Questionnaire Plus (15FQ+)	NZ Respondents	1135



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 Stewart Island has responded to the questionnaire in an open and honest manner.

INTERPERSONAL STYLE

Stewart Island's interpersonal style is very introverted. That is, his attention and energies will be oriented towards things rather than people. His tendency towards inhibition with people will make him appear to lack self-confidence and expressiveness in social situations. He may be regarded as particularly serious and unanimated by most people. People may find it quite difficult to get close to him. His tendency to withdraw in social situations may be interpreted as disinterest and may, as a consequence, lead him to be considered relatively unsympathetic and aloof by colleagues and acquaintances. This is probably more of a reflection of him being in his element when working alone with relatively little personal contact. He simply derives his satisfaction from solitary activities rather than those activities that require a great deal of interpersonal contact. However, this is more a reflection of his social anxiety and lack of ease in social settings. On his own, engaged in solitary pastimes, he will not feel threatened. Very sober and serious in his approach to life, he may find it difficult to let go in social situations. He may come across as wooden and lacking in spontaneity. Unexpected events or rapidly changing situations may put him off-balance and upset him. Being somewhat retiring and quite self-conscious, he may wish to avoid high-profile participation in social gatherings. He may experience a degree of embarrassment if unexpectedly made the focus of group attention. He is likely to expend nervous energy performing on the social stage and in group situations and when meeting new people. Outside familiar circles, he may come across as slightly inhibited and formal, his conversation appearing somewhat hesitant at times. A possible exception to this is when discussing matters of an intellectual nature, when he is likely to feel confident. He is a very self-sufficient and self-reliant person, who does not need group contact and participation. He has a strong preference for working on his own, free from group distractions. Public opinion has little influence over him and therefore he may have the inclination to go his own way. He may be seen as reclusive and out-of-touch with public opinion.

Amenable and cooperative, he will be inclined to put the needs of others first, even if this means that at times people may try to take advantage of him. Not overbearing, he is unlikely to 'rock the boat'. Preferring to avoid unproductive confrontations, he is likely to adopt a participative, egalitarian style in social interactions. Obliging and helpful, without being overly familiar, once people get to know him, they will warm to him. As adaptable and accommodating as the norm, Stewart Island's initial approach is to give people the benefit of the doubt. If he feels that his trust is being abused, his tolerance may rapidly turn to scepticism. In personal interactions he appears somewhat passive and accommodating. Stewart Island may dislike confrontation and be inclined to avoid it or smooth it over. He is likely to be submissive and quite timid. Forthright, genuine and rather outspoken, he may be insensitive to social expectations. Although he is unassertive, the direct and uncalculating way in which he expresses himself may lack social sophistication. At times, and quite unintentionally, he may upset friends or colleagues.

Potential Strengths

- May be self-sufficient, without the need for group support.

Potential Development Needs

- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.



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

Stewart Island is a very tough-minded, no-nonsense individual, who emphasises the rational and objective in his approach to problems. Very factual and realistic in his orientation to life, he has a very strong preference for hard evidence and data, rejecting more speculative, intuitive approaches. He will not allow sentiment to submerge his intellect. Having a somewhat conventional perspective on life, he prefers established, well-proven solutions to problems. He may, as a result, be somewhat reticent about accepting new, innovative ideas, particularly if they are outside the realm of his own personal experience. Unsentimental and very hard-headed, his strong sense of pragmatism will manifest itself in a 'no nonsense' approach to things with a focus on practical issues. Having highly developed personal qualities of toughness, he is likely to be hardy and very utilitarian. Taking a functional, no-frills approach he is likely to be dismissive of artistic and cultural activities. Not appreciating aesthetic or creative endeavours, his emotions are unlikely to be readily moved. Highly academic discussions, that have little real-world significance, are unlikely to be to his taste. He will be inclined to give his attention to practical matters and will be quite alert to external realities. Quite down to earth, he will tend to focus on the here and now. Alertness, caution and practical concern should contribute to a low frequency of accidents. Inclined to reject abstract ideas that have little practical relevance, he will have little time for highly conceptual, theoretically-minded individuals.

Stewart Island's behaviour and attitudes reflect a balance between his own personal belief system, social norms and internalised societal expectations. In general, he is likely to be fairly self-disciplined and will be as respectful of authority as most. Whilst not in awe of others' social standing, he will not reject formality and protocol out of hand. Not wishing to spend excessive amounts of time on the detailed aspects of a task, he will be happy attending to detailed systems and procedures if this is a necessary part of the role. As far as rules and regulations procedures are concerned, whilst he will acknowledge their contribution, he may not wish to be tightly bound by them at all times.

Potential Strengths

- Will prefer to avoid making hasty decisions.
- Will be likely to adopt a rational and objective approach to decision-making.
- Tough-minded and pragmatic, he should not easily be taken in by abstract notions that have limited practical application.

Potential Development Needs

- May tend to deliberate a little too much at times, and avoid making some decisions.
- May focus on task issues at the expense of the human element.
- Tough-minded, he may dismiss abstract or conceptual pursuits as lacking substance.



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

- have you dealt with similar issues before and can you repeat that?
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- are you going to measure success?

Make your notes below:



COPING STYLE

Stewart Island is currently experiencing above average levels of anxiety. Lacking emotional resilience he is likely to experience mood swings. Extremely inclined to feel despondent when things go wrong, others may see him as having a gloomy perspective on life. His capacity to cope with emotionally gruelling situations is likely to be quite limited. Often swayed by strong emotions, others may view him as being quite fickle and unpredictable. Being as secure and self-assured as most, he will not generally be burdened by feelings of low self-esteem or inadequacy. 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 the situation when things go wrong. As relaxed and composed as most, Stewart Island 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.

Potential Strengths

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

Potential Development Needs

- May experience difficulty when working under conditions of continual or acute pressure.

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

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- are you going to measure success?

Make your notes below:



COACHING SUMMARY

Goals Established

Reality Issues Discussed

Options / Obstacles Considered

Willingness / Way Forward Agreed