

**Stewart Island | People Central
20 Oct 2022**

EXPERT

EXTENDED REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS



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GeneSys**

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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

REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Fifteen Factor Questionnaire Plus (15FQ+)	NZ Respondents	1135

DISCLAIMER

This is a strictly confidential assessment report on Stewart 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.

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.



REPORT OVERVIEW

The following section lists a number of points which can be inferred from Stewart's assessment report. These can be used as the basis for further probing during the interview or counselling discussions.

POTENTIAL STRENGTHS

- May be effective in smoothing over interpersonal conflicts.
- Should avoid making hasty decisions.
- Is likely to adopt a rational and non-emotional approach to decision-making.
- Should be self-assured and confident of himself.
- Is likely to use tried-and-tested solutions when problem solving.
- Should be self-sufficient, without needing to rely heavily on group support.
- Should be willing to let others take the social spotlight.
- Is likely to be practical and realistic, with his feet firmly on the ground.
- With a pragmatic outlook, and with both feet firmly on the ground, he is unlikely to get distracted by abstract ideas that have limited practical value.

POTENTIAL DEVELOPMENT NEEDS

- May give way too readily when faced with opposition.
- May deliberate a little too much at times and avoid making some decisions.
- May focus on task-related issues at the expense of the personal element.
- At times his self-confidence may be interpreted as complacency.
- Could give the impression of being uncomfortable with, or resistant to, change, possibly preferring to stick with the tried-and-true.
- May prefer individual pursuits and be selective in terms of building new relationships.
- May experience difficulty when working under conditions of continual or acute pressure.
- May feel uncomfortable in situations he has to constantly meet new people.
- May lack interest in conceptual issues and be inattentive to the bigger picture.
- With a strong focus on logic and facts, he may quickly dismiss abstract or conceptual debate as lacking substance.



Interview Questions

Interacting with Others

Higher Indifference Towards Others

Stewart reported himself to be less personable and is unlikely to be people-orientated. He is likely to be seen as analytical and objective, but less interested in social relationships at work.

Find an example of where Stewart has worked with a new team or group to achieve a goal.

How did he go about establishing relationships with new peers?

What role did he play in that team?

What did he do to maintain effective relations with team members?

Slightly Higher Retiring

Stewart reported himself to be slightly more retiring than most people, preferring predictable, non-competitive environments where he does not unexpectedly become the centre of attention. He may also prefer to take few risks, avoid attention and could become intimidated by others in challenging situations.

Find an occasion when he was asked to deputise or cover for a colleague in presenting to important clients at short notice.

How did he react to this situation?

Very High Independence

Stewart reported himself to be particularly independent when compared to most people. He is likely to be highly resourceful, self-reliant and a self-contained independent individual. He may also be seen as unwilling to accept guidance and prefer to follow his own ways.

Find an example of where Stewart has needed to rely on group support to achieve a goal.

What specific role did others in the team play that helped the team to be successful?

Slightly Higher Accommodating

Stewart sees himself as being slightly more accommodating than most people and is likely to avoid conflict most of the time. He is also likely to allow the needs of the group to take precedence over his own wishes and be cooperative. This trait is also manifested in being submissive, particularly towards dominant or demanding individuals, failing to express personal points of view and avoiding conflict situations.

Find an example of where Stewart has needed to voice his opinion in the face of strong opposition.

Why did he do so and how did he do it?

Extremely High Directness

Stewart reports an extremely clear preference for direct, open and honest communications. People are likely to 'know where they stand' through his transparent approach. He is also likely to be trustworthy and able to tolerate rudeness in others. However, Stewart may take less account than most of tact and diplomacy and be poor at reading social situations.

Find an example of where Stewart has needed to convey sensitive information to a threatened group (redundancy, dismissal, reorganisation for example).

What did he take into account and why?

Were there any 'unexpected' reactions?

What was the outcome?

Very High Sober Serious

Stewart recorded a much higher sober serious score than most people, suggesting that he is likely to exercise considerable caution, anticipate difficulties, and be responsible, prudent and dependable. This trait can also be associated with being pessimistic and not sharing the enthusiasm of others. Stewart may struggle in environments where he is asked to make quick decisions without having all the information at hand. He may be more suited to long term projects than short-term projects which typically require many operational level snap decisions.

Find an example of when Stewart has been under pressure to make a decision without having all the facts at hand

How did he respond to this request? (attempt to delay?)



Change Management

Slightly Higher Conventional Orientation

Stewart reports himself to have a slight preference for maintaining established methods. Whilst he may be able to embrace change, he is most unlikely to make change for changes sake and is likely to have the need for change made very clear to him before he considers buying into it.

Find an example of where Stewart has had change suddenly thrust upon him. How did he weigh up the pros and cons of that change?

Did he buy into it? (if so, why? / if not, why not?)

What does his manager need to demonstrate before Stewart is happy to embrace change at work?

Describe an occasion where this has happened.

Problem Solving & Decision Making

Very High Objectiveness

In making decisions and solving problems, Stewart's focus is clearly on the hard objectives and facts of the situation rather than the softer subtle implications of a course of action. He may be seen by others to be hard or insensitive.

Seek examples of where he has implemented changes that had negative impacts on people (redundancy, restructure etc). How did he account for the 'people issues' and perhaps soften the blow?

Slightly Higher Concrete Thinking

Stewart reports a slight preference for working with tangible, practical and immediate tasks. He is likely to pay attention to detail and respond well to immediate operational needs, but may pay little attention to longer term strategic issues and reject theoretical ideas as irrelevant or unrealistic.

To get a sense of his appreciation of the objectives and strategy of his current/most recent employer, check at interview where Stewart sees himself in the overall structure of the organisation. Does he concentrate on operational issues, or is there evidence of something more strategic?

How do ideas get turned into action in his current employer?

What part does he play in that process?

Stress Tolerance

Extremely High Emotional Sensitivity

Stewart reported himself to be experiencing far more emotional sensitivity at this time, which is likely to result in him struggling to meet the demands of particularly stressful situations, be seen by others as moody when under pressure and have some difficulty unwinding at the end of a demanding day.

Explore the elements of his current job that he finds the most stressful and how he deals with it. What outlets does he have in place to cope with stress?

How does he deal with unexpected demands on his time, urgent requests from demanding clients/managers and how does he unwind to relieve stress?

Slightly Higher Self-Confidence

Stewart reports himself to be slightly more self-confident, resilient and relaxed than most people. He is likely to rise to challenges and respond to pressure. He may however maintain low apprehension through complacency.

How does he weigh up his capabilities before tackling a significant challenge?

Where does he tend to need support from others (financial assessment for example)?



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

INTERPERSONAL STYLE

An analysis of Stewart's scores suggests that he is a naturally private person who may prefer to keep a clear distinction between his personal and work life. Scoring in this range, he may prefer friendships of depth and longevity, rather than accumulating a lot of superficial acquaintances.

On first time meeting, Stewart may come across as being socially more restrained and prefer taking his time when building new relationships.

Stewart profiles as being a highly autonomous, self-sufficient person who may prefer making his own decisions. With such a strong preference for individual activity, he may not always see the need to keep others informed and go off on a tangent. Encouraging Stewart to check his thinking with others should enhance the quality of his decisions and ensure colleagues are not left behind.

Stewart profiles as having confidence in his intellectual ability and, as a result, should enjoy working on tasks that offer some stimulation and challenge. In line with this, he should be open to new learning and have the confidence to talk through reasonably complex ideas when required.

Stewart profiles as being a reasonably accommodating individual and should be receptive to the opinions of others. While he does not profile as having a particularly assertive personality, he should be able to take a stand on an issue if necessary.

Stewart profiles as being direct and to the point in his communications. While some situations may call for a more open and forthright approach, he may distance others unnecessarily by coming across as excessively blunt and off-hand. Probably tending to speak first and think later, he may be seen as lacking tact.

Not particularly suspicious or sceptical, Stewart is likely to give people the benefit of the doubt. He should, however, understand that people cannot always be taken at face value and therefore exercise some caution with people who have previously let him down, or with individuals he does not know.

Presenting himself as a naturally cautious person, Stewart is likely to place value exercising restraint, planning, and careful consideration of all options before taking action. Likely to be more dependable than most, Stewart may lack the spontaneity to deal with situations as they arise.

THINKING STYLE

Stewart profiles as having the capacity to strike a balance between being expedient and conscientious. On the one hand this suggests that he has the aptitude to work at the set-up phase of a project and attend to issues that require a broader perspective. At the same time, Stewart should be able to apply himself to finishing what he has started and have some appreciation of the detail attached to his role.

Profiling as a particularly rational, objective individual, Stewart is unlikely to let emotion influence his decision making. Ideally suited to working with problems involving logic, facts, and data, Stewart should be proficient at gaining buy-in to decisions at an intellectual level. At times, he may need to balance technical information with more emotional considerations when presenting colleagues with a new idea or approach.



As a reasonably down-to-earth, practical person, Stewart is likely to concern himself with common-sense solutions, rather than be distracted by high-risk more creative options. Likely to focus on the tried-and tested, he may need to be convinced of the value of ideas that are outside his immediate experience.

Slightly more conventional than the average person, Stewart is likely to value tried and tested ways of working and may prefer the status-quo over uncertainty and change. At times, this may cause him to prematurely discount new ideas and innovation.

Stewart profiles as being reasonably concerned about his reputation and fitting in, and as such, should appreciate knowing how others view him. While unlikely to openly question authority, Stewart may still believe that respect has to be earned, rather than simply given as a consequence of one's position or rank.

COPING STYLE

Likely to have a strong emotional side to his nature, Stewart may be prone to mood swings and let his feelings get in the way of rational thought. When faced with prolonged pressure and/or setbacks, it may be difficult for Stewart to mask his feelings, and not let his upset, frustration, or anxiety show.

Results suggest that Stewart is more confident than the average person in terms of dealing with life's challenges. Secure and self-assured, he is unlikely to worry about facing potential challenges or difficulties and should be satisfied with his achievements.

Reasonably relaxed and composed, Stewart should be able to ignore petty inconveniences. While work is likely to be an important element of his life, it does not look to be the be-all-and-end-all. As such, he should strive for a balance between work and personal interests so that one does not dominate the other.



DERIVED DIMENSIONS

TEAM ROLES

The Team Roles describe how Stewart is likely to interact with his colleagues in a team situation. The specific ways in which he will express his preferred team style may, however, vary according to the situation. In addition, this behavioural style takes no account of his intellectual approach to problems and the quality of his decisions. The scores below indicate Stewart's general propensity for a particular team role orientation. It must be noted that different styles may be adopted according to the demands of the situation and consequently a description of Stewart's predominant and secondary team styles is provided.

TEAM ROLE CHART

Role	Score	1	2	3	4	5	6	7	8	9	10
Coordinator	5.1					5.1					
Shaper-Driver	5.6					5.6					
Evaluator-Critic	9.3								9.3		
Implementer	8.3							8.3			
Team Builder	5.8					5.8					
Resource-Investigator	2.4		2.4								
Inspector-Completer	6.4					6.4					
Innovator	3.9			3.9							

Team Role Combination – Implementer/Evaluator-Critic

Stewart is likely to make his best contribution to an organisation as someone who thinks through a problem thoroughly and then makes things happen. He is likely to have the ability to think shrewdly and dispassionately about alternative courses of action and make a balanced judgement about the option that is the most practical and feasible. He can then translate this direction into a practical operational procedure and set up the systems to achieve results. He thus combines a shrewd analytical mind with a flair for organisation. At times, however, he may find it difficult to inspire and motivate others, and he may be less happy in a role requiring the continual generation of new ideas. Nonetheless, he is likely to provide a sound critical evaluation of ideas and plans for change that are proposed by others. The value of innovation will have to be proved to him on the basis of facts and supporting evidence. Given the right circumstances, he is likely to be particularly effective as a strategic thinker and systems designer.



LEADERSHIP STYLES

Based on the work of the American Organisational Psychologist Bass, the Leadership Styles describe which of a range of styles Stewart is most likely to adopt. This may be of relevance to a variety of situations where there is a requirement to manage others. As with most personality characteristics, the profile only describes Stewart's most likely styles and not performance. Effective performance will depend on many factors including the organisational culture in which the individual is operating.

LEADERSHIP STYLES CHART



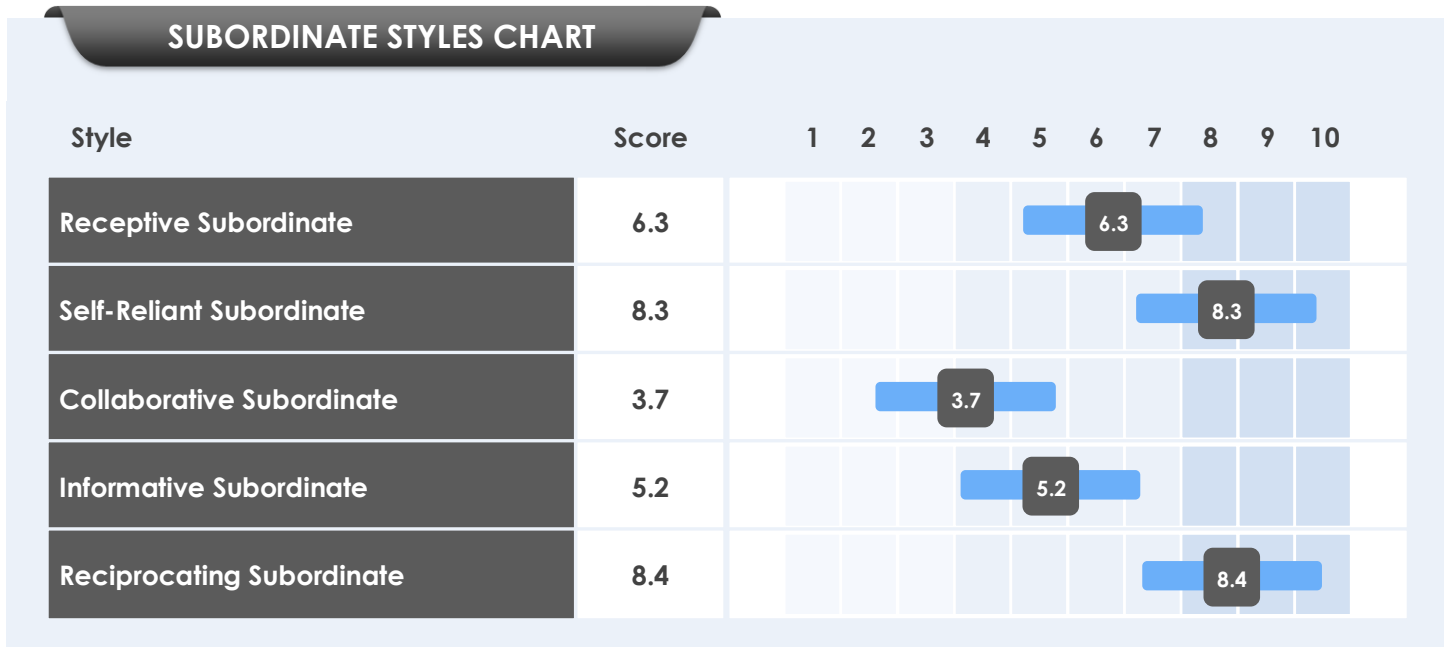
Primary Leadership Style: Directive Leader

Directive leaders are characterised by having firm views about how and when things should be done. As such they leave little leeway for subordinates to display independence, believing that they should adhere to the methods and schedules as originally laid down. Having a high goal-orientation and being particularly concerned with results the Directive leader will tend to closely monitor the behaviour and performance of others. This may lead them to be perceived as a little cool and detached. This impression may be reinforced by the fact that they will be led by their own opinions rather than inviting others to contribute their ideas. Being a particularly self-directed leader may lead to the ideas of others to be excluded from consideration at the expense of their own. However, this will only prove to be problematic should their own judgement and abilities be called into question.



SUBORDINATE STYLES

Based on the work of the American Organisational Psychologist Bass, the Subordinate Styles describe which of a range of styles Stewart is most likely to adopt. This may be of relevance to a variety of situations where a particular management style is in place. As with most personality characteristics, the profile only describes the style of management to which Stewart is most likely to respond and not effectiveness. Effective performance will depend on many factors including the organisational culture in which the individual is operating.



Primary Subordinate Style: Reciprocating Subordinate

Reciprocating Subordinates tend to be individuals with an emotionally mature outlook, who rarely become upset by criticism or setbacks. As such they generally feel comfortable about promoting their own ideas or engaging in negotiations with managers concerning the best approach to projects. Hence, they are likely to be most complementary to the Negotiative leader and, given that the Reciprocative Subordinates usually have strong views of their own, any exchanges between subordinate and manager will typically be productive.

Secondary Subordinate Style: Self-Reliant Subordinate

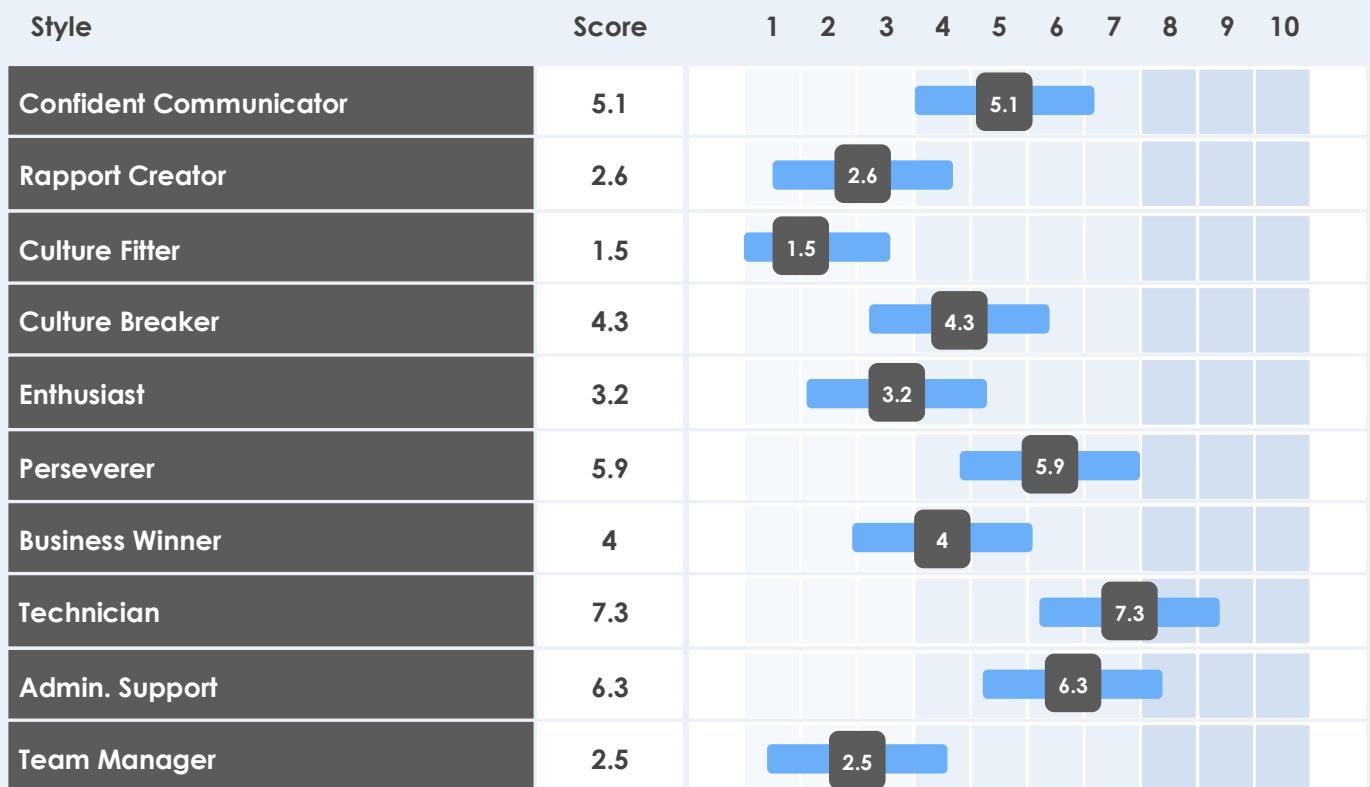
Self-Reliant Subordinates tend to be most effective when working in an environment that allows them freedom to express their own ideas. They are generally innovative individuals who are also concerned with achieving results; thus, their ideas will typically be imaginative but tailored to solving the particular problem in question. However, problems may occur if such individuals are required to work in environments that require strict adherence to existing procedures and methods. In such situations Self-Reliant Subordinates tend to feel that their individuality is being stifled thus causing them to become discontented and irritable. It would therefore be inappropriate to pair them with a manager with a directive style as this will invariably result in a mismatch of approaches.



INFLUENCING STYLES

The Influencing Styles describe which of a range of styles Stewart is most likely to adopt. This may be of interest in reStewartce to a variety of situations where there is a requirement to influence others or sell a product, service or idea. As with most personality characteristics, the profile only describes Stewart's most likely styles and not performance. Effective performance will depend on many factors including the type of product, the customer, the specific situation and the organisational culture in which the individual is operating. Equally, different styles may be adopted according to the demands of the situation and consequently a description of Stewart's predominant and Secondary Influencing Style is provided.

INFLUENCING STYLES CHART



Primary Influencing Style: Technical Advisor

The Technical Advisor usually has talents or expertise in one or more specific area. As such, they can often be found working with ideas, goods and services that are 'hi-tech' in nature. The Technical Advisor derives significant satisfaction by using their knowledge of their area to help clients define their needs. More often than not, this enables the Technical Advisor to identify a sound solution that is appropriate for the needs of their client. Temperamentally, Technical Advisors have the ability to gain the trust of their audience who will tend to feel assured that they on the receiving end of solid and impartial advice.

Secondary Influencing Style: Admin Supporter

Preferring to work behind the scenes, the Admin Supporter provides valuable support to the rest of the team through their co-ordination, organisational and administrative skills. Consequently the Admin Supporter will not mind working behind the scenes without looking for praise. On occasion, the Admin Supporter may assume a more direct influencing role, especially in instances where detail and precision is important.



15FQ+ PROFILES

INTERPERSONAL STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Distant Aloof</p> <p>Low need for affiliation; Disinclined to talk about personal matters or express feelings; May feel uncomfortable with overly friendly people; Prefer relationships of longevity and depth.</p>		<p>Empathic</p> <p>Friendly, warm, and supportive; Natural interest in other people; Personable and affable; Likely to be valued team members; May blur boundaries between work and socialising.</p>
<p>Retiring</p> <p>May take some time to build rapport with people; Likely to slip into the background at social events; May feel uncomfortable around strangers; Have aversion to being the focus of attention.</p>		<p>Socially-bold</p> <p>Feel confident when meeting new people; May be quick to initiate social contact; Confident communicators who may appear 'over-the-top' to more retiring individuals.</p>
<p>Group-oriented</p> <p>Have a preference for team and group activities; Enjoy collective decision making; May find it difficult if they have to work independently and use initiative.</p>		<p>Self-sufficient</p> <p>Self-reliant individuals who are happy working autonomously; May see group decision making as inefficient; Tend to be selective about consulting others.</p>
<p>Low Intellectance</p> <p>May lack confidence in own intellectual abilities; Prefer to work on uncomplicated tasks; May feel uncomfortable when explaining complex ideas; Believe they lack general knowledge.</p>		<p>High Intellectance</p> <p>Confident of own intellectual ability; Enjoy working on tasks that are intellectually demanding; Keen to learn new information; Preference for complex arguments and ideas.</p>
<p>Accommodating</p> <p>Co-operative and obliging; Will not force their opinions onto others; Try to avoid disagreeing with people; Content letting others take a more visible lead; May have difficulty asserting their own opinions and views.</p>		<p>Dominant</p> <p>Assertive and forceful; Prefer to take charge of a situation; Effective in getting things done, but may not always consider others' views; May push to get their own way.</p>
<p>Direct</p> <p>Forthright and direct in their dealings with others; May be perceived as blunt or tactless on occasion; Has potential to get off-side with others.</p>		<p>Restrained</p> <p>Tend to tailor their approach to the situation; Careful about the impression they create; Will tend to think before acting or speaking; Can be skilled at influencing other people.</p>
<p>Trusting</p> <p>Quick to place their faith in others; Believe that most people are honest and reliable; Tolerant of others' shortcomings/mistakes; Likely to feel let down if others take advantage of their goodwill.</p>		<p>Suspicious</p> <p>Doubtful and questioning of others' motives; Not inclined to take anything at face value; Guarded in their dealings with people; May take time to form close, personal friendships.</p>
<p>Sober Serious</p> <p>Deliberate and cautious; Likely to consider all options before acting; May come across as being too serious and take some time to build rapport with strangers.</p>		<p>Enthusiastic</p> <p>Energetic and carefree; Should be drawn to stimulating social situations; May take action without fully considering the consequences.</p>



THINKING STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Expedient</p> <p>Flexible and not always concerned about established rules; Inclined to view things from a broader perspective; Should enjoy working at the front end of projects; May be inattentive to detail.</p>		<p>Conscientious</p> <p>Systematic and orderly in their work; Tend to have a strong sense of duty; Have high personal standards and expectations of others; Generally a good finisher; May be a perfectionist.</p>
<p>Hard-headed</p> <p>Decisions based on logic, facts and data; Won't allow sentiment to affect their decisions; Concerned with whether things work well rather than their aesthetic qualities; May discount the human implications of a decision.</p>		<p>Tender-minded</p> <p>Have a subjective outlook; Will respond to situations at an intuitive level; May enjoy creative pursuits; May struggle to make difficult decisions that negatively impact on people.</p>
<p>Concrete</p> <p>Pragmatic and down to earth; Concerned with realism and the practical utility of ideas; Interested in how to get things done; Tend to have an operational focus.</p>		<p>Abstract</p> <p>Imaginative and innovative; Strong interest in theoretical ideas; Naturally inclined to look beyond the obvious facts; Ideas may not always have a practical application.</p>
<p>Conventional</p> <p>Value traditional, tried-and-tested methods; Accepting of the status quo; May feel uncomfortable in rapidly changing environments and may dislike ambiguity.</p>		<p>Radical</p> <p>Inclined to reject tried and tested methods in favour of new, radical approaches; Questions the status quo; Comfortable working with change; May be quick to reject acquired wisdom and knowledge.</p>
<p>Informal</p> <p>Believe that respect has to be earned rather than given on the basis of one's position; Free-thinking and open minded; Questions accepted moral values and social convention.</p>		<p>Self-disciplined</p> <p>Respectful of authority, status and social position; Value is placed on self-control and self-discipline; May come across as excessively moralistic and rigid.</p>

COPING STYLES PROFILE

Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
<p>Affected by Feelings</p> <p>Emotionally sensitive; May have difficulty summoning sufficient energy to face demanding situations; Feelings easily hurt and may react strongly in some situations.</p>		<p>Emotionally Stable</p> <p>Emotionally mature and secure; Resilient under pressure and rarely flustered by pressure situations; Likely to have sufficient energy to meet life's challenges.</p>
<p>Confident</p> <p>Rarely troubled by feelings of self-doubt; Expect success more than failure; Rarely dwell on past mistakes/difficulties; Blame failure on the situation; May appear overly confident.</p>		<p>Self-doubting</p> <p>Apprehensive about the future and before important events; Tend to be self-critical; Dwell on past mistakes; Sensitive to others' views and unfair criticism.</p>
<p>Composed</p> <p>Patient and composed; Can deal with inconveniences in a calm and steady manner; Not easily frustrated by setbacks or failures; Should find it easy to relax at the end of a demanding day.</p>		<p>Tense-driven</p> <p>Ambitious and hard-driving; Easily frustrated by interruptions; May feel that the only way to ensure something is done properly is to do it themselves; May work long hours and struggle to switch off from work.</p>



BIG FIVE PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	Introversion Orientated towards their own inner world of thoughts, perceptions and experiences; Self-contained; Less socially active; Prefer solitary activities; Reserved and socially inhibited.	2	Extraversion Strong people orientation; Seek out situations to be with or engage others; Socially confident and uninhibited; Good at initiating and maintaining personal relationships/networks.
N	Low Anxiety Emotionally mature and resilient; Satisfied with life; Self-assured; Tend to cope well with pressure and emotionally demanding situations.	7	High Anxiety Anxious about the future; Distrusting of others; Dissatisfied with self and past achievements; Tend to have difficulty coping with demanding situations.
O	Pragmaticism Realistic with a preference for concrete and tangible solutions; Factually-based actions and decisions; Conventional and unsentimental; Focussed on the utility of ideas.	2	Openness Intellectually orientated; Preference for creative and innovative approaches to problems; Open to possibilities; Enjoy broad concepts and theories; Appreciate artistic pursuits.
A	Independence Actively self-determined in own thoughts and actions; Tend to have a strong need to get things done or make things happen; Willing to criticise others; Can be confrontational.	7	Agreeableness Empathic and sensitive; Strong concern for others' needs; Averse to criticising or disciplining others; Happy to come to a compromise.
C	Low Self-Control Free from the constraints of social rules; Prepared to express views that differ; Less interested in repetitive tasks; Have a tolerant, open attitude to life.	5	High Self-Control Conform to social norms and expectations; Dutiful and dependable; Highly conscientious.

RESPONSE STYLE INDICATORS

	Low	Medium	High
	1 2 3	4 5 6 7	8 9 10
Central Tendency A high score suggests that the respondent has been indecisive and/or non-committal in their answers.	1		
Infrequency A high score indicates that the respondent has provided unusual responses and may not have attended diligently to the questionnaire.		4	

Distortion Scales	Low	Medium	High
	1 2 3	4 5 6 7	8 9 10
Social Desirability A high score indicates that the respondent answered in a way which may present an unrealistically positive image of themselves.	3		
Faking Good A high score suggests that the respondent disagreed with a number of unfavourable items that routinely apply to most people.		7	
Faking Bad A high score suggests that the respondent agreed with a number of unfavourable items that are unlikely to apply to him/her.			8