

Sam Sample
29 Jul 2025

EXPERT

STANDARD REPORT

FIFTEEN FACTOR QUESTIONNAIRE PLUS





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:



Openness

- Imaginative
- Radical
- Tender-minded



Self-control

- Self-disciplined
- Restrained
- Conscientious



Extraversion

- Warm
- Enthusiastic
- Socially Bold
- Group Oriented



Agreeableness

- Intellectually Modest
- Accommodating
- Trusting
- Conforming



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 Professionals	837

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.



REPORT OVERVIEW

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

POTENTIAL STRENGTHS

- Should avoid excessive deliberation when making decisions.
- Should take the views of others into account, and value the chance to work with colleagues.
- Should trust others and give colleagues the benefit of the doubt.
- Is likely to express his personal views and be trusted for his direct and open manner.
- Should have the ability and inclination to look beyond the obvious.
- He may be effective in generating original and more non-conventional solutions to problems.
- Should perform confidently and effectively in the social spotlight.

POTENTIAL DEVELOPMENT NEEDS

- May be overly impulsive, possibly not considering all options before making a decision.
- May seem rather too reliant on group acceptance, input, and support.
- May be too trusting and take others at face value.
- May not be sufficiently pragmatic and overlook the practical aspects of a task.
- May be unconventional in his views and be quick to reject standard ways of working.
- May be too inclined to take 'centre stage'.



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

INTERPERSONAL STYLE

Sam Sample looks to have a genuine interest in the people around him and should be a warm and friendly person by nature. In line with this, he may prefer a role that offers scope for social engagement.

With a high level of social confidence, Sam Sample should enjoy meeting new people. A confident communicator, he should feel at ease in social situations yet may run the risk of coming across as too over-the-top, particularly in the company of more low-key individuals.

Sam Sample should appreciate making decisions in consultation with others and is likely to seek the input of colleagues before committing himself to a course of action. More team orientated than the average person, Sam Sample is likely to thrive on group recognition and want to feel a sense of belonging. On the downside, Sam Sample may dislike working on his own.

Sam Sample profiles as being no more or less confident than the average person in his intellectual ability and, as a result, should deal with concepts and complexity with reasonable ease. While he should enjoy tasks that offer some mental stimulation and challenge, he should still appreciate the chance for some reflective thought when working with new, or challenging material.

Presenting himself as a reasonably assertive person by nature, Sam Sample should be as willing as most people to take charge of a situation. While comfortable expressing his views directly, he should still remain open to the contribution of others.

Sam Sample 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.

Results suggest that Sam Sample is more trusting than the average person and should be prepared to give others the benefit of the doubt. While he is likely to delegate tasks and empower colleagues with responsibility, he may sometimes over-estimate someone's capability and end up feeling let down if they don't deliver.

A particularly enthusiastic and spontaneous individual, Sam Sample should be willing to take quick action and make the most of new opportunities that come his way. People with this profile tend not to over-analyse a situation, but instead are prepared to take a risk on limited information. There may be times, however, when Sam Sample is too impulsive or spontaneous and launches into a project without fully considering all options or consequences.

THINKING STYLE

Sam Sample 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, Sam Sample should be able to apply himself to finishing what he has started and have some appreciation of the detail attached to his role.

Likely to strike a balance between being tough-minded and soft-hearted, Sam Sample should consider other people's feelings when decision making. In line with this, he should make an effort to convey both the technical benefits of a new approach, as well as appeal to the more emotional considerations.



As a creative, imaginative individual, Sam Sample should have a strong interest in abstract ideas and look beyond the obvious when problem solving. While effective at brainstorming, he may need the input of more practically minded colleagues to translate his creative ideas into reality.

Reasonably unconventional by nature, Sam Sample is likely to favour new, innovative solutions to problems, and should comfortably handle risk and uncertainty. In line with this, he should appreciate the latitude to work through issues in his own way.

Sam Sample profiles as having a very 'take me as I am' approach to life and is likely to be more open-minded and free-thinking than most. Likely to question social norms and process, Sam Sample may be less concerned about fitting in and conforming than he is with standing up for his views.

COPING STYLE

An analysis of Sam Sample scores suggest that he should be a stable, emotionally strong individual. With sufficient energy to cope with life's challenges, he should take most things in his stride and cope well in a crisis situation. Typically, people with this profile will be a calming influence on others.

His results suggest that Sam Sample is unlikely to be troubled by feelings of self-doubt when working on a task in which he has past experience yet may doubt his ability when stepping outside his comfort zone. In line with this, Sam Sample may not always give himself credit for his achievements and talk down his successes.

Reasonably relaxed and composed, Sam Sample 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.



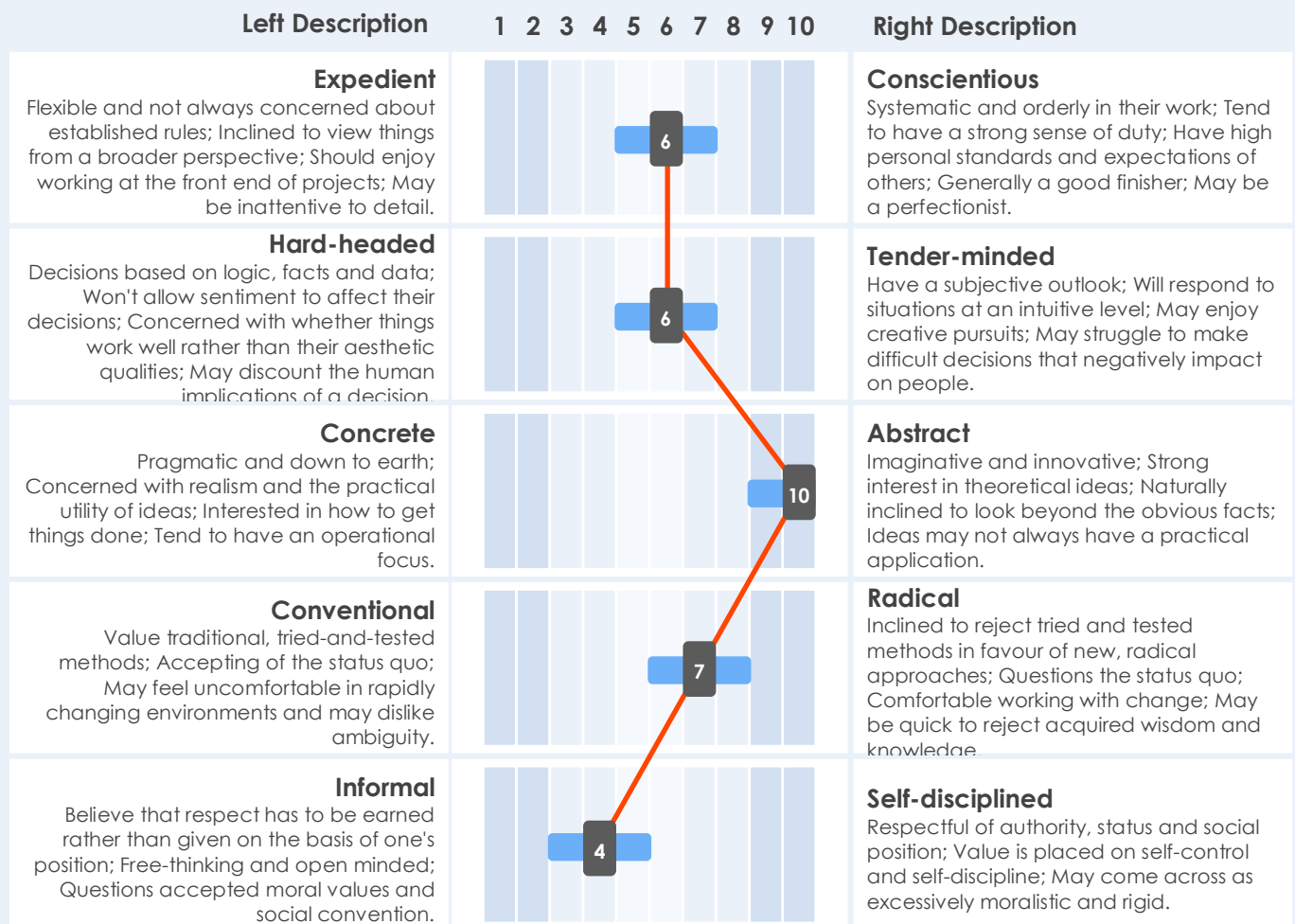
15FQ+ PROFILES

INTERPERSONAL STYLES PROFILE

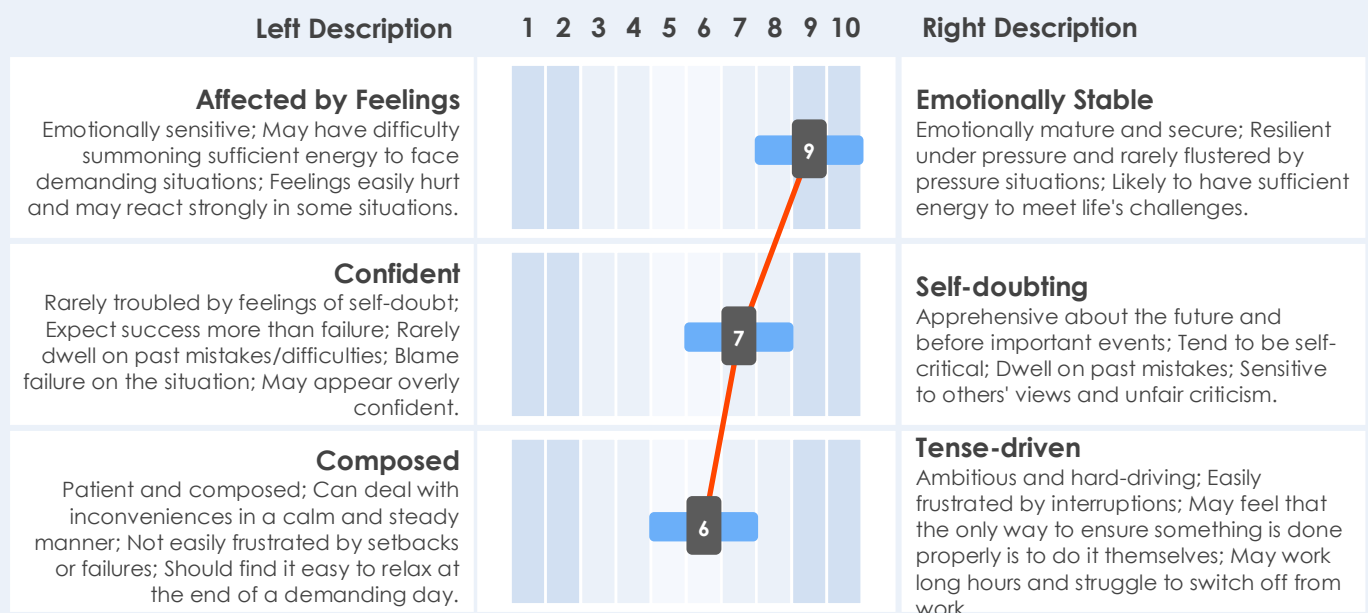
Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
Distant Aloof Low need for affiliation; Disinclined to talk about personal matters or express feelings; May feel uncomfortable with overly friendly people; Prefer relationships of longevity and depth.		Empathic Friendly, warm, and supportive; Natural interest in other people; Personable and affable; Likely to be valued team members; May blur boundaries between work and socialising.
Retiring 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.		Socially-bold 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.
Group-oriented 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.		Self-sufficient Self-reliant individuals who are happy working autonomously; May see group decision making as inefficient; Tend to be selective about consulting others.
Low Intellectance 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.		High Intellectance Confident of own intellectual ability; Enjoy working on tasks that are intellectually demanding; Keen to learn new information; Preference for complex arguments and ideas.
Accommodating 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.		Dominant 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.
Direct Fortright and direct in their dealings with others; May be perceived as blunt or tactless on occasion; Has potential to get off-side with others.		Restrained 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.
Trusting 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.		Suspicious 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.
Sober Serious 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.		Enthusiastic Energetic and carefree; Should be drawn to stimulating social situations; May take action without fully considering the consequences.



THINKING STYLES PROFILE

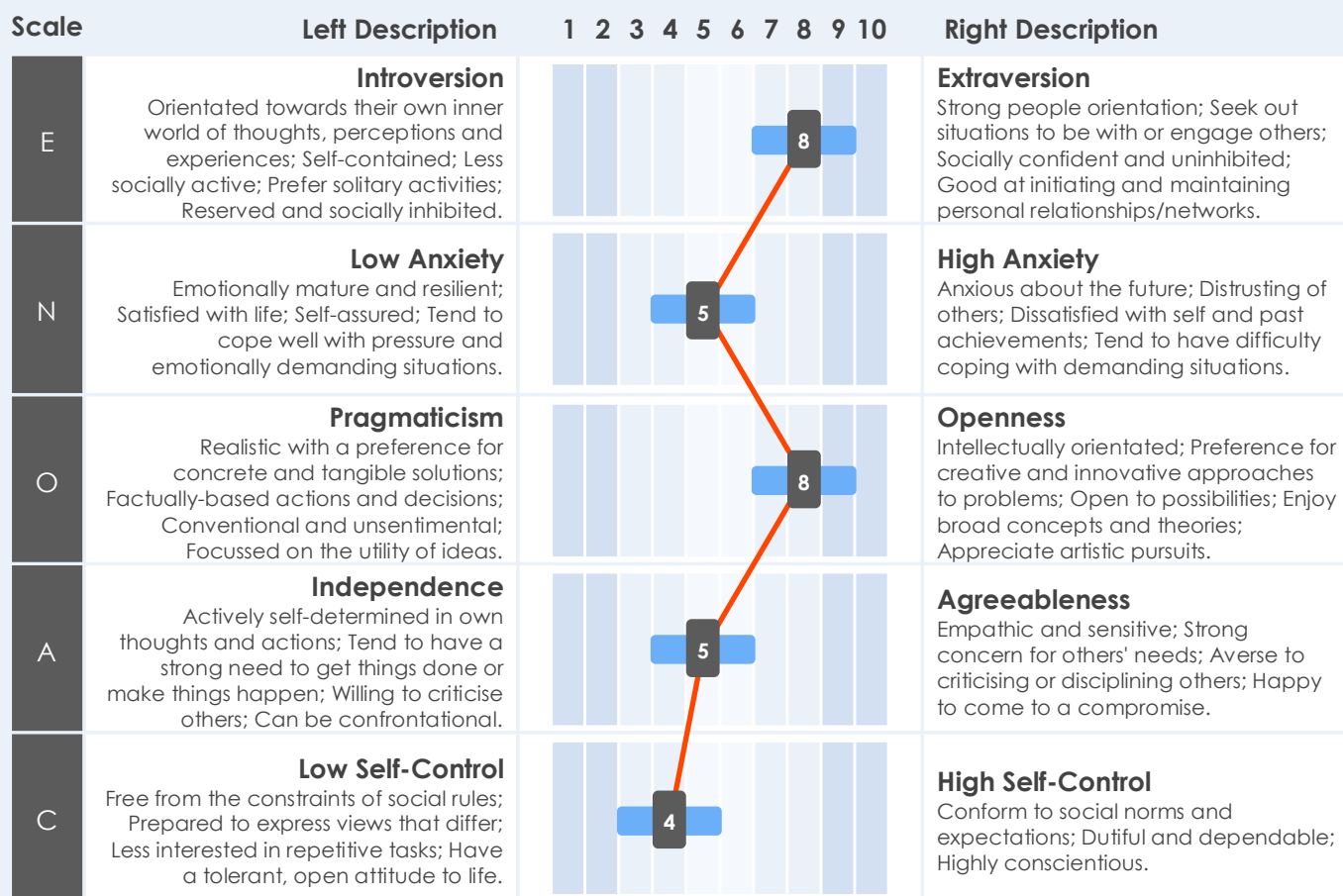


COPING STYLES PROFILE





BIG FIVE PROFILE



RESPONSE STYLE INDICATORS

