

Sam Sample 29 Jul 2025



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:



<u>O</u>penness

- Imaginative
- Radical
- Tender-minded



Self-<u>c</u>ontrol

- Self-disciplined
- Restrained
- Conscientious



Extraversion

- Warm
- Enthusiastic
- Socially Bold
- Group Oriented



<u>Agreeableness</u>

- 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

Distant Aloof

Left Description

scription 1 2 3 4 5 6 7 8 9 10

Empathic

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. 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.

Right Description

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

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

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.

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.

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Enthusiastic

Energetic and carefree; Should be drawn to stimulating social situations; May take action without fully considering the consequences.



THINKING STYLES PROFILE

Left Description

Expedient

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.

Hard-headed

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.

Concrete

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.

Conventional

Value traditional, tried-and-tested methods; Accepting of the status quo; May feel uncomfortable in rapidly changing environments and may dislike ambiguity.

Informal

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.

1 2 3 4 5 6 7 8 9 10

Right Description

Conscientious

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.

Tender-minded

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.

Abstract

Imaginative and innovative; Strong interest in theoretical ideas; Naturally inclined to look beyond the obvious facts; Ideas may not always have a practical application.

Radical

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.

Self-disciplined

Respectful of authority, status and social position; Value is placed on self-control and self-discipline; May come across as excessively moralistic and rigid.

COPING STYLES PROFILE

Left Description

Affected by Feelings

Emotionally sensitive; May have difficulty summoning sufficient energy to face demanding situations; Feelings easily hurt and may react strongly in some situations.

Confident

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.

Composed

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.

1 2 3 4 5 6 7 8 9 10



Right Description

Emotionally Stable

Emotionally mature and secure; Resilient under pressure and rarely flustered by pressure situations; Likely to have sufficient energy to meet life's challenges.

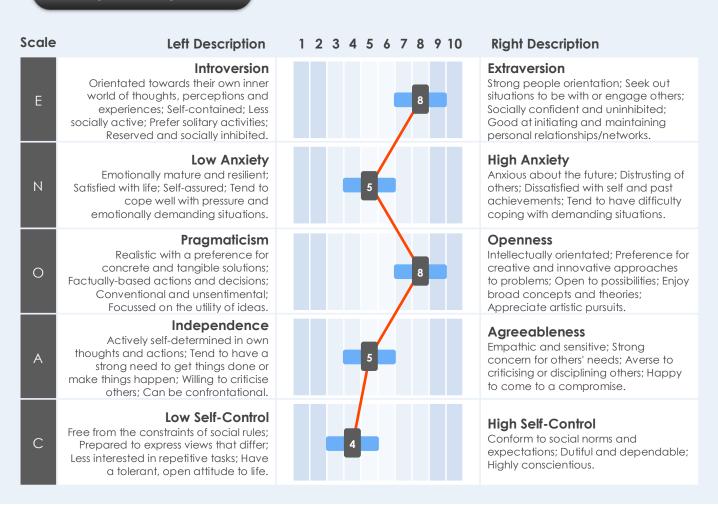
Self-doubting

Apprehensive about the future and before important events; Tend to be selfcritical; Dwell on past mistakes; Sensitive to others' views and unfair criticism.

Tense-driven

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

BIG FIVE PROFILE



RESPONSE STYLE INDICATORS

