



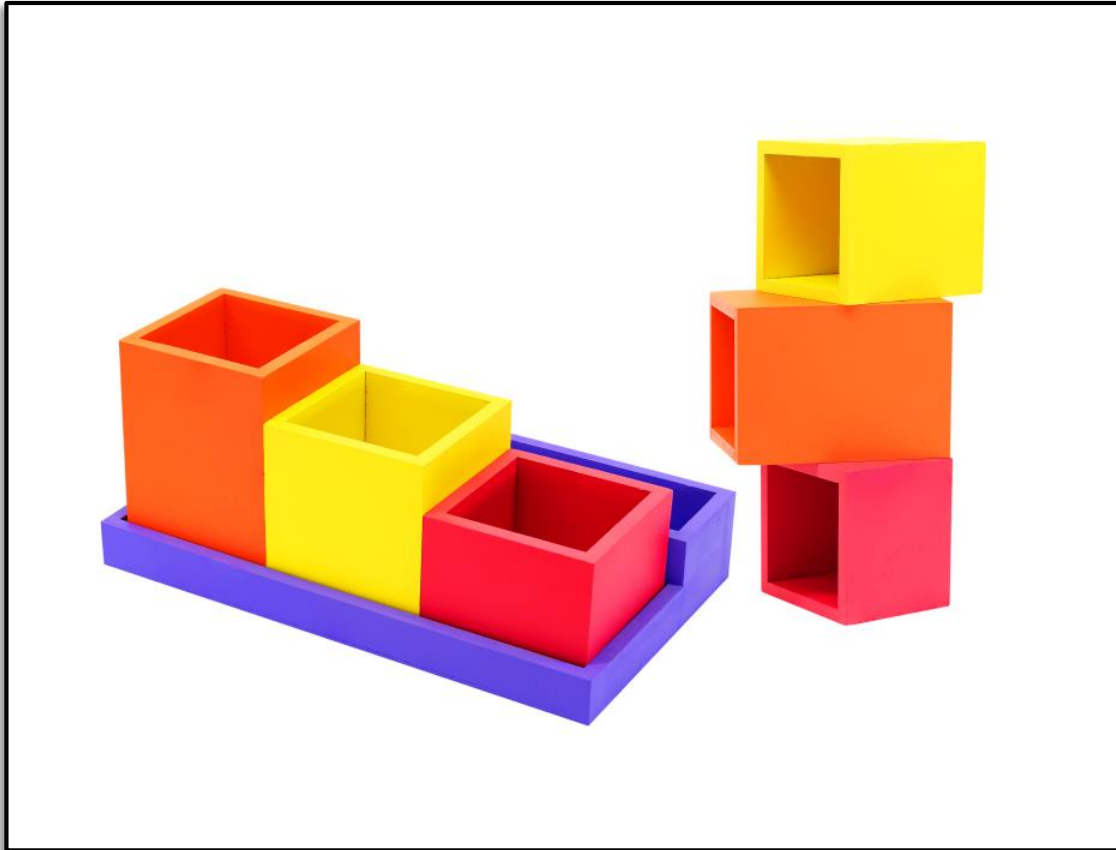
15 Factors Questionnaire +

15FQ+

15 Factors Questionnaire Plus (15FQ+)

“Do they have the right behavioural fit to their roles?”

15 Factors Questionnaire Plus (15FQ+) provides an in-depth normative assessment to identify the behaviour preferences across Cattell's 16 personality constructs and the Big 5 personality traits. It gives valuable insight into how a person typically thinks, feels and interacts in ways that may be productive or counter-productive to a specific job position.



15FQ+ measures the behavioural compatibility of an individual to a given job role using the Big 5 Personality Traits. It provides strategic information of an individual for management to make informed hiring/development decisions based on the following 3 broad areas:

1. Interpersonal Style

- Introversion vs Extraversion
- Independence vs Agreeableness

2. Thinking Style

- Pragmatism vs Openness
- Low Self Control vs High Self Control

3. Coping Style

- Low Anxiety vs High Anxiety

15FQ+ Sample Report

CLASSIC PROFILE

| Scale | Raw | Left Description | 1 2 3 4 5 6 7 8 9 10 | Right Description | %ile |
|-----------------|-----|---|----------------------|--|------|
| fA | 19 | Distant Aloof Reserved, Distant, Detached, Impersonal. | | Empathic Affable, Personable, Warm- hearted. | 56 |
| β | 22 | Low Intellectance Lacking confidence in own intellectual abilities. | | High Intellectance Confident of own intellectual abilities. | 76 |
| fC | 23 | Affected by Feelings Emotional, Changeable, Labile, Moody. | | Emotionally Stable Mature, Calm, Phlegmatic. | 97 |
| fE | 16 | Accommodating Passive, Mild, Humble, Deferential. | | Dominant Assertive, Competitive, Aggressive, Forceful. | 59 |
| fF | 8 | Sober Serious Restrained, Taciturn, Cautious. | | Enthusiastic Lively, Cheerful, Happy-go- Lucky, Carefree. | 11 |
| fG | 22 | Expedient Spontaneous, Disregarding of rules & obligations. | | Conscientious Perservering, Dutiful, Detail conscious. | 80 |
| fH | 22 | Retiring Timid, Self-conscious, hesitant in social settings. | | Socially-bold Venturesome, Talkative, Socially confident. | 90 |
| fI | 9 | Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity. | | Tender-minded Sensitive, Aesthetically aware, Sentimental. | 11 |
| fL | 6 | Trusting Accepting, Unsuspecting, Credulous, Tolerant. | | Suspicious Sceptical, Cynical, Doubting, Critical. | 37 |
| fM | 5 | Concrete Solution-focused, Realistic, Practical, Down-to-earth. | | Abstract Imaginative, Absent- minded, Impractical. | 10 |
| fN | 24 | Direct Genuine, Artless, Open, Forthright, Straightforward. | | Restrained Diplomatic, Socially astute, Socially aware, Discreet. | 93 |
| fO | 14 | Confident Secure, Self-assured, Unworried, Guilt-free. | | Self-doubting Worrying, Insecure, Apprehensive. | 40 |
| fQ ₁ | 4 | Conventional Traditional, Conservative, Conforming. | | Radical Experimenting, Open to change, Unconventional. | 13 |
| fQ ₂ | 2 | Group-oriented Sociable, Group dependent, a "Joiner". | | Self-sufficient Solitary, Self-reliant, Individualistic. | 6 |
| fQ ₃ | 22 | Informal Undisciplined, Uncontrolled, Lax, Follows own urges. | | Self-disciplined Compulsive, Fastidious, Exacting willpower. | 83 |
| fQ ₄ | 6 | Composed Relaxed, Placid, Patient. | | Tense-driven Impatient, Low frustration tolerance, Irritable. | 15 |

BIG FIVE PROFILE

| Scale | Score | Left Description | 1 2 3 4 5 6 7 8 9 10 | Right Description |
|-------|-------|---|----------------------|---|
| E | 6 | Introversion Tends to feel uncomfortable in social situations. | | Extraversion Strong predisposition to social interaction. |
| N | 3 | Low aNxiety Calm, Composed and satisfied with life and ability to cope. | | High aNxiety Problems in coping with day to day situations. Concerned about the future. |
| O | 3 | Pragmaticism Realistic, practical and conservative in attitudes. | | Openness Enjoy innovation, interested in artistic expression. |
| A | 5 | Independence Alert, Quick to respond to situations, challenging, self- assured. | | Agreeableness People orientated, empathic, accommodating. |
| C | 9 | Low Self-Control Free from constraints of social rules. | | High Self-Control Conscious of group standards of behaviour. |

15FQ+ Sample Questions

I don't take no for an answer

True

?

False

I generally remain calm about things

True

?

False

I prefer my own company to that of other people

True

?

False

Total Questions: 200

Test Duration: 30 minutes

bringing life to business

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