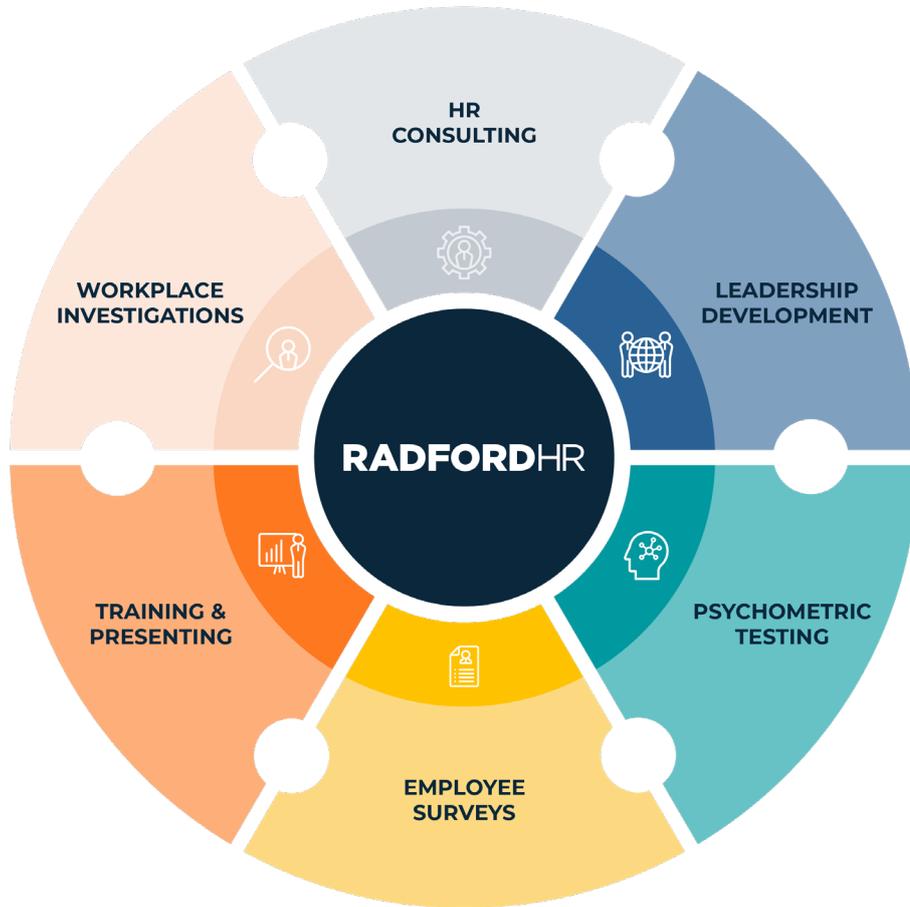


RADFORDHR



**Candidate Name, Candidate Position
Candidate Organisation**

Sample Report 14 Mar 2018

**GENESYS PERSONALITY PROFILE
FIFTEEN FACTOR QUESTIONNAIRE PLUS**

©Psytech International Ltd

Private & Confidential



REPORT STRUCTURE

The Standard Report presents Anthony's profile results in the following sections:

1. Guide to Using This Report

- Introduction
- The Standard Report
- Supplementary Reports
- Reference Group (Norm) Used
- Understanding the Charts and Tables

2. Personality Assessment

- Response Style
- Interpersonal Style
- Thinking Style
- Coping Style

3. Additional Comments

- Potential Strengths
- Potential Development Needs

4. 15FQ+ Profiles

- Classic Profile
- Big Five Profile
- Response Style Indicators
- Criterion Derived Scales
- Interpersonal Styles Profile
- Thinking Styles Profile
- Coping Styles Profile

DISCLAIMER

This is a strictly confidential assessment report on Anthony 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 Anthony.

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.

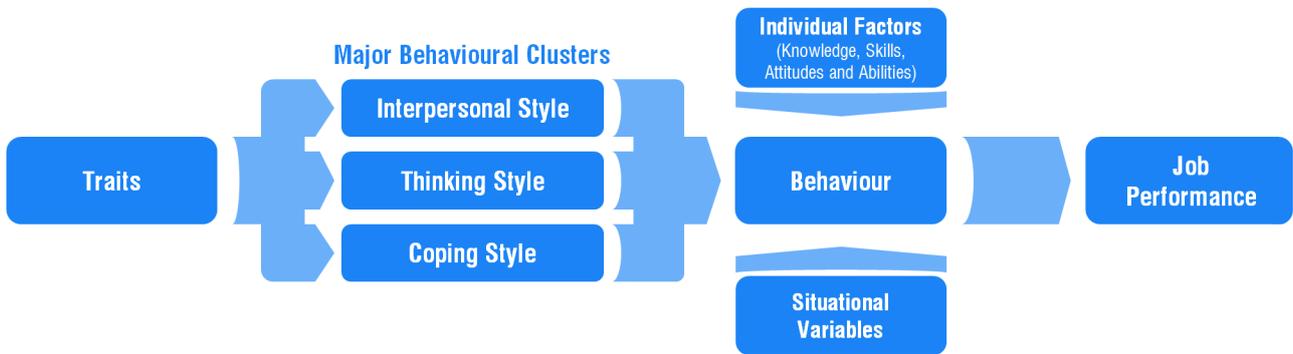
GUIDE TO USING THIS REPORT

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 for an organisation:

<p>O <u>Openness</u></p> <ul style="list-style-type: none"> ▪ Tender-minded ▪ Conventional 	<p>C <u>Self-control</u></p> <ul style="list-style-type: none"> ▪ Conscientious ▪ Restrained ▪ Self-disciplined 	<p>E <u>Extraversion</u></p> <ul style="list-style-type: none"> ▪ Empathic ▪ Enthusiastic ▪ Socially-bold ▪ Group-oriented 	<p>A <u>Agreeableness</u></p> <ul style="list-style-type: none"> ▪ Intellectance ▪ Dominant ▪ Trusting ▪ Radical 	<p>N <u>Anxiety</u></p> <ul style="list-style-type: none"> ▪ Affected by feelings ▪ Suspicious ▪ Self-doubting ▪ Tense-driven
---------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

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 forms a central part of most careers guidance and counselling programmes, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career. The model below illustrates the relationship between behavioural preferences and job performance:



THE STANDARD REPORT

The Standard Report provides the main narratives of the 15FQ+ profile under 3 major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the 15FQ+ are:

Extended Report

The Extended Report is the most comprehensive of the 15FQ+ expert reports. The main narrative is broken down into three major behavioural clusters: Interpersonal Style, Thinking Style and Coping Style. Further information is provided on behavioural styles and likely business outcomes such as Team Roles, Leadership Styles, Subordinate Styles, Influencing Styles and Career Themes. This is followed by a brief summary of potential strengths and development areas. The report also provides an appendix of profile charts which covers the primary and secondary factors of the test as well as criterion derived scales and response style scales.

Competency Development Report

This report uses Psytech's universal competency framework to predict respondents' typical behaviour in each of the model's competency domains. The report outlines respondents' most likely personal strengths and weaknesses in each of the model's competency domains and provides development recommendations.

Emotional Intelligence Report

This report investigates respondents' Emotional Intelligence (EI) in terms of the conceptual framework proposed by Daniel Goleman and his colleagues. This framework defines EI as a set of personal and inter-personal competencies that can be refined and developed through mentoring, coaching and training.

Derailer Report

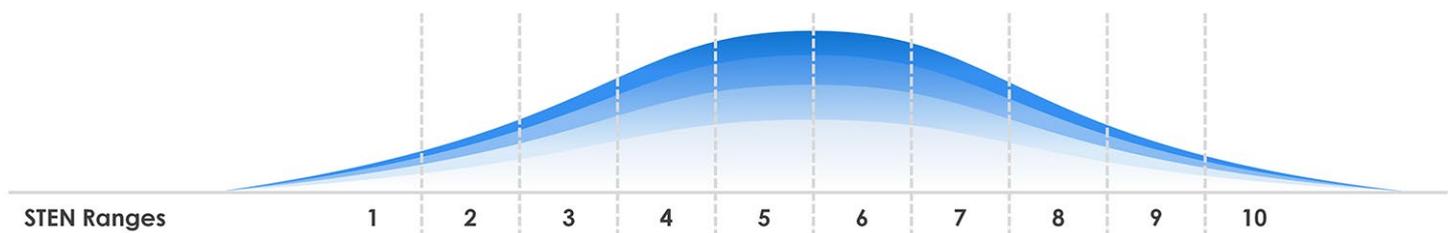
The Derailer Report describes respondents' results in terms of a series of dysfunctional behaviours that can present challenges for organisations in a variety of work settings. The report can be used to identify potential challenges which may impair an individual's performance, facilitate personal development or facilitate behavioural interviews in order to inform and support selection decisions.

Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents for their personal insight. Similar to this report, it provides descriptions of the individual's most likely behaviours within the three major behavioural clusters. It does not, however, provide potential strengths and development areas, derived work-related behavioural styles or scale scores.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Anthony'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+)	Australian Adults	8466



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

INTERPERSONAL STYLE

Anthony's interpersonal style has a tendency towards introversion. As such, he will tend to communicate with people without having a strong requirement for excessive personal contact. He may at times be happier occupied with a task than dealing with people, but will not be reticent about coming forward in social situations, even if this places him at the centre of attention. Nevertheless, he projects quite a good-natured personality, being quite warm, caring and empathic when relating to others. Tending not to let go in social settings, his reaction to situations will generally be sober and serious. He may possibly come across to people who don't know him well as a little stiff and perhaps lacking in spontaneity. Unexpected events, or rapidly changing situations, may make him disgruntled. In a group situation, he has a sufficient level of social boldness to relate to most people. While he is likely to be as confident as most in group situations, he may feel a little uncomfortable if he suddenly becomes the centre of attention at a large social gathering. 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. He may be seen as relatively reclusive and out-of-touch with public opinion.

Somewhat questioning in nature, people may see him as being sceptical and cynical, although this is more a reflection of his social persona than of his true feelings. Though he has some empathy for others' feelings, people may take time to warm to him. Temperamentally, Anthony has a rather trusting nature and is inclined to believe that people are basically genuine and honest. As a group member, he may occasionally be accused of being overindulgent, but is sufficiently forceful not to be taken advantage of. He will generally give people the benefit of the doubt without being unduly credulous. In personal exchanges Anthony maintains a balance by not being overbearing nor being too easily dominated. He will assert himself or give way as the situation demands. He is no more or less assertive than most people. He appears to be as sensitive as most people to the demands of social situations. He will generally resist saying things that could cause upset or offence.

THINKING STYLE

Anthony projects himself as a very intuitive person who is receptive to new ideas and experiences. Introspective yet creative, he is likely to be very sensitive to emotional undercurrents and the subtleties of life. Naturally curious about things he tends to go beyond the obvious. Highly unconventional in his attitudes and opinions, his views are likely to be very radical and markedly different from those of most people. This is likely to lead him to question older, established points of view and be resistant to accepting the status-quo. Being relatively abstract he is prone to go beyond what is considered customary and accepted and may come up with ideas for radical change. Motivated to find novel solutions to problems he may not, however, take to work that is too intellectually demanding. Fundamentally, he is quite aesthetically sensitive and soft-hearted with a refined sense of taste and consequently may lack a tough, hard-headed, utilitarian approach. Having a creative and artistic temperament, he will be drawn to expressive, cultural activities. Quite sentimental, and receptive to feelings, he will tend to be moved by emotions of wonderment and awe in the face of beauty and sensational events. His inclination to be creative and relatively conceptual suggests that he may be more concerned with thoughts and concepts than practical realities and everyday matters. He will generally prefer to be involved in the generation of ideas, leaving day-to-day matters to others. A possible shortcoming is that he may be rather inattentive to detail.

Having fairly low levels of self-control, Anthony's behaviour and attitudes are more a function of his own personal belief system than social norms and expectations. Free-thinking and spontaneous, he may be somewhat dismissive of authority. Not having particularly high levels of self-discipline or self-control, he is not likely to be overly concerned about his social standing. He may prefer to relate casually to others rather than strictly observe formality and social etiquette. A person's status, position or authority is unlikely to carry much weight with him - he will tend to view people on their merits. However, being diplomatic and aware of the impact he may have on others, these attitudes may not always be evident. He may not relate at all well to group undertakings which discourage individualism. Manifestly quite unconstrained to some degree, he has an inclination to circumvent rules especially when it is expedient to do so. Unmindful of obligation, he might be a rather inconsistent finisher as far as the loose ends are concerned. This may be more apparent on work that he does not consider to be of great significance. Anthony may prefer to have a number of ongoing commitments, but lacking a strong sense of personal obligation, is prone to put them down when they become particularly tedious or repetitive. He is not prone to deliberation and procrastination. Tending to view things from a global perspective, he may prefer to avoid work that demands close attention to detail.

COPING STYLE

Anthony is currently experiencing average levels of anxiety. Currently however, he may be somewhat more prone to mood swings than many and he may have some difficulty in finding sufficient energy to meet particularly challenging situations. Rather lacking in emotional resilience, he may experience some stress when placed under pressure. Tending to be swayed by his emotions, some people may view him as being somewhat changeable and at times unpredictable. Relatively secure and self-assured, he is likely to be cheerful, optimistic and free of apprehension, regrets and self-doubt. However, being somewhat prone to mood swings, at times his emotions may get the better of him. Relatively sure of himself, he is likely to appear confident, especially in social settings. If things go wrong he is liable to blame the situation rather than holding himself responsible. As relaxed and composed as most, Anthony 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.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Anthony's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

POTENTIAL STRENGTHS

- Will prefer to avoid making hasty decisions.
- Will generally appear to be self-assured and confident.
- Will be inclined to question traditional beliefs and outmoded practices.
- May be self-sufficient, without the need for group support.
- Will tend to feel unrestricted by protocol and established values.
- Will have a tendency to be effective in situations where he has a number of ongoing commitments, where he can concentrate on the global requirements of a task.
- Will tend to have a high regard for people and is likely to give others the benefit of the doubt.
- Has the ability and inclination to look beyond the obvious.
- With a tendency toward the unconventional and creative, he may be effective in generating original, possibly radical, solutions to problems.

POTENTIAL DEVELOPMENT NEEDS

- May tend to deliberate a little too much at times, and avoid making some decisions.
- At times his self-confidence may be interpreted as complacency.
- May tend to be highly critical of the status quo.
- May tend to be something of a loner and not 'walk the talk' as much as might be necessary.
- May show insufficient concern for protocol and established values.
- May have difficulty adhering to highly structured work procedures and may overlook the detailed requirements of a task.
- May tend to be too trusting and take others at face value.
- May not be sufficiently pragmatic and may be inattentive to practical matters.
- May tend to be unconventional and/or unpredictable.

CLASSIC PROFILE

Scale	Raw	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description	%ile
fA	22	Distant Aloof Reserved, Distant, Detached, Impersonal.		Empathic Affable, Personable, Warm-hearted.	62
β	22	Low Intellectance Lacking confidence in own intellectual abilities.		High Intellectance Confident of own intellectual abilities.	46
fC	18	Affected by Feelings Emotional, Changeable, Labile, Moody.		Emotionally Stable Mature, Calm, Phlegmatic.	24
fE	16	Accommodating Passive, Mild, Humble, Deferential.		Dominant Assertive, Competitive, Aggressive, Forceful.	58
fF	10	Sober Serious Restrained, Taciturn, Cautious.		Enthusiastic Lively, Cheerful, Happy-go-Lucky, Carefree.	9
fG	18	Expedient Spontaneous, Disregarding of rules & obligations.		Conscientious Persevering, Dutiful, Detail conscious.	24
fH	18	Retiring Timid, Self-conscious, Hesitant in social settings.		Socially-bold Venturesome, Talkative, Socially confident.	57
fI	18	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.		Tender-minded Sensitive, Aesthetically aware, Sentimental.	68
fL	0	Trusting Accepting, Unsuspecting, Credulous, Tolerant.		Suspicious Sceptical, Cynical, Doubting, Critical.	0
fM	15	Concrete Solution-focused, Realistic, Practical, Down-to-earth.		Abstract Imaginative, Absent-minded, Impractical.	88
fN	19	Direct Genuine, Artless, Open, Forthright, Straightforward.		Restrained Diplomatic, Socially astute, Socially aware, Discreet.	30
fO	3	Confident Secure, Self-assured, Unworried, Guilt-free.		Self-doubting Worrying, Insecure, Apprehensive.	9
fQ ₁	20	Conventional Traditional, Conservative, Conforming.		Radical Experimenting, Open to change, Unconventional.	99
fQ ₂	15	Group-oriented Sociable, Group dependent, a "Joiner".		Self-sufficient Solitary, Self-reliant, Individualistic.	96
fQ ₃	14	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.		Self-disciplined Compulsive, Fastidious, Exacting willpower.	8
fQ ₄	7	Composed Relaxed, Placid, Patient.		Tense-driven Impatient, Low frustration tolerance, Irritable.	62

BIG FIVE PROFILE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	4	Introversion Tends to feel uncomfortable in social situations.		Extraversion Strong predisposition to social interaction.
N	5	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	9	Pragmaticism Realistic, practical and conservative in attitudes.		Openness Enjoy innovation, interested in artistic expression.
A	4	Independence Alert, quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
C	3	Low Self-Control Free from constraints of social rules.		High Self-Control Conscious of group standards of behaviour.

INTERPERSONAL STYLES PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E	Introversion Tends to feel uncomfortable in social situations.		Extraversion Strong predisposition to social interaction.
fA	Distant Aloof Reserved, Distant, Detached, Impersonal.		Empathic Affable, Personable, Warm-hearted.
fF	Sober Serious Restrained, Taciturn, Cautious.		Enthusiastic Lively, Cheerful, Happy-go-Lucky, Carefree.
fH	Retiring Timid, Self-conscious, Hesitant in social settings.		Socially-bold Venturesome, Talkative, Socially confident.
-fQ₂	Self-sufficient Solitary, Self-reliant, Individualistic.		Group-oriented Sociable, Group dependent, a "Joiner".

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
A	Independence Alert, Quick to respond to situations, challenging, self-assured.		Agreeableness People orientated, empathic, accommodating.
-β	High Intellectance Confident of own intellectual abilities.		Low Intellectance Lacking confidence in own intellectual abilities.
-fE	Dominant Assertive, Competitive, Aggressive, Forceful.		Accommodating Passive, Mild, Humble, Deferential.
-fL	Suspicious Sceptical, Cynical, Doubting, Critical.		Trusting Accepting, Unsuspecting, Credulous, Tolerant.
-fQ₁	Radical Experimenting, Open to change, Unconventional.		Conventional Traditional, Conservative, Conforming.

THINKING STYLES PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
O	Pragmaticism Realistic, practical and conservative in attitudes.		Openness Enjoy innovation, interested in artistic expression.
fl	Hard-headed Utilitarian, Unsentimental, Lacks aesthetic sensitivity.		Tender-minded Sensitive, Aesthetically aware, Sentimental.
fM	Concrete Solution-focused, Realistic, Practical, Down-to-earth.		Abstract Imaginative, Absent-minded, Impractical.
fQ1	Conventional Traditional, Conservative, Conforming.		Radical Experimenting, Open to change, Unconventional.

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
C	Low Self-Control Free from constraints of social rules.		High Self-Control Conscious of group standards of behaviour.
fG	Expedient Spontaneous, Disregarding of rules & obligations.		Conscientious Persevering, Dutiful, Detail conscious.
fN	Direct Genuine, Artless, Open, Forthright, Straightforward.		Restrained Diplomatic, Socially astute, Socially aware, Discreet.
fQ3	Informal Undisciplined, Uncontrolled, Lax, Follows own urges.		Self-disciplined Compulsive, Fastidious, Exacting willpower.

COPING STYLES PROFILE

Scale	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
N	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.
-fC	Emotionally Stable Mature, Calm, Phlegmatic.		Affected by Feelings Emotional, Changeable, Labile, Moody.
fO	Confident Secure, Self-assured, Unworried, Guilt-free.		Self-doubting Worrying, Insecure, Apprehensive.
fQ4	Composed Relaxed, Placid, Patient.		Tense-driven Impatient, Low frustration tolerance, Irritable.
fL	Trusting Accepting, Unsuspecting, Credulous, Tolerant.		Suspicious Sceptical, Cynical, Doubting, Critical.