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INTERNATIONAL



# 15FQ+ Profiling Questionnaire

## Instructions

In this questionnaire you will find a number of statements regarding the characteristics which are desirable for the particular job being profiled. It is important that the answers should accurately reflect the types of characteristics which are important for successfully carrying out the particular job.

You are asked to rate statements on a scale from 1 to 5, depending upon the degree to which they are important for the job. For example, if you consider an attribute to be essential, select 1. If you consider that an attribute is not a requirement, select 5.

To answer the questions, you need to first highlight your response then record it. Select your response by pressing the number key corresponding to your choice on the keyboard. Once selected, press the <ENTER> key to record your choice and move you to the next question. You can move back and forwards within the questionnaire by using the <Page Up> and <Page Down> keys. You can change your answer by pressing an alternative number corresponding to your new choice of answer.

Before you start the questionnaire, let's try an example of the type of question you will be asked.

Needs to be considerate and show concern for the welfare of others.

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does not apply

There are no right or wrong answers. You can consider attributes to be essential or not applicable according to the demands of the particular job being profiled.

As this is not a test, there is no time limit. However, be as honest and accurate as you can. Don't give an answer just because it seems to be the right thing to say. All questions must be answered, even those which may not seem to apply to the job being profiled. As a guide, you should finish within 10-15 minutes.

**1) Has a genuine interest in other people and enjoys participating in all kinds of social activities.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**2) Is confident in their own intellectual ability.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**3) Resilient and emotionally stable, will rarely be flustered by any situation.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**4) Forceful personality who will take charge in group situations.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**5) Spontaneous and enthusiastic and able to act in an unplanned manner.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**6) Persistent and persevering, will be extremely conscientious in work matters.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**7) Confident in all social situations gaining enjoyment from being the centre of attention.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**8) Sentimental and intuitive, behaviour will be determined largely by feelings and emotions.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**9) Inclined to question the motives of others and will not easily be taken in.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**10) Able to think in an highly abstract manner, being more interested in concepts than practical realities.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**11) Able to exercise self-restraint and tailor behaviour to the demands of the situation.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**12) Always believing that work could have been done better.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**13) Always looking for new ways of doing things and questioning the existing order of things.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**14) Having the self-reliance to be able to work alone.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**15) Believes that it is important to conform to the existing social conventions.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**16) Emotionally charged, will be driven by a measure of tension and nervous energy.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**17) Shows a strong sense of work obligation, diligently and attentively discharging their responsibilities.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**18) Is able to keep emotions in check, control their impulses and recover from setbacks.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**19) Being self-sufficient, will feel no great need to be a member of a group.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**20) Able to express feelings and emotions.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**21) At ease explaining complex ideas and concepts to colleagues.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**22) Will attempt to accommodate other people and be ready to conform to the group view.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**23) A deliberate approach to matters preferring to consider all possible alternatives before initiating action.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**24) Will be more concerned with the 'ends' rather than the 'means'.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**25) Able to exercise social restraint and preserve a guarded attitude in social situations.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**26) Realistic and factual, will base decisions on concrete, logical evidence.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**27) Shows tolerance and an understanding of people's limitations.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**28) Attentive to immediate realities and practical matters.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**29) A direct, forthright manner leaving people in no doubt where they stand.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**30) Self-assured and confident with the requisite self-esteem to meet most challenges.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply



**31) Respectful and traditional values and disinclined to accept an idea just because it is new.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**32) Will enjoy taking part in group activities.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**33) Will not feel obliged to 'fit in' with accepted social conventions.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**34) Will cope with all eventualities, ignoring petty inconveniences.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**35) Has highly developed standards of work behaviour, with a clear awareness of the distinction between right and wrong.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**36) Is motivated to achieve an objective, having a positive attitude regardless of the uncertainties that exist.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**37) Will have a need for social contact and will enjoy working with other people.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**38) Likely to avoid situations which involve explaining difficult concepts to others.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**39) Self-assured and secure, will not be prone to emotional outbursts.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**40) A competitive, aggressive personality, with a single-minded approach to achieving objectives.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**41) Will enjoy constant stimulation and excitement.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**42) Will be inclined to be a perfectionist with high standards of work and behaviour.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**43) Will have no difficulty in taking the initiative in getting to know new people.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**44) Will have an aesthetic, sensitive nature and will not be frightened to display feelings to others.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**45) Having a fairly critical nature, will be constantly on guard against being deceived.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

- 46) Will enjoy thinking through a problem rather than implementing a practical solution.**
- 1) Essential
  - 2) Very Important
  - 3) Important
  - 4) Somewhat Important
  - 5) Does Not Apply
- 47) A diplomatic manner which takes into account the likely impact on others of what is said or done.**
- 1) Essential
  - 2) Very Important
  - 3) Important
  - 4) Somewhat Important
  - 5) Does Not Apply
- 48) Will always be ready to accept the blame for failure rather than blaming the circumstances.**
- 1) Essential
  - 2) Very Important
  - 3) Important
  - 4) Somewhat Important
  - 5) Does Not Apply
- 49) Not hidebound by tradition, will be ever ready to question existing authority.**
- 1) Essential
  - 2) Very Important
  - 3) Important
  - 4) Somewhat Important
  - 5) Does Not Apply
- 50) Does not seek the approval of colleagues but is ready to stand by decisions made.**
- 1) Essential
  - 2) Very Important
  - 3) Important
  - 4) Somewhat Important
  - 5) Does Not Apply

**51) Able to exercise control over behaviour and the expression of emotions.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**52) Will react quickly to situations and will not take kindly to minor frustrations.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**53) Will not take advantage of their position for personal gain.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**54) Shows an empathy and awareness of the feelings and concerns of others.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**55) A preference for working independently in situations which provide little opportunity to meet and converse with people.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**56) Will prefer to take time in getting to grips with new unfamiliar concepts.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**57) Motivated to prevent anticipated problems by concern with the future.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**58) Will attempt to avoid personal confrontation whenever possible.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**59) Cautious and predictable, will prove dependable under most circumstances.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**60) A tolerant and flexible approach to work issues, prepared to disregard rules in order to achieve work objectives.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**61) Will not take the initiative in group matters preferring to leave others to take the spotlight.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**62) A basically unsentimental approach to life with ability to cope with tough situations.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**63) Will easily relate to other people and willing to overlook basic human failings.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**64) Brings a realistic, 'down-to-earth' approach to problem solving.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**65) Willing to do and say things without worrying about the impression which may be created.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**66) Self-confident enough to believe that when things go wrong it is usually the fault of the situation.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**67) Will stick to well established solutions rather than experimenting with new ideas.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**68) Will value the opinions and support of group members before making decisions or initiating action.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**69) A flexible self-image leading to behaviour which is determined more by internal than external values.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**70) Will be able to relax and unwind after even the most trying of circumstances.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply



**71) Is trustworthy and honest in their dealings with others.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

**72) Demonstrates an ability to deal with people at all levels with confidence and poise.**

- 1) Essential
- 2) Very Important
- 3) Important
- 4) Somewhat Important
- 5) Does Not Apply

You have now reached the end of the questionnaire. If you would like to review and/or change any of your answers, please do so now. When you are satisfied with your responses, please return this booklet to your GeneSys administrator.