

## 15FQ+ A Computer-aided assessment profile

### INTERVIEW PROMPTS

**Kenneth Smith**

prepared for

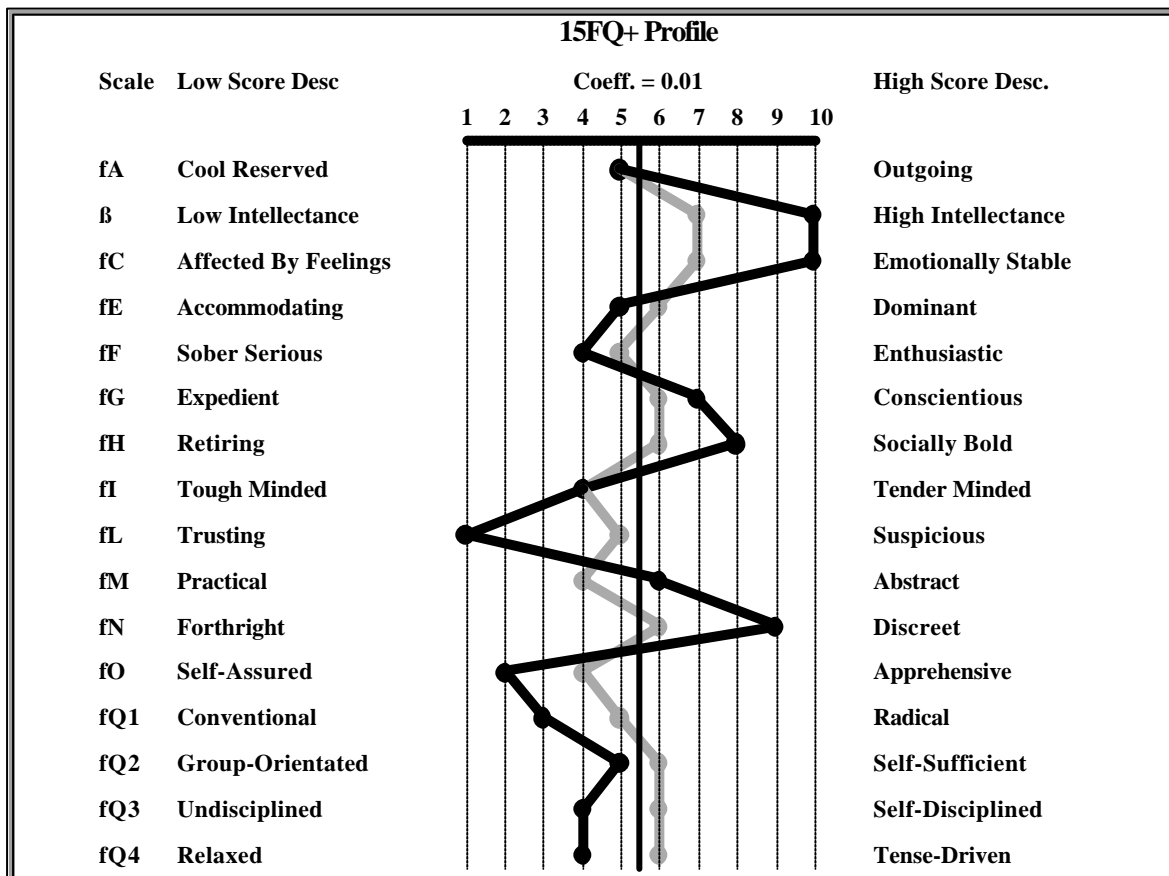
This report presents the personality profile of Kenneth Smith compared against the ideal as assessed by a single rater for the position of Ideal Warden. It is a confidential report intended for use by, or under the guidance of, a trained professional or psychologist. The information contained in this report should only be disclosed on a 'need to know' basis, with the understanding of the respondent, Kenneth Smith. A full understanding of this profile requires that other relevant data, such as interests, skills, aptitudes and actual experience, is taken into consideration.

## SUMMARY OF JOB PROFILE SIMILARITY

The following report is based on the 15FQ+ results of Kenneth Smith and the perceived ideal personality profile for the role of Ideal Warden. It aims to assess how well Kenneth is suited to the personality requirements of this role. It does not take into account Kenneth Smith's experience, qualifications, abilities, aptitudes or interests, all of which may be important determinants of job performance.

The report is designed as an aid to a personality assessment feedback session by providing prompts for feedback which focus on the characteristics which may be relevant for the role. The prompts are not intended as definitive interview questions, but rather a recommended direction for eliciting job relevant information from the candidate.

Kenneth Smith's personality profile is referenced to the ideal for the role of Ideal Warden above. The ideal profile is shown in grey, with Kenneth's profile overlaid in black. Overall, Kenneth's similarity to the ideal is estimated by the profile similarity coefficient of *0.01*. This coefficient varies between -1 and +1, in a similar manner to a correlation coefficient, with 0 indicating no relationship between the two profiles.



## **INTERVIEW PROMPTS**

The following section lists a number of points which can be inferred from a comparison of Kenneth's assessment report, interview prompts, and the profile of an ideal candidate for the post of Ideal Warden. The interviewer may wish to use these as the basis for further probing within the interview.

### **INTERPERSONAL STYLE**

Kenneth will be neither too reserved nor gregarious, being happy either working independently or in the company of others.

The ideal candidate will be neither too reserved nor gregarious, being happy either working independently or in the company of others.

### **POSSIBLE QUESTIONS:**

- ? What percentage of your time do you think you might spend: a) with others? b) on your own?
- ? What aspects of your work give you most satisfaction?

Kenneth is a fairly cautious and deliberate person who will tend to consider all of the alternatives before taking action.

The ideal candidate attempts to achieve a balance between caution and spontaneity.

- ? Do you regard yourself as more or less predictable than others in your work group?
- ? How do you think others amongst your working group cope with routine and boredom? Are you less tolerant or more tolerant of routine than others in your group?

Kenneth is equally at home in a group or engaged in solitary pursuits.

The ideal candidate is equally at home in a group or engaged in solitary pursuits.

- ? Give me an example of an occasion when you had an important task to complete. Did it matter to you whether you were able to work on it alone, or whether you had to work with others?
- ? What proportion of your work would you say requires you to operate on your own, rather than with others? Are you happy with this split? How would you change it if you could?

Kenneth is neither overly assertive nor overly accommodating.

The ideal candidate is neither overly assertive nor overly accommodating.

- ? In what circumstances are you likely to give way in an argument? Give me an example.
- ? What sort of person do you find most difficult to deal with?

Kenneth is socially self-confident.

The ideal candidate is neither overly reserved nor overly socially bold.

- ? Do you have leisure activities which require you to spend time alone?
- ? In social gatherings, to what extent do you think other people, rather than yourself, are usually the centre of attention?
- ? When you meet new people, do others make the first move to get to know you?
- ? Give me an example of when you took a risk (at work or socially).

Kenneth has an extremely trusting attitude, always ready to accept people at face value.

The ideal candidate has neither too trusting an attitude toward people nor is overly suspicious of them.

- ? Give me an example of an occasion when you have doubted someone's intentions or motives, and have been justified.
- ? To what extent are you sceptical of what other people tell you?
- ? What have been the advantages of your particular style?
- ? How tolerant are you of people who are underperforming?
- ? When people let you down, how do you react?

Kenneth will be very diplomatic in dealings with others.

The ideal candidate will be neither overly diplomatic when dealing with others nor too direct and forthright.

- ? Give me an example of an occasion when you had to be very direct in your dealings with someone.
- ? Can you think of a time recently when you might have unintentionally upset someone through being undiplomatic? How did you feel about it?
- ? Give me an example of when you think you might have behaved out of character when with a group of people (at work or otherwise).
- ? Give me an example of an instance when you felt really angry with someone, and let them know it in no uncertain way?

## THINKING STYLE

Kenneth behaviour is influenced to a certain extent by realistic, logical considerations.

The ideal candidate behaviour is influenced to a certain extent by realistic, logical considerations.

- ? How do you think your leisure interests compare with those of others in your working group?
- ? Compared to others in your working group, do you think you have a preference for decisions based on logic, or on personal values?

Kenneth can be either practically or imaginatively oriented depending on the circumstances.

The ideal candidate is a fairly practical person who tends to be concerned with issues of immediate reality.

- ? What occupies your mind on a long car or train journey?
- ? Do you think you spend more or less time, thinking about things, than might others in your working group?

Kenneth has a conventional attitude and will tend to resist change.

The ideal candidate is neither excessively radical nor excessively conventional.

- ? Give me an example of when you welcomed a change or new idea at work.
- ? Can you think of any changes you might have initiated?
- ? When did you last learn a new skill?
- ? Do you think most companies need to radically change the way they operate to be successful in the 90s?

Kenneth brings a fairly detail-conscious attitude toward work matters, with a belief that in the long run it is best to do things 'by the book'.

The ideal candidate strikes a balance between flexibility and conscientiousness, responding as appropriate to the demands at work.

- ? What sort of obligations, if any, do you feel to those you work with?
- ? Do you often need to refer to company policy, or rules and procedures, when making decisions?

Kenneth behaviour tends to be relatively free from social expectations.

The ideal candidate behaviour is determined as much by social expectations as personal values.

- ? Do you have any long term goals? Is it important to you to have these?
- ? How do you organise your working day?

## **COPING STYLE**

Kenneth is an extremely emotionally stable person who will be able to cope with the most trying of circumstances.

The ideal candidate is a fairly emotionally stable person who is relatively self-assured and secure.

- ? Can you identify any stressful areas in your life?
- ? What sorts of things might have upset you in the last fortnight?
- ? When things go wrong, how do you normally react?
- ? What sorts of things make you feel under pressure?

Kenneth is very self-assured and confident with a high level of self-esteem.

The ideal candidate is fairly self-assured and confident.

- ? What type of situation makes you feel very uneasy and insecure?
- ? Can you think of something in which you did not do as well as you had hoped?
- ? When things go wrong, is it likely to be because of circumstances or is it down to you?
- ? Tell me about any situation in which you have found it difficult to cope.

Kenneth has a fairly relaxed attitude.

The ideal candidate has an average amount of tension and nervous energy.

- ? Do you think those with whom you work closest are more relaxed than you, or less so?
- ? Does your present job require a sense of urgency? Give an example.

End of Report.