



Interview Prompts Report



The 15FQ+

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Introduction

This report suggests questions that are designed to explore a person's 15FQ+ profile in order to validate it and to see how the person manages their expressed style. The primary factors are organised into six main areas or themes. The report gives a very brief description of what the theme involves and then prints a profile of the main contributing factors. This is followed by a number of questions which are designed to help the person to explore and validate the profile.

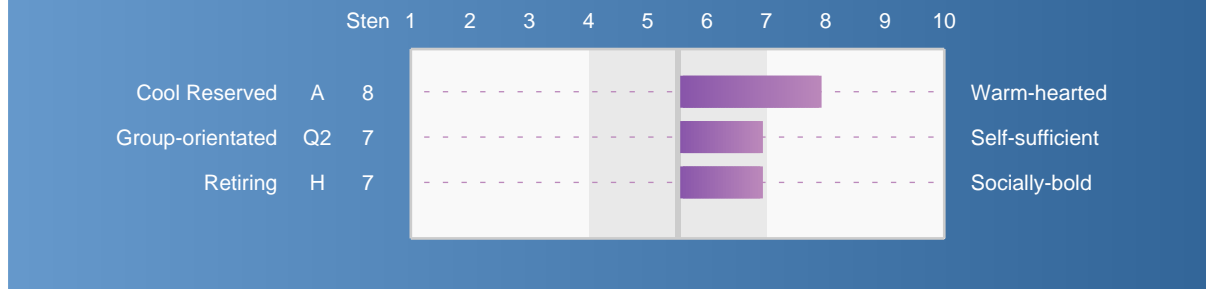
The first questions within each area are general questions designed to get the person talking about their style. These are then followed by a number of specific interpretations based on the profile, together with some follow-up questions which encourage a deeper exploration of how the person behaves. This information may affirm or disaffirm the profile and can lead to a more rounded interpretation of the person's style.

Where the question begins with 'Your profile suggests that . . .' it can be a good idea to check whether the person agrees before continuing.

The introduction to each section explains how specific scales in the profile contribute to the area in question. For each of the six areas, a variety of different profile patterns are possible and it is important to consider how the scales within each area interact with one another.

Within each section below, a number of different questions are suggested. Naturally there is no requirement to use all of these questions. You should select the questions to use according to the purpose and intended length of the interview/discussion.

Area 1: Interaction style



Area definition

This area deals with a person's style when in the company of others. Some people are more outgoing and gregarious, enjoying the company of others, enjoying doing things with others and not feeling inhibited by the presence of others. Other people prefer being more independent or self-contained. They may get more enjoyment from relying on their own resources and their own company - or that of a few close friends. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Describe a time when you worked alone. What did you find most/least useful and enjoyable?

How would you describe yourself in terms of having close personal relationships with your work colleagues?

The following are some more specific questions from this area:

Your profile suggests that you try very hard to create a harmonious interpersonal atmosphere.

- Could you give me an example of how you do that?
- Could you give me some examples where you have found this has worked?
- Could you give me some examples where you have found this hasn't worked?

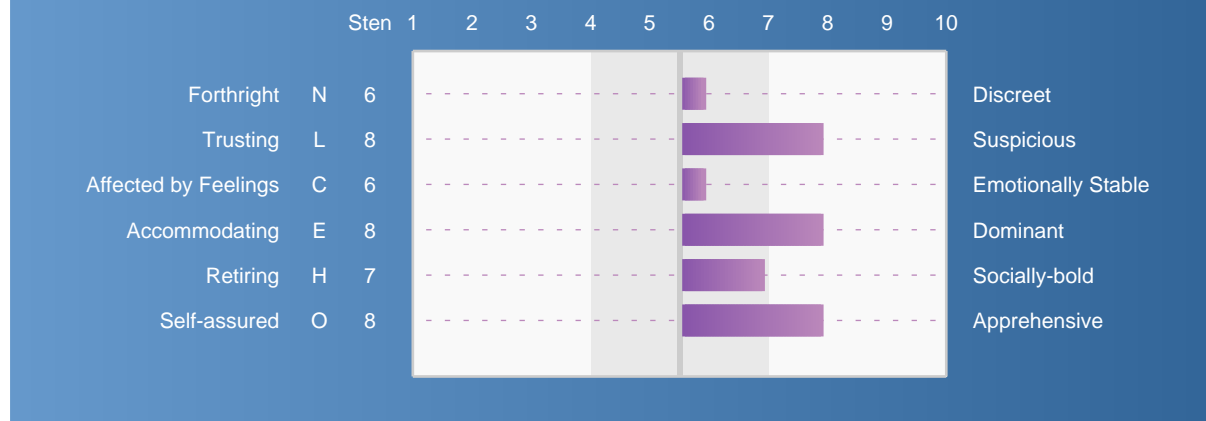
Your profile suggests that you can be quite comfortable in your own company.

- How does this affect the way you work?
- When is it an advantage or a disadvantage?
- Can you give me examples of when others have valued this quality?
- Can you think of times when it may have been seen as excluding and caused frustration? Tell me more.

Your profile suggests that you are generally willing to put yourself forward and take action.

- Describe how this has helped you take on challenges with an element of risk.
- What are the biggest risks you have taken?
- How did you judge/mitigate the risk?
- Do you seek a level of tension and adrenaline? How?

Area 2: Dealing with interpersonal situations



Area definition

This area focuses on the way a person thinks about themselves and others. Some people regard themselves as open and willing to reveal their thoughts and feelings. This can make them quite transparent and trustful or sometimes blunt and undiplomatic. Others tend to be more careful in what they reveal. This can make them seem more tactful and diplomatic or perhaps even guarded and suspicious. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Most businesses are based to some extent on trust. What are the advantages and disadvantages of this that you have seen at work?

It is hard to separate justifiable suspicion and paranoia. Can you give me any examples of when you have seen both?

The following are some more specific questions from this area:

Your profile suggests that you can be very cynical about people's motives or intentions.

- Describe when this has been justified and give me an example of when you may have been too harsh and quick to condemn.

Your profile suggests that you strongly believe in your own way of doing things.

- Give some examples of when you have been particularly accommodating to the needs and wishes of others.
- How do you explain this less typical behaviour?
- How would these others describe you when you are being so accommodating?

Your profile suggests that you tend to feel that things are never good enough.

- Can you think of an example?
- What do you see as your greatest failure?
- What have you learnt from it?

Your profile suggests that you put yourself forward and communicate with a high level of confidence.

- Can you give me some examples?

- Tell me about a situation where you have had to tell somebody something they would rather not have heard.
- In what ways do you think you managed this with sensitivity?
- What aspects of your communication skills would you like to improve?

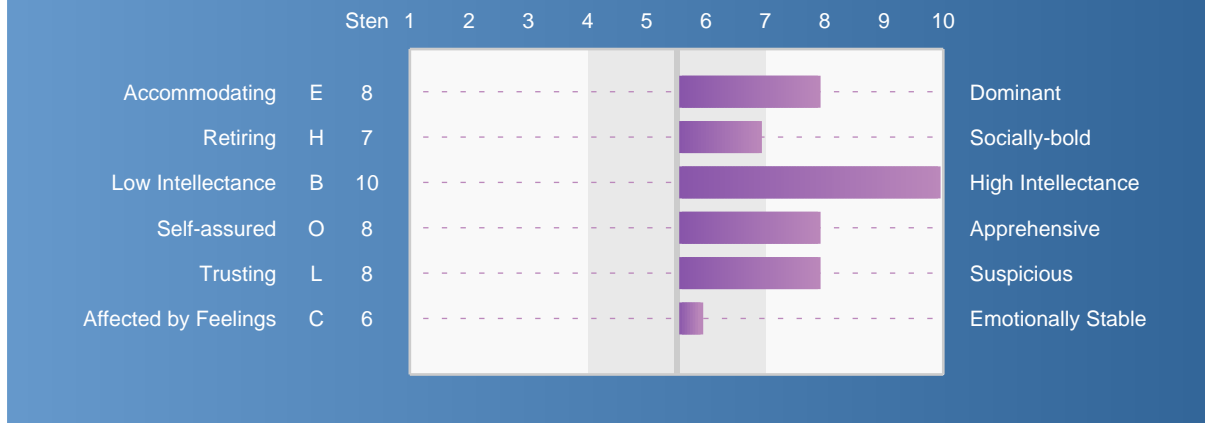
Your profile suggests that you are likely to speak your mind as much as most people.

- Can you give me some examples when you have been very direct and others where you have been very discreet?

Your profile suggests that you handle stress as well as most people.

- Can you give me an idea of how you react by describing a stressful situation?
- How typical is this in terms of how you normally handle such situations?

Area 3: Influencing style



Area definition

This area focuses on the style in which a person will attempt to influence others and assert his or her viewpoint. Some people are very happy to express their opinions and can come across as very self-confident in the process although this can sometimes become over-confident or argumentative. Others are more accommodating and willing to listen and accept others point of view which can come across as helpful but sometimes it may be overly humble. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Can you give me some examples of how you have learnt from your mistakes?

Describe what you do when you don't have the knowledge or when you need an answer to something.

The following are some more specific questions from this area:

Your profile suggests that you see yourself as someone who enjoys complex problems.

- Can you give me some examples?

Your profile suggests that you can hold some very strong opinions and are not afraid to put them forward.

- Can you describe when you have had to do this in the face of strong opposition?
- What was your style and approach?
- What happened?

Your profile suggests that you don't always have enough confidence to just get on and do things.

- Give me some examples of things you have hesitated too long over or which stopped you from doing something.
- What is the next challenge where your confidence is in danger of holding you back?

Your profile suggests that you can be very questioning until you get to know people well.

- Describe how this comes across to people that you meet.

Your profile suggests that you are relatively confident when interacting with others.

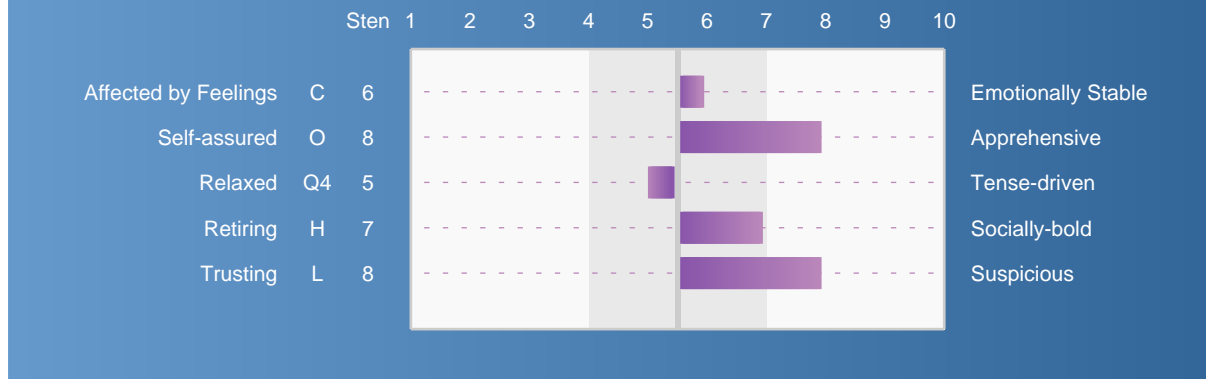
- Can you give me examples of where this has helped you in your work?

- Tell me more about how you think others describe this characteristic in you.
- Describe how this has helped you to influence a group of people.

Your profile suggests that you are reasonably satisfied with the way things are working out for you.

- Can you give me some examples of what would make things better and what would make things worse?

Area 4: Managing pressure and stress



Area definition

This area focuses on people's emotional response to situations. Some people have a high resistance to stress, have an optimistic view of the world and feel able to cope with life's challenges. Others are more sensitive to the stresses and strains of everyday life and may have a less positive view of the world - sometimes stemming from a lack of self-belief. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Most people need some pressure in order to do their best work. Describe a situation where you felt you had optimal level of pressure to bring out the best in you.

Describe both a success and a failure. What credit do you take in each case?

The following are some more specific questions from this area:

Your profile suggests that you feel guilty about things even if it was not even your fault.

- Can you give me an example where you might have taken too large a share of the responsibility?

Your profile suggests that you expect loyalty to be hard earned.

- What does it take to gain your trust?
- Can you give me examples?

Your profile suggests that your interaction style with others is confident and perhaps, sometimes, a bit brazen.

- Give examples of your interpersonal sensitivity and how you have dealt sensitively with less confident people.

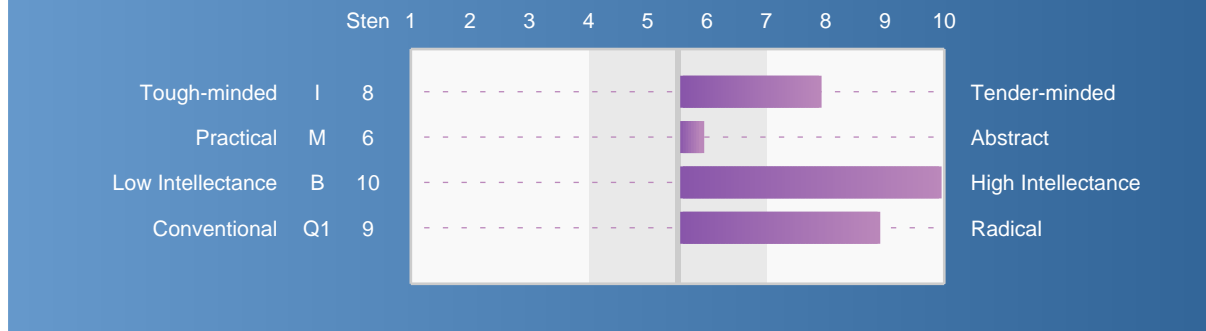
Your profile suggests that like most people, you can go up and down in terms of motivation and moods.

- Can you give me some examples of some of your own highs and lows?

Your profile suggests that you experience frustration and tension as much as most people.

- Describe a situation that made you tense.
- Describe another where you felt you handled the pressure calmly.

Area 5: Thinking and decision making



Area definition

This area focuses on how a person thinks and what is important to them when they make decisions. Some people are highly conceptual, enjoying the world of abstract ideas, intuition and possibilities. Others are more grounded and objective preferring things to be clear, practically oriented and concerned with results and outcomes. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Describe how you deal with people who are perhaps intelligent but may be overly intellectual or unnecessarily theoretical.

Describe how you deal with people who are more interested in simple and practical issues rather than the complex or theoretical ones.

The following are some more specific questions from this area:

Your profile suggests that you place a high value on people who are clever and intellectual and you may, therefore, make more practically focussed people feel less valued.

- Do you recognise this in yourself?
- Can you give examples of when this has happened?
- What were the consequences?
- How does this affect your relationship with them?

Your profile suggests that you are a great seeker of novelty and difference.

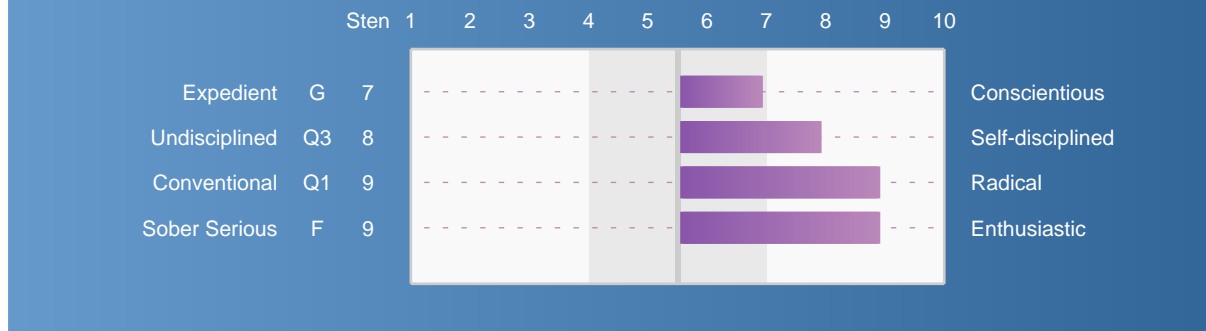
- Can you give me some examples?
- What effect did these have and what was your part in bringing that about?
- What resistance did you experience?
- Describe how you have influenced some of your less enthusiastic colleagues.

Your profile suggests that you can be highly sensitive to interpersonal cues.

- Describe a situation where you feel you demonstrated this to a high degree.

Your profile suggests that you strike a balance between people who are too fanciful, abstract or creative and those who are too detailed and practical. Describe how you react to each type and how you manage to work with them.

Area 6: Workstyle



Area definition

This area focuses on how a person organises themselves, their work and the world around them. Some people are more organized and structured, perhaps imposing self-discipline or a dedication to duty in the way they approach their work. This sometimes lead to a degree of rigidity. Others are more flexible in their approach preferring to take things as they come and responding to the urgencies of the moment. This sometimes leads to a degree of disorganisation. If someone shows elements of both extremes it can be useful to question them in order to understand better what they are saying about their preferences.

To explore this domain you may like to open with one or other of the following questions:

Change at work can be highly stressful. Describe such a situation you have experienced. What did you do to make it more manageable?

What has been the most challenging change you have dealt with (at work)? What made it challenging?

The following are some more specific questions from this area:

Your profile suggests that you can be very positive about new things, ideas and changes.

- Can you give me some examples?
- What is the biggest change you have experienced recently (at work)?
- How did it come about?
- What was your part in initiating it, promoting it to others and making sure it went well (was accepted)?

Your profile suggests that your high spontaneity and need for variety may mean that you are good at starting things but not so good at finishing them.

- Do you think this is true?
- Can you give me examples of how this manifests itself in your life?

Your profile suggests that you can be very self-controlled.

- How does this affect what you do?
- Could you give me an example of when you saw this as a virtue and one where you recognise it as being too rigid?
- What have others said about you in these circumstances?

Your profile suggests that you sometimes become overly structured.

- Do you think this is true?

- Are there times when you might be considered a little pedantic?
- Can you describe a time when you may not have adapted quickly or flexibly enough to changing demands?

Date tested: 30/4/2010 Norms used: Professional and Managerial (n=1186)

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