



Short Interview Prompts Report



## The 15FQ+

Denise Debutante

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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.

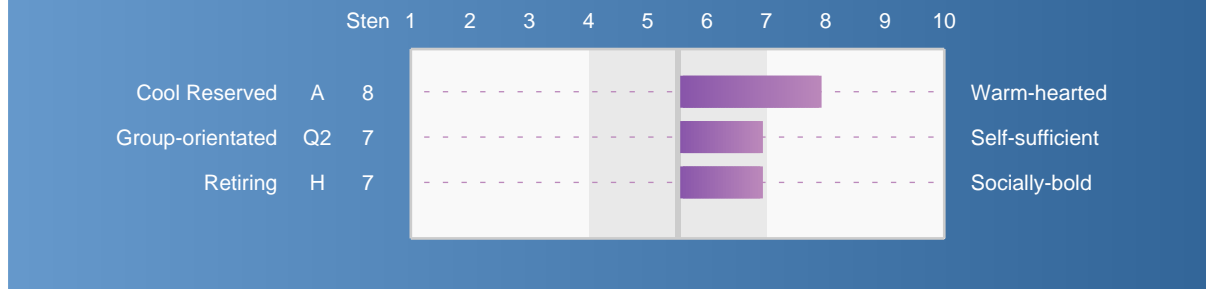
The first questions within each area are general questions designed to get the person talking about their style. These are then followed by a number of specific interpretations based on the profile, together with some follow-up questions which encourage a deeper exploration of how the person behaves. 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 the following question:*

How would people describe your style of interaction with people at work?

*The following are some more specific questions from this area:*

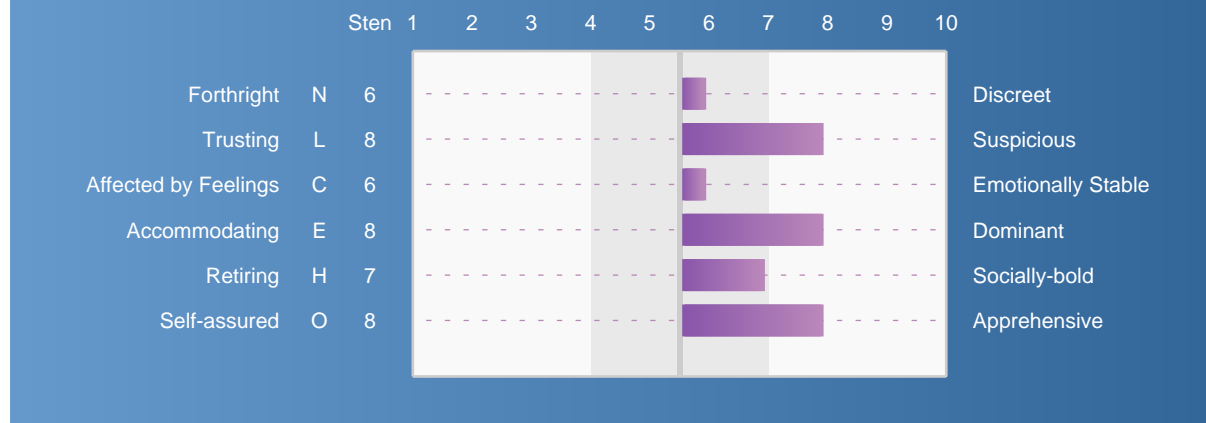
Your profile suggests that being isolated can be quite demotivating for you.

- Can you describe a time when this has happened?
- How did you deal with it?

Your profile suggests that you prefer working independently rather than being over-involved with team activities and decisions.

- Describe times when you have had too much team contact.
- How did you deal with it?
- Describe your ideal work environment.

## Area 2: Dealing with interpersonal situations



### Area definition

This area focuses on the way a person thinks about themselves and others. Some people regards 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 the following question:*

Tell me about a time when you have mistrusted a colleague.

*The following are some more specific questions from this area:*

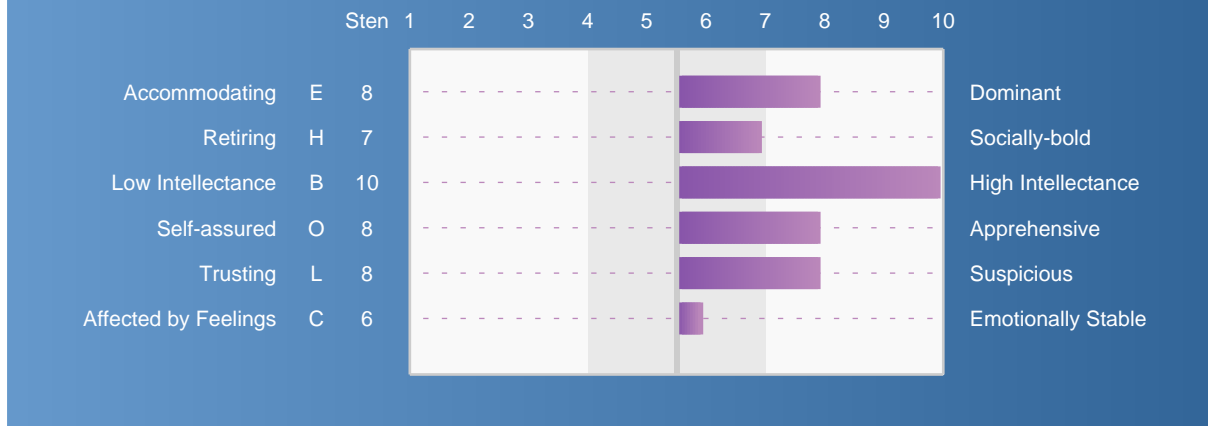
Your profile suggests that you can be very cynical about people's motives or intentions.

- 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 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?

## 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 the following question:*

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

*The following are some more specific questions from this area:*

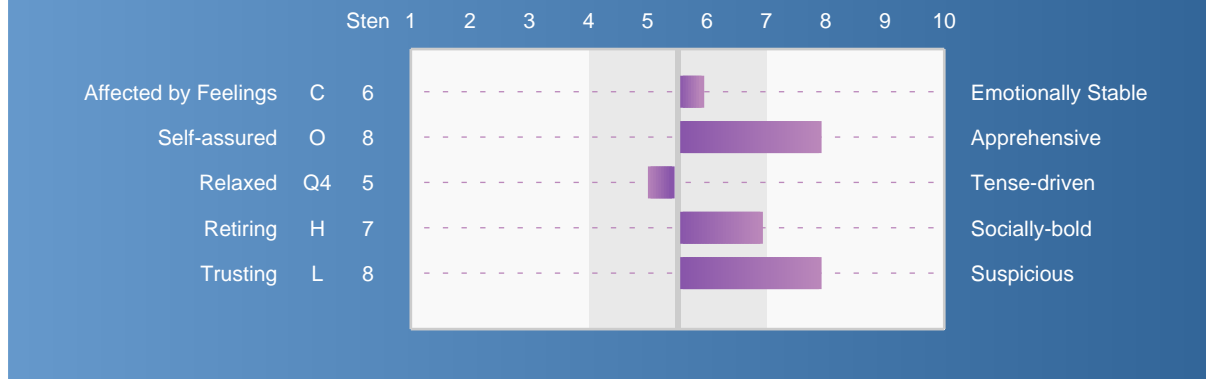
Your profile suggests that you enjoy complexity.

- Can you describe a situation where you have had to communicate something of great complexity to someone else?
- What did you do?
- What difficulties did you encounter?
- How did you resolve them?

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?

## 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 the following question:

Describe times where you celebrated your successes. Describe times where you worried about your failures. Do you think you have got the balance right?

### The following are some more specific questions from this area:

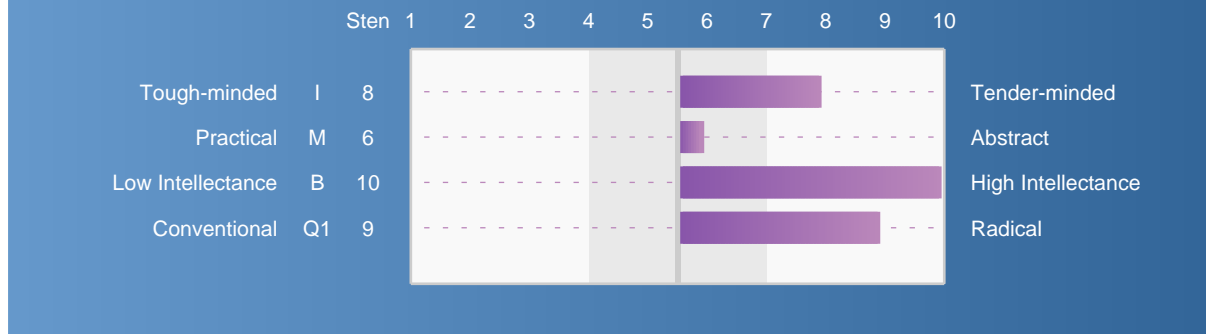
Your profile suggests that you tend to feel that things are never good enough.

- 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 can be very questioning until you get to know people well.

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

## 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 the following question:*

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

*The following are some more specific questions from this area:*

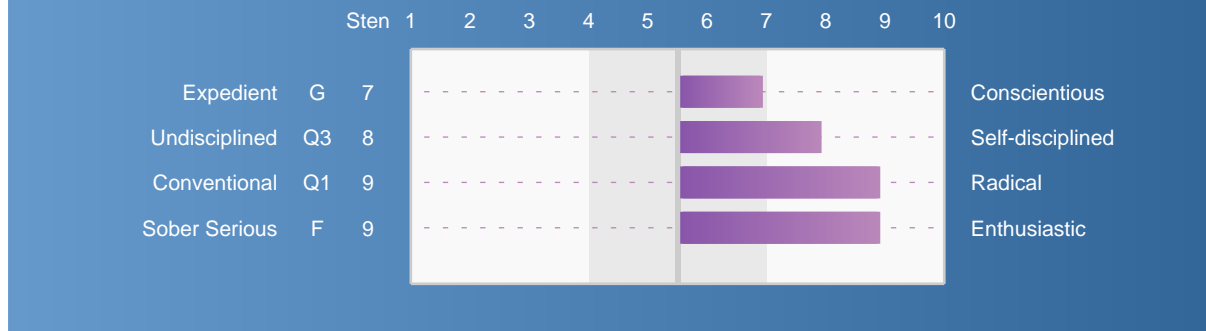
Your profile suggests that you do not suffer fools gladly.

- Can you give me an example?
- Tell me more about how you deal with people who do not enjoy or grasp complex ideas as well as you do.

Your profile suggests that your style is very much to experiment with new things, ideas or approaches.

- Can you give me some examples of this in terms of your role or work practices?
- What things do you do that are different from six months (or a year) ago?
- What would others say about the things you have changed?

## 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 the following question:*

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 thrive on variety.

- Can you give me some examples?
- How did you manage the difficulty of doing many things but also concentrating on getting things done?

Your profile suggests that you have a high need for a lively, interactive and social aspect to what you do.

- Describe how you balance the interactive and social side of your job with the more careful and detailed demands it may have.

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

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Where Heard = On the internet; Job title = Managing Director; Department = Dept. of public works