

# 15FQ+™

## Combining the science of personality assessment with a rich understanding of behaviour...

Based on one of the most comprehensive ever studies into the structure of personality, the 15FQ+™ is the latest questionnaire based on Ray Cattell's pioneering research spanning more than 50 years. Fully revised and updated, the 15FQ+™ has been developed to offer high face validity to today's organisations without compromising measurement integrity.

### The PFS 15FQ+™ is a comprehensive assessment of personality offering

- a rich understanding of personality traits and how they influence behaviour;
- profiles of the 16 primary factors, 'big five' and a range of derived scores;
- detailed analysis of the validity of the respondent's profile;
- online or on paper tools;
- flexible administration and reporting, fully controllable by PFS users;
- short completion times without compromising reliability;
- attractive design to aid motivation and completion;
- Comprehensive range of reports e-mailed to you immediately.

### A wide range of applications

Suitable for use in selection, development or guidance, the 15FQ+™ describes personality in terms of 16 primary factors and five second-order factors - the 'big five'. Providing a comprehensive profile that gives a starting point for personal exploration and development, the 15FQ+™ is a flexible tool that empowers users to understand more about their inner personality and how this affects their external behaviour.

The 15FQ+™ measures the same 16 personality factors identified by Ray Cattell and his colleagues over 50 years ago, though with the inclusion of a measure of 'intellectance', the 15FQ+™ overcomes limitations with previous versions which included an ability scale. These

factors have been much reported and researched and they provide a comprehensive framework for describing significant individual differences. Complemented by excellent support material to help you understand and add depth to your use of the profile, you can also derive scores which indicate a person's likely Leadership Style, Influencing Style, Team Role, Emotional Intelligence, Management and Subordinate Style and Career Themes.

<b>PFS 15FQ+™ at a glance</b>
<b>Use to:</b> understand personality traits
<b>Use for:</b> selection, development and career guidance
<b>Use with:</b> Adults aged 16 and above
<b>Administration:</b> Online and on paper
<b>Timing:</b> Untimed, typical completion time 25 to 30 minutes
<b>Number of items:</b> 200 items
<b>Reports:</b> Administrator's report and range of narrative reports
<b>Norm groups:</b> UK general population
<b>Reliability:</b> 16 primary scales 0.74 – 0.85
<b>Training required:</b> BPS Level B in 15FQ+™ or 16PF® or Team Focus 15FQ+™ training

## Team Focus and Ray Cattell

Team Focus has been using 16PF<sup>®</sup> since 1989 and were chosen by Ray Cattell to host the last series of 'Cattell Seminars' in the UK during 1990 to 1993. As such we have had a longstanding relationship with the originator of this personality model. We have also experienced using the various versions of 16PF<sup>®</sup> as it has evolved including the 16PF<sup>®</sup> third edition, 16PF<sup>®</sup> Forms A, B, C and D and 16PF<sup>®</sup> Industrial. We now use 15FQ+<sup>™</sup> as an excellent way to obtain a profile which measures Cattell's original factors.

## Advanced analysis and reporting

The 15FQ+<sup>™</sup> comes with a range of report options. Administrators' reports include a profile of the 16 primary factors and second-order (big five), validity scales and derived scores. A range of narrative reports suitable for respondents is also available.

For users of the tools on paper, the easy-to-use scoring process allows the 15FQ+<sup>™</sup> to be scored and profiles generated in under 10 minutes.

Alternatively, the PfS data entry facility allows online entry of data for automated scoring and access to the full range of reports available from the online assessments.

## The online advantage

Our online system works the way you want to, giving you the option of using the 15FQ+<sup>™</sup> at a time that suits your development needs, controlling what reports are produced and who receives them.

## Designed for you

The PfS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

## Training required – Level B 15FQ+<sup>™</sup>

Level B 15FQ+<sup>™</sup> or 16PF trained? – then you can have instant access to the 15FQ+<sup>™</sup>. If not, benefit from Team Focus's unrivalled training experience on our 2-day course.

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