



Interview Prompts Report

The 15FQ+

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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.

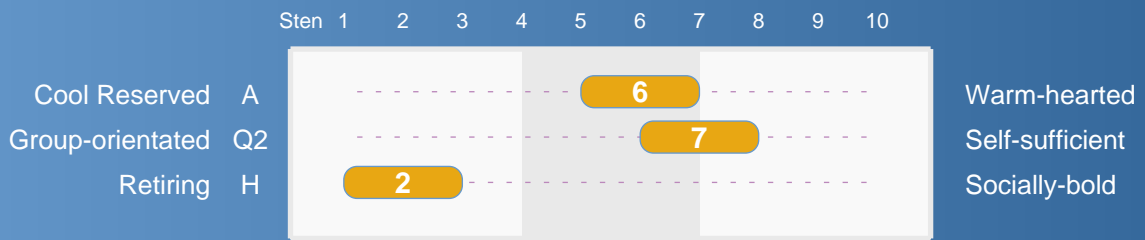
The first questions within each area are general questions designed to get the person talking about their style. These are then followed by a number of specific interpretations based on the profile, together with some follow-up questions which encourage a deeper exploration of how the person behaves.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



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 what gives you an adrenaline rush. Can you give me examples of when you have sought/avoided such situations?

Describe the most reckless thing you have done.

The following are some more specific questions from this area:

Your profile suggests that you can sometimes avoid a challenge or risk.

- Describe a situation where you thought it was sensible to do so.
- Describe another where, in hindsight, you would behave differently.

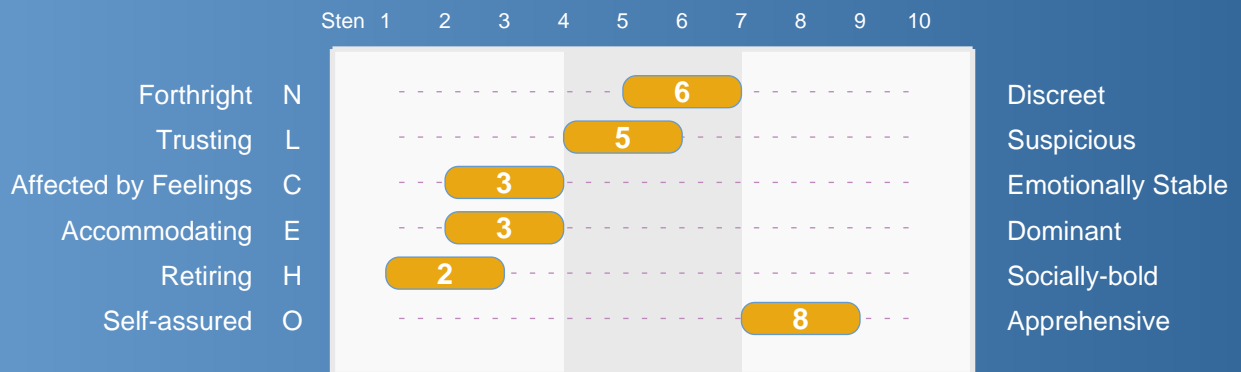
Your profile suggests that you prefer working independently rather than being over-involved with team activities and decisions.

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

Your profile suggests that you like an average amount of close personal contact and interaction.

- Can you describe a time when you found you were having too much contact with others?

Area 2: Dealing with interpersonal situations



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 one or other of the following questions:

Describe how you feel when meeting new people.

Describe a situation where you needed to show great sensitivity.

The following are some more specific questions from this area:

Your profile suggests that you can be rather shy.

- *Describe a situation where this was particularly true.*
- *How does this affect the situations you put yourself into?*
- *In what ways does it hinder you in your work?*

Your profile suggests that you are not confident about your ability to cope or react well.

- *Can you give me an example of when you feel you did demonstrate confidence and resilience?*

Your profile suggests that you may sometimes fail to address or confront issues that should have been dealt with more directly and promptly.

- *Can you describe such a situation?*

- *What have you learnt from it?*
- *What was the outcome?*

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?*

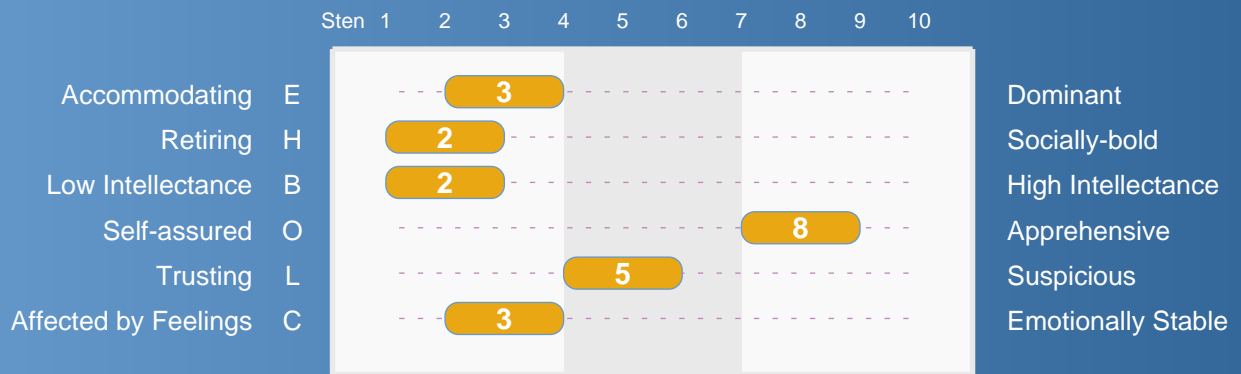
Your profile suggests that you are likely to speak your mind as much as most people.

- *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 balance an attitude of trust with mistrust.

- *Tell me about situations where you feel you got it wrong - where you over-trusted and were let down, where you under-trusted and were pleasantly surprised.*

Area 3: Influencing style



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:

What was the most challenging aspect of your last job? What did you enjoy/not enjoy about it? Can you think of a situation where a challenge turned into a threat?

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The following are some more specific questions from this area:

Your profile suggests that you can be very reticent about contacting others.

- *Describe a situation where you have had to initiate contact with people you didn't know very well.*
- *What was the purpose?*
- *How did you feel?*
- *What did you do that was particularly effective?*

Your profile suggests that you place a high value on people who are simple and straightforward.

- *Can you give me some examples?*

- *What did he/she bring to the situation?*
- *Can you think of an example where you reacted negatively to someone whom you saw as over-intellectual but who subsequently turned out to be right? How do you deal with them?*

Your profile suggests that you find it hard to put yourself forward or take a leadership role.

- *Can you describe a situation where you did, in fact, take a leadership role?*
- *What were the circumstances?*
- *Why was this different?*
- *How did you feel in that role?*
- *How would others describe what you did?*

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 react quite emotionally when you get stressed and things can get on top of you.

- *How do you prevent yourself from getting stressed?*
- *How do you rebuild or maintain your energy and motivation?*

Your profile suggests that you have a healthy scepticism about when people's intentions are good and when they are bad.

- *Describe a situation where you have got this judgement wrong.*

Area 4: Managing pressure and stress



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:

What was the most challenging aspect of your last job? What did you enjoy/not enjoy about it? Can you think of a situation where a challenge turned into a threat?

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The following are some more specific questions from this area:

Your profile suggests that in some situations you are likely to keep yourself in the background.

- *Describe the kind of situations where this is true.*
- *What is your reaction to people who are much more forward and confident in such situations?*
- *How do you feel with such people around?*

Your profile suggests that you can become uncertain and perhaps shaky, even in situations that most people would not find overly demanding.

- *Can you think of an example?*
- *Describe your thoughts and feelings at the time.*
- *What are your thoughts and feelings looking back?*

- *What do you do now (or what could you do now) to help you in such situations?*

Your profile suggests that you have a tendency to be self-critical.

- *Can you give me an example?*
- *How does this affect your work or approach to life?*
- *How do you switch off and forget about things that worry you?*

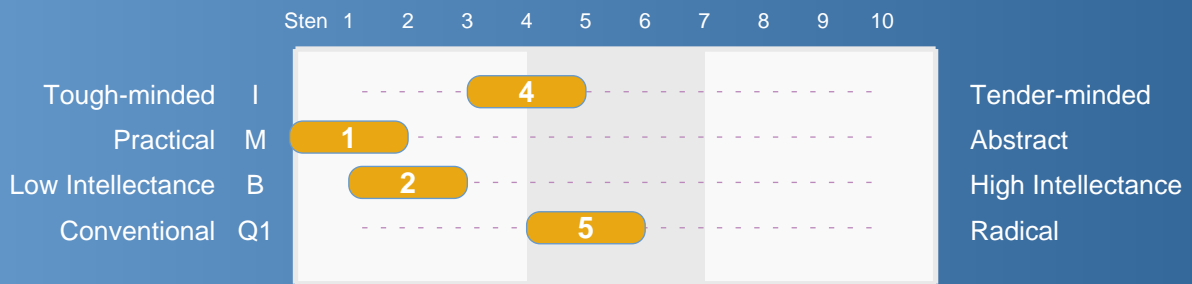
Your profile suggests that you react to pressure quite well.

- *How does this affect the situations you seek and how you handle them?*
- *Could you give me some examples?*
- *Could you give me examples of how you behave under the pressure of a tight deadline?*
- *How do you relax at the end of the day?*

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

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

Area 5: Thinking and decision making



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:

There are thinkers and doers. Can you give me examples that help me understand where you are on those dimensions?

How much of your job involves you in the discussion of ideas? Would you like it to take up more or less of your time?

The following are some more specific questions from this area:

Your profile suggests that you don't always see the bigger picture.

- *Can you give me an example of where this was true?*
- *How does this affect your effectiveness at work?*

Your profile suggests that you like plain language.

- *Can you give me an example of how you use this quality to good effect?*

Your profile suggests that you can be a little intolerant of people who bring in too much subjective information.

- *Describe how you handle such people.*
- *When have you been justifiably firm?*
- *When have you been a little too harsh?*

Your profile suggests that you move between change and tradition.

- *Tell me about a time when you were the champion of change.*
- *Tell me about another time when you cautioned against it.*

Area 6: Workstyle



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:

Which aspects of your work do you get most enthusiastic about and the least?

Enthusiasm and boredom are often part of work life. What aspects of your current job do you classify under each heading? How do you balance them?

The following are some more specific questions from this area:

Your profile suggests that you may be seen as 'serious' rather than 'fun'

- *How does this affect your work and relationships?*

Your profile suggests that you like to keep track of things.

- *Can you give me an example of how you do this?*
- *What effect did this have on the people involved?*

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 balance change and stability.

- *Can you give me some examples of where you (working) life has pulled you in both directions?*
- *How did you manage?*
- *How do you feel about the balance of these in your work at the moment?*

Date tested: 21/1/2015 Norms used: Professional and Managerial (n=1186)
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