

Interview Prompts Report

15FQ+

Denise Debutante

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 five 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 couple of questions within each area are general questions designed to get the person talking about their style. These are then followed by a number of questions which suggest some interpretations from 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 this can then 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 with the rest of the exploration.

The introduction to each section indicates the general range of scores this person obtained within the area in question. However, everybody will have their own particular pattern of scores within any given area and the questions provided will help you to explore and validate their profile as shown in the graph for that section.

Note that the indication of score range in each section takes the direction of the scales into account and is therefore not based on simply adding up the sten scores for each scale.

Each section of the report below contains between 5 to 7 main questions and each of these is followed by several subsidiary questions. 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.

Area 1: Interpersonal style (A, H, Q2, L, N)

		sten	PRIMARY FACTORS									
			1	2	3	4	5	6	7	8	9	10
Cool Reserved	A	8										
Retiring	H	3										
Group-orientated	Q2	6										
Trusting	L	4										
Forthright	N	7										

High scorers are typically sociable, friendly, keen on social interaction, warm and cheerful. Low scorers are typically less sociable and may appear either private or sometimes they can come across as cold, withdrawn and aloof. Overall, Denise's scores for this area fell in the average range.

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

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

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 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 sometimes 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 can be quite questioning until you get to know people well.

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

Your profile suggests that you allow your anticipation of what will happen to strongly influence what you reveal.

- Describe such a situation.
- Describe what you anticipated if you had spoken your mind.
- What did you do about it?

Your profile suggests that you have as much need to be with others as most people.

- Describe a situation when you have had to balance the need to work with others and the need to separate yourself and rely on your own resources.
- If you had to choose between excessive contact and excessive isolation, which would you choose and why?

Area 2: Influencing style (E, H, O) (B)

		sten	PRIMARY FACTORS										
			1	2	3	4	5	6	7	8	9	10	
Accommodating	E	2											Dominant
Retiring	H	3											Socially-bold
Self-assured	O	9											Apprehensive
Low Intellectance	B	2											High Intellectance

High scorers tend to demonstrate confidence in their opinions and are not slow at putting these across. Low scorers demonstrate less confidence and may find it harder to express their opinions or to challenge people when they disagree. Overall, Denise's scores for this area fell in the low range.

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

Can you describe a situation where you needed to push through an unpopular decision? Describe what happened. Describe your style. What would you do differently looking back?

Describe how you confront or avoid confronting others.

The following are some more specific questions from this area:

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 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 can dislike people who over-intellectualise.

- Can you give me some examples?
- Describe someone who was being unnecessarily complex?
- How did you deal with him/her?

Your profile suggests that you can be 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?

Area 3: Managing pressure and stress (C, O, Q4, H, L)

			PRIMARY FACTORS										
sten			1	2	3	4	5	6	7	8	9	10	
Affected by Feelings	C	7											Emotionally Stable
Self-assured	O	9											Apprehensive
Relaxed	Q4	5											Tense-driven
Retiring	H	3											Socially-bold
Trusting	L	4											Suspicious

High scorers are typically tense, overwrought and prone to worry. Low scorers are typically relaxed and feel able to cope with their daily challenges but this can sometimes be because they avoid putting themselves in challenging situations. Overall, Denise's scores for this area fell in the average range.

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.

When did you last take the blame for something that didn't work out? Tell me about it.

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 in some situations you have a tendency 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 it is quite hard to get you down.

- Can you give me an example of when things finally did get on top of you?
- What happened?
- Why do you think it got to you?

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.

Your profile suggests that like most people you experience the range of being patient to being impatient.

- Give examples of this happening.
- Can you describe what makes you react differently in these situations?

Area 4: Thinking and decision style (B, I, M, Q1)

		sten	PRIMARY FACTORS									
			1	2	3	4	5	6	7	8	9	10
Low Intellectance	B	2										
Tough-minded	I	3										
Practical	M	8										
Conventional	Q1	6										

High scorers tend to have a more abstract, theoretical, sensitive, imaginative or change oriented approach to life. Low scorers tend to prefer an objective, practical and clear-cut view of the world which can make them pragmatic but perhaps intolerant of ambiguity and subtlety. Overall, Denise's scores for this area fell in the average range.

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 a situation where you had a complex problem to solve. What did you do? How did you feel? What was the outcome?

The following are some more specific questions from this area:

Your profile suggests that you react against things which are over-complicated.

- Can you give me an example of something you considered to be too complex and how you dealt with it?

Your profile suggests that you like to approach things in a clear headed and rational way.

- Describe a situation where the issues were complex and your approach helped to simplify and create greater clarity.
- your style is to be clear, take no nonsense and be decisive.
- Can you give me an example of when you have demonstrated this?
- Also could you give me an example of when you might have been a little too clear and, as a result, might have missed the nuances of the situation?

Your profile suggests that you are likely to become a little abstract and not always grounded or practical.

- This is often a feature of creative people who can go off track sometimes - can you give me some examples of your wilder or more impractical ideas?

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 5: Work style (G, Q3) (F)

			PRIMARY FACTORS									
sten			1	2	3	4	5	6	7	8	9	10
Expedient	G	7										
Undisciplined	Q3	5										
Sober Serious	F	3										

High scorers tend to be quite dutiful with clear opinions about what is right and wrong. They are motivated to create order and structure in order to make things happen. Low scorers tend to be more flexible which can make them highly adaptable or perhaps somewhat disorganised. Overall, Denise's scores for this area fell in the average range.

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

Can you describe how you interact with people at work? How would they describe your style? How does this side of work affect your motivation?

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 noisy social gatherings are probably not your scene.

- How do you explain your potential reticence in such situations?
- What should people do to engage you and ignite your enthusiasms?
- How would others describe your style?

Your profile suggests that you have a tendency to be over-dependent on systems and plans.

- When do you think this might have been true?
- Describe the circumstances.
- How do you balance the need for being systematic and the need for being flexible?
- Where have you overdone either of these? Tell me more.

Your profile suggests that you can be disciplined and principled in some regards and quite loose or tolerant in others.

- Give me some examples of each.