

**Sam Sample
2017**

DECISION MAKER

CAPABILITY REPORT

INTRODUCTION

PRIVATE AND CONFIDENTIAL

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be interpreted in the context of other information gathered about Sam such as actual experience, vocational interests, skills and aptitudes.

VALIDITY SCALES

The questionnaire contains several scales which measure individuals' test taking attitudes and whether they were committed to portraying themselves accurately. Such measures inform practitioners of the degree to which they can trust and rely on the interpretation of respondents' profiles.

There are indications that Sam Sample may have been concerned to present himself in a positive manner in terms of having attributes seen as desirable within the workplace. Such indications may be presented by an individual who wishes to appear as an ideal employee. This indication may be the result of a deliberate strategy or may be a reflection his genuine personality, being more a function of a genuine desire to engage in positive organisational citizenship than an attempt to distort the profile.

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Fifteen Factor Questionnaire Plus (15FQ+)	Australian Managers & Graduates	2947

SUMMARY PROFILE

OVERALL JOB FIT

	Level	Score	1	2	3	4	5	6
Sam Sample's Job Fit	Advanced	4.71						

CAPABILITY GROUPS

Capability Group	Level	Score	1	2	3	4	5	6
Personal Attributes	Advanced	4.84						
Relationships	Adept	3.92						
Results	Advanced	4.68						
Business Drivers	Highly Advanced	5.52						
People Management	Advanced	4.58						

PERSONAL ATTRIBUTES CAPABILITY GROUP PROFILE

Capability	Level	Score	1	2	3	4	5	6
Displays Resilience and Courage	Advanced	5.16					●	
Act with Integrity	Advanced	5.49					●	
Manages Self	Advanced	4.8					●	
Values Diversity	Adept	3.9				●		

RELATIONSHIPS CAPABILITY GROUP PROFILE

Capability	Level	Score	1	2	3	4	5	6
Communicates Effectively	Adept	3.84				●		
Commits to Customer Service	Intermediate	3.44			●			
Work Collaboratively	Adept	4.14				●		
Influence and Negotiate	Adept	4.27				●		

RESULTS CAPABILITY GROUP PROFILE

Capability	Level	Score	1	2	3	4	5	6
Think and Solve Problems	Advanced	4.67					●	
Deliver Results	Adept	4.33				●		
Plan and Prioritise	Advanced	5.45					●	
Demonstrate Accountability	Adept	4.27				●		

BUSINESS DRIVERS CAPABILITY GROUP PROFILE*

Capability	Level	Score	1	2	3	4	5	6
Finance	Highly Advanced	5.53						
Technology*	Advanced	5.1						
Procurement and Contract Management	Highly Advanced	5.82						
Project Management	Highly Advanced	5.65						

*The 'Business Enablers' capability group has a low to moderate correlation with the 15FQ+ and cognitive assessments. The capabilities within this group are best assessed in combination with other methodologies such as work sample tests and simulations.

**Technology is not strongly predicted by the 15FQ+ and cognitive assessments. There is a weak correlation and therefore this capability should be assessed by other methodologies such as work sample tests and simulations.

PEOPLE MANAGEMENT CAPABILITY GROUP PROFILE

Capability	Level	Score	1	2	3	4	5	6
Manage and Develop People	Advanced	5						
Inspire Direction and Purpose	Adept	4.09						
Optimise Business Outcomes	Advanced	5.4						
Manage Reform and Change	Adept	3.84						

PERSONALITY ASSESSMENT

INTERPERSONAL STYLE

An analysis of Sam's scores suggests that he has a slightly more private than outgoing nature, and may prefer to keep a reasonably clear separation between his work and personal life. While Sam should be capable of building effective relationships, his preference may be for friendships of depth, rather than accumulating a lot of superficial acquaintances.

On first time meeting, Sam may come across as being socially more restrained and prefer taking his time when building new relationships.

Sam should appreciate making decisions in consultation with others and is likely to seek the input of colleagues before committing himself to a course of action. More team orientated than the average person, Sam is likely to thrive on group recognition and want to feel a sense of belonging. On the downside, Sam may dislike working on his own.

Sam profiles as having slightly less confidence than the average person in his intellectual ability and, as such, may appreciate the chance to formulate his thinking in advance of sharing his ideas with others. This is likely to be the case when working on conceptual tasks in which Sam has no prior experience.

Sam profiles as being a reasonably accommodating individual and should be receptive to the opinions of others. While he does not profile as having a particularly assertive personality, he should be able to take a stand on an issue if necessary.

With a balance between being diplomatic as well as direct, Sam should be able to communicate the intent of his message clearly while taking care not to upset others.

Results suggest that Sam is more trusting than the average person and should be prepared to give others the benefit of the doubt. While he is likely to delegate tasks and empower colleagues with responsibility, he may sometimes over-estimate someone's capability and end up feeling let down if they don't deliver.

Sam profiles as being no more or less enthusiastic than the average person. As such, he should appreciate the importance of spontaneity and the need to respond quickly to new opportunities or situations as they arise. At the same time, Sam should appreciate the importance of planning and considering his options before committing to action.

THINKING STYLE

Sam profiles as having the capacity to strike a balance between being expedient and conscientious. On the one hand this suggests that he has the aptitude to work at the set-up phase of a project and attend to issues that require a broader perspective. At the same time, Sam should be able to apply himself to finishing what he has started and have some appreciation of the detail attached to his role.

Likely to strike a balance between being tough-minded and soft-hearted, Sam should consider other people's feelings when decision making. In line with this, he should make an effort to convey both the technical benefits of a new approach, as well as appeal to the more emotional considerations.

As a reasonably down-to-earth, practical person, Sam is likely to concern himself with common-sense solutions, rather than be distracted by high-risk more creative options. Likely to focus on the tried-and tested, he may need to be convinced of the value of ideas that are outside his immediate experience.

Slightly more conventional than the average person, Sam is likely to value tried and tested ways of working and may prefer the status-quo over uncertainty and change. At times, this may cause him to prematurely discount new ideas and innovation.

Sam profiles as being concerned with his reputation and should place value on such things as self-control and self-discipline. Respectful of authority, he should take care not to do or say anything that would seem inappropriate.

COPING STYLE

With an emotionally resilient outlook, Sam should be able to remain calm and collected under pressure and hold things together during tough times. Unlikely to be ruffled by life's ups and downs, he should have a settling influence on others.

Results suggest that Sam should be no better or worse than the average person at handling life's challenges. Reasonably secure and self-assured, he should expect the best when embarking on a project and is unlikely to worry about the risk of failure.

More relaxed and composed than the average person, Sam is unlikely to become short-tempered or irritable when things go wrong. He should find it easy to relax and unwind after a demanding day, yet may come across as being too laid back.

POTENTIAL STRENGTHS

- May be effective in smoothing over interpersonal conflicts.
- Will prefer to utilise tried-and-tested solutions to problems.
- Will generally take the views of others into account.
- Wishing to present himself positively, he may tend to maintain a disciplined control over the expression of his feelings and emotions.
- Will tend to have a high regard for people and is likely to give others the benefit of the doubt.
- May be effective working independently, not needing to be constantly surrounded by people.
- Will tend to be practical and realistic, with his feet firmly on the ground.
- May adapt well to situations where he is required to take a back-seat.

POTENTIAL DEVELOPMENT NEEDS

- May tend to give way too readily when faced with opposition.
- May give the impression of being uncomfortable with or resistant to change, possibly preferring a more conventional route to innovation.
- May seem rather too reliant on group acceptance and support.
- His behaviour may be influenced more by social values and the expectations of others than by his own needs and values.
- May tend to be too trusting and take others at face value.
- May tend to feel uncomfortable in situations in which he has to constantly meet new people.
- May tend to lack interest in conceptual issues and be inattentive to the global aspects of a task.
- May be inclined to let things take their own course, rather than push to get things done.

ABILITY TEST RESULTS

Scale	Description	Score	1	2	3	4	5	6	7	8	9	%ile
Adapt-gV	Verbal Reasoning	15 of 15									9	99
Adapt-gN	Numerical Reasoning	15 of 15									9	99
Adapt-gA	Abstract Reasoning	11 of 15							7			88

Norms Used:

- Verbal Reasoning = 526 Respondents
- Numerical Reasoning = 564 Respondents
- Abstract Reasoning = 546 Respondents

ADDITIONAL MEASURES

DISTORTION SCALE SCORES

Scale	1	2	3	4	5	6	7	8	9	10
Social Desirability						6				
Fake Good								8		
Fake Bad		2								

RISK SCALE SCORES

Scale	1	2	3	4	5	6	7	8	9	10
Central Tendency				4						
Infrequency	1									