



## **15FQ**

The very latest version of the 15FQ+ questionnaire provides a comprehensive assessment of personality. Building on the most current research the 15FQ+ has been fully revised to make it suitable for use in the international business environment. Maintaining the breadth of the original 16 personality factors, first identified by Raymond B Cattell, the 15FQ+ sets new standards for reliability and validity. Available in a long (200 item) and short (100 item) form, the test materials have been carefully designed to make them easier and quicker to complete, score and profile.

- What the 15FQ+ measures?
- What's new in the 15FQ+
- The reports

### **What the 15FQ+ measures?**

The 15FQ+ measures the same personality factors discovered by Cattell and colleagues over 50 years ago with higher reliability and validity than has to date been possible. In addition, 15FQ+ measures a number of criterion measures such as Emotional Intelligence, Team Role, Management and Subordinate styles and Counter-Productive Work behaviour.

### **What's new in 15FQ+**

This new edition of the 15FQ remains true to the original version of this test, which measured fifteen of the core personality factors first identified by Cattell in 1946. However, by taking advantage of recent developments in psychometrics and information technology, Psytech have produced a shorter, yet more reliable measure of these primary personality factors. Most significantly, the 15FQ+ incorporates a number of recent psychometric innovations; making these developments widely available to the test user for the first time. These innovations include the addition of a measure of Factor  $\beta$  (intellectance), which was excluded from the first edition of this test for theoretical and practical reasons. In addition 15FQ+:

- uses international 'business' English
- avoids race and gender bias
- can be completed in under 30 minutes
- is scored and profiled in under 10 minutes
- is supported by an expert system
- short form also available.

Criterion scores also available for:

- Emotional intelligence
- Counter productive work behaviour
- Team roles
- Leadership and Management Styles
- Career Themes

### **Reports for 15FQ+**

GeneSys provides a choice of over a dozen report styles for decision-maker and candidate feedback. Extended reports include team role behaviour, leadership, subordinate styles, career orientation, strengths and development needs. GeneSys also includes a Job Match profile where a respondent's profile is compared to the ideal for a given role with an Interview Prompt report providing questions to guide a feedback interview. All the reports can be generated using a comprehensive normative base of over 2,000 UK professional people.

### **Advantage - Simple to complete**

- A single A4 page with tick boxes for all 200 (100 for short form) questions.
- Scoring could not be easier. After separating the answer page from the scoring page add up the row totals for the raw score.
- Convert the raw scores to Sten (using the integral norm table) by following the arrows to the profile. Transfer the Sten scores onto the profile. What could be simpler?