

# Fifteen Factor Questionnaire +

A Comprehensive Assessment for Adults & Young People

## 15FQ+

The 15FQ+ provides a comprehensive assessment of personality. Building on the most current research the 15FQ+ is 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. The test materials have been carefully designed to make them easier and quicker to complete, score and profile.

## 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.

## Reports for 15FQ+

Through the GeneSys Assessment System a range of reports for decision-makers and candidates are available, supported by an extensive norm base. Extended reports include Team Roles, Leadership and Subordinate Styles, Career Themes and 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.

## The Test

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 a wide range of expert reports

Criterion scores also available for:

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

# 15FQ+

## FIFTEEN FACTOR QUESTIONNAIRE +

## KEY FACTS

### What it Measures

A comprehensive, trait-based assessment of personality across 16 primary personality factors.

### Use With

A comprehensive assessment for adults and young people.

### Use For

Selection, individual and team development, coaching and guidance.

### Administration & Scoring

Paper-and-pencil or computerised administration through the GeneSys Assessment System, with manual and automated scoring options.

### Report Options

Range of profile and narrative reports for decision-makers, and feedback reports for respondents.

### Qualification

Level B

### Timing

30 minutes + administration time

### Cost

4-6 Credits per scored assessment

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