



## Personality and Ability Candidate Feedback

Candidate: Theresa Thyme  
Job: Consultant  
Company: TimelessTime

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# Interim Report for Theresa Thyme

## Introduction

You undertook the 15FQ+ Personality and Adaptive General Reasoning Ability tests on 28th December 2022. The results discussed here are based on the responses you made. The test results suggest that you responded to the questions in an open and honest manner.

There are three sections to the report. The first discusses your personality and considers the ways in which you interact with others, think, and cope with day-to-date pressures. The second section discusses your general mental ability. Verbal, numeric, and abstract reasoning are covered separately and then comment is made on your general mental ability considering all three types of reasoning together. The final section of this report discusses the types of work environment that you are likely to be most comfortable in.

## Section1: Personality Test

### a) Overview

This section of the report is a summary of your personality profile, as assessed by the Fifteen Factor Personality Questionnaire Plus (15FQ+). The 15FQ+ is designed to provide a more objective assessment of personality than is normally possible from a typical interview. Your results on this questionnaire will be considered with other relevant data. Previous experience, interests, aptitudes, and motivation all play a very significant part in determining an individual's fit within a new working environment.

The use of the 15FQ+ is restricted to professionals who have been trained in personality assessment, and who will be able to interpret the significance of your profile within a work setting.

### b) Interpersonal Style

The results of the personality profile suggest that your orientation is rather extraverted. That is, you are likely to enjoy a good deal of contact with people. Taking a very strong interest in people, you are likely to be seen as very warm and friendly. As the type of person who enjoys joining in with others, you relate to people quite easily on a personal level. You probably like to take control of situations and make decisions for other people. You perhaps generally feel at ease giving instructions to people and will enjoy positions of authority, readily organising, managing and directing others. Above average in social self-confidence, you will in all likelihood, find it easy to meet new people and mix with strangers. Happy to be the centre of attention, you should be a moderately confident speaker.

You appear to be neither particularly suspicious, nor too trusting in your relationships with colleagues. You tend to take the middle ground between these two extremes. Initially trusting others, you tend to be questioning if they give you reason to doubt their sincerity. You neither feel bound to conform to social expectations, nor do you choose to ignore them. Not particularly inclined to question authority, you will nevertheless question rules if they seem particularly unfair or unjust.

### c) Thinking Style

Although receptive to new ideas, you appear unlikely to reject tried and tested methods out of hand. Neither highly radical, nor particularly conservative and traditional, you will try to achieve a balance between following established procedures and using new and innovative methods to solve problems. On the whole, you appear to prefer group activities to solitary pastimes. You greatly enjoy bouncing thoughts off others, and are likely to have your most productive ideas when surrounded by people. As a consequence, you may not be your most effective when working alone. You will generally wish to consult others before making important decisions. Approaching problems in a rather imaginative way, you may at times be more concerned with theoretical issues than practical realities. Consequently, you may prefer to generate the ideas and let others put them into practice. You may overlook the detailed requirements of some tasks.

Neither excessively tough-minded, nor overly sensitive, both intuition and hard logic are likely to influence your decisions. Your approach to situations will generally be one of caution. You may prefer to be given time to think things over, and will not wish to be forced into making spur-of-the-moment decisions. In a lively social setting, you may be fairly enthusiastic and spontaneous. Your profile suggests that on occasion you may be distracted from the job in hand, not always persevering with tedious, repetitive tasks. Not particularly detail conscious, your enthusiasm for new things may at times cause you to leave loose ends when completing a task.

### d) Coping Style

You appear to be as emotionally secure and stable as most people, and in general are not disposed to over-react to situations. You aren't a particularly touchy person, nor are you unduly prone to emotional outbursts. Inclined to worry when things go wrong you may come away from meetings wondering if you should have done things differently. Sometimes doubting your own ability, you may get keyed up before an important event. As calm and composed as most, you appear not to be unduly prone to feelings of tension. You may however become a little flustered when working under extreme pressure.

## Section 2: General Reasoning Ability Test

### a) Overview

The Adaptive General Reasoning (Adapt-g) assessment focuses on a person's general mental ability. It assesses this by testing a person's ability to reason using words, numbers, and abstract concepts. The Adapt-g is a suitable assessment for a broad range of roles and training. Tests such as the Adapt-g have consistently been found to be the best single predictors of both performance and trainability in a wide range of roles.

The Adapt-g assesses the participant's capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material they have not previously encountered, and deduce their logical consequences (i.e. logical deductive reasoning). This includes the ability to learn and understand complex new material; use logic to develop arguments that are rational and well-reasoned; and deduce the logical consequences of a given set of rules, assumptions, or relationships.

The Adapt-g assesses general mental ability using questions that consider serial deductive reasoning, rather than holistic deductive reasoning. Serial deductive reasoning is the ability to understand the logical relationships governing patterns that change along one dimension, rather than the ability to understand logical patterns that develop simultaneously over several independent dimensions.

### b) Verbal Reasoning

The verbal component of the Adapt-g assesses a person's ability to use words in a logical way. Consisting of items that involve an understanding of vocabulary, class membership, and the relationships between words, this test measures the ability to perceive and understand concepts and ideas expressed verbally. While this test is a measure of reasoning ability rather than educational achievement, it is nonetheless generally recognised that verbal reasoning test scores are sensitive to educational factors.

When compared to the reference group, your performance on the verbal component of this test indicates that you have a well above average ability to understand complex verbal concepts. Such a score suggests that your verbal reasoning ability exceeds that of many members of the reference group. You will therefore be more able than many to appreciate the subtle logic of a complex argument and use words in a fairly rational and reasoned way. Consequently, you should be able to understand instructions and explanations with relative ease and will be able to explain fairly complex concepts with a fair degree of clarity.

### c) Numeric Reasoning

The numerical component of the Adapt-g assesses your ability to use numbers in a logical and rational way. The test consists of items that assess your understanding of number series, numerical transformations and the relationships between numbers, in addition to your ability to perform numerical computations.

Your performance on the numerical component of this test is well above the average achieved by the reference group. This demonstrates a good grasp of numerical concepts and an ability to work with numbers in a logical and rational way. Such a level of numerical ability would be expected among particularly numerate members of the population and suggests that you will have little difficulty coping with the demands of jobs which are numerically based.

### d) Abstract Reasoning

The abstract component of the Adapt-g assesses the ability to understand complex concepts and assimilate new information outside of previous experience. The test consists of items that require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning, it is independent of educational attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information, it is likely to predict how responsive to training you will be.

Your score on the abstract component of this test shows that you have performed at a well above average level when compared to the reference group. This indicates a high level of natural or fluid ability. This should enable you to grasp new and complex concepts which fall outside of your previous experience with relative ease. Fairly quick to learn, you should put training and instruction to good use.

### e) General Mental Ability

General Mental Ability – often termed g – is a person's capacity to understand logic; comprehend and learn complex new material; think abstractly; solve problems; and plan and respond to the environment in an adaptive, rational, and flexible manner. It is termed general mental ability because it assesses the person's mental capacity across a wide range of different intellectual functions and modalities. That is, general mental ability is overall intellectual ability, and is broader than more specific abilities such as verbal, numerical, or abstract reasoning. It is a composite of the speed and accuracy with which the person performs mental tasks and can therefore be viewed as a measure of a person's 'mental power'.

Your performance indicates that, compared to the reference group, you have an excellent level of general mental ability. Your level of reasoning ability is likely to be in excess of that displayed by most people. Scoring in this range, you should be able to understand complex ideas, perceive the relationships between those ideas, and deduce their logical consequences.

## Section 3: Preferences

Preferences are the in-person characteristics that describe the nature of the jobs in which you are likely to be most satisfied. Everyone exhibits varying degrees of these preferences. Your three dominant preferences are Social, Investigative and Artistic. Suggested activities for each of these themes are listed below.

Social theme activities are centred on helping or caring for others. High scorers tend to express an interest in charitable work, involving caring for the elderly, children with special needs or counselling, teaching and generally assisting others to achieve their potential.

Investigative theme activities involve the manipulation of ideas and scientific principles. High scorers will enjoy applying logical and/or scientific principles to the resolution of experimental problems. They may enjoy laboratory work.

Artistic theme activities are focused around the expression of artistic and creative ideas. High scorers are typically interested in the arts in the broadest manifestation e.g. art, music, writing, composing, dance, and design.

This is a strictly confidential assessment report, which contain personal information about you. It is provided on the basis that you keep the information safe and use it only to help you understand how you are likely to act under certain circumstances. The information contained in this report should not be disclosed to anyone else.