



## **Fifteen Factor Questionnaire Plus – 15FQ+**

The 15FQ+ assesses 16 broad personality factors identified by Raymond B Cattell. It is a comprehensive measure of interpersonal, thinking and coping styles.

### **What will it tell me about a candidate?**

As a business owner or manager, you know for each role in your business or your team, the kind of competencies, skills and attributes that you would like to see in the ideal job holder. Psychometric assessments like the 15FQ+ can provide you with more information about a candidate to help you improve your chances of hiring the best people for your business.

Tammy Simpson, Psychological Advisor at OPRA Consulting Group explains the benefits of this psychometric tool. *'At OPRA we find that business owners benefit immensely from using the 15FQ+ personality assessment. When making hiring decisions, this assessment gives us one more piece of the puzzle about understanding a candidate alongside their CV, interview performance and references. Including psychometric assessment supports the recruitment of high performing employees who fit the culture of a specific business.'*

The 15FQ+ can provide unbiased, reliable and relevant information concerning the likelihood of job success and job satisfaction and it can help to reduce selection errors, staff turnover, training costs, lost opportunities and stress to individuals.

The psychometric assessment report gives information on a candidate's interpersonal, thinking and coping style. In addition it gives details on the candidate's preferred leadership and subordinate roles, and their preferred team role type. The report also highlights a candidate's strengths and areas of potential development.



At Pod Consulting as well as written feedback we provide verbal feedback to the hiring manager or business owner for each candidate that undertakes psychometric assessment. This provides you with an opportunity to ask specific questions regarding candidates and the competencies required in a particular position. We are also able to provide you with additional interview or reference questions relating to any concerns that you may have as a result of the psychometric assessment results.

If comparing a number of candidates, often it is preferable for us to discuss the results with you in person.

### **Ideal Profiling**

We can also use the 15FQ+ to establish an 'ideal profile' for your employees and candidates. For example, you may deduce that certain competencies equate to greater success in your call centre team or your sales team. We can create a profile to match candidates against those particular competencies. We can also use this profile to identify gaps in your team and use the information to establish necessary training to develop your employees further.