



Quintax[®] Record Form for

.....**Sample Respondent**.....

Quintax completed

28 September 2006
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About *Quintax*

Quintax is a five factor personality questionnaire providing information about your styles and preferences in terms of the five major ways in which people differ from one another. The table below describes the five factors in terms of the two basic types that can be identified for each dimension.

Scale Name	Left Pole Scores	Type Label	Right Pole Scores	Type Label
Extraversion (EX)	Introverted people are probably more at home in the inner world of ideas than in the outer world of people and things.	I	Extraverted people are probably more at home in the outer world of people and things than in the inner world of ideas.	E
Criticality (CR)	Personable people probably base their judgements more on personal values and feelings than on impersonal logic.	P	Logical people probably base their judgements more on impersonal analysis than on personal values and feelings.	L
Organisation (OR)	Adaptable people probably like a flexible, spontaneous way of life better than a planned, decided orderly way.	A	Structured people probably like a planned, decided orderly way of life better than a flexible, spontaneous way.	S
Intellectual Focus (IF)	Grounded people probably would rather work with known facts than look for possibilities and relationships among ideas.	G	Theoretical people probably would rather look for possibilities and relationships among ideas than work with known facts.	T
Emotional Involvement (EI)	Calm people are not easily upset by events and can generally keep their emotions under control.	C	Volatile people tend to express their emotions and can be prone to the effects of pressure.	V

Your *Quintax* results

The table below records the scores obtained from your recent completion of *Quintax*, together with the relevant type labels. The strength of your preferences (slight, moderate, or clear) as compared with the general population is also shown.

Scale	EX	CR	OR	IF	EI
Score	38	41	32	59	34
Type Label	I	P	A	T	V
Preference Strength	Clear	Moderate	Clear	Clear	Slight

How your *Quintax* results are presented

By putting the Type Labels together, we can describe your *Quintax* Type as:-

IPAT-V

The *Quintax* Type includes a hyphen before the final preference; this is to show that the final factor in the *Quintax* five is based upon your feeling reaction to things. In Type theory, the other dimensions are often thought of as being based on your mental attitudes and functions.

An alternative way to represent your Type is to allow the case of the Type Labels to reflect the strength of your preferences. By representing slight and moderate preferences as lower case letters, we can use the Type more precisely to reflect your questionnaire results - as shown below:-

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The 'Verify Margin': Identifying your Best Fit Type

The Type designation given above is a simplification of your scores on the five main *Quintax* scales designed to allow us to give you holistic feedback about your preferences through a Type Descriptor Leaflet.

However, statistically speaking no questionnaire is infallible and in the case of *Quintax* the preferences we have labelled as 'slight' are ones which might potentially be reversed if you were to complete the questionnaire again. You might also feel that some of the preferences measured by the questionnaire don't reflect your work behaviour. For these reasons we recommend that you check or verify those preferences that fall in the 'Verify Margin' - i.e. particularly those identified as 'slight' by the questionnaire. This can be done by reviewing all the interpretive material we provide (Type Descriptions and other reports) which relates to those preferences. If, for example, you have scores that suggest you are an eLSG-C with a slight preference for Extraversion you could review the Type descriptors for ILSG-C and ELSG-C to determine which is your 'Best Fit Type'. You could also discuss this with your workshop leader or feedback provider, or with others who know you well, so as to settle on the most suitable Type for your behaviour.

A full description of the meaning of the type described above can be found on the accompanying Type Descriptor Leaflet. Don't worry if it does not fit every aspect of your behaviour, as all the Type Descriptor Leaflets have been written with clear preferences in mind, and may need to be softened interpretively where your preferences are slight or moderate.

IPAT-V

PEN PORTRAIT

“Committed to making the world a better place for people”. You are an idealist with a strong sense of honour. You are driven by your own quest for self-identity and to be of benefit to others. You set high standards and have clear codes for your own achievements and behaviour, but are reluctant to impose them on others. You will rarely extend your own self-examination to others, preferring a stance of ‘live and let live’. Your work must serve some ideal for it to be satisfying to you. When this need is met you will be tireless and relentless in pursuit of your goal. Others can find your commitment inspiring if you communicate it clearly enough. One consequence of your high ideals is that you are a perfectionist and rarely satisfied with your own achievements. You prefer to fit in rather than make waves, but you can become quite assertive when your ideals are violated. Others see you as tolerant and understanding, if reserved, and can be as puzzled as you are when some occurrence causes you to feel that your values have been offended. You dislike being labelled and will occasionally surprise others by doing things that they think are uncharacteristic. Under pressure you may find yourself showing emotional reactions that you would normally prefer to avoid. Others may see this as occasional moodiness.

DEFINING THE DIMENSIONS

Introverted: You are probably more at home in the inner world of ideas than in the outer world of people and things

Personable: You probably base your judgements more on personal values and feelings than on impersonal logic

Adaptable: You probably like a flexible, spontaneous way of life better than a planned, decided orderly way

Theoretical: You probably would rather look for possibilities and relationships among ideas than work with known facts

Volatile: You tend to express your emotions and can be prone to the effects of pressure

STRENGTHS

- Can motivate through providing a clear vision of what is possible
- Seeks harmony and compromise in group tasks
- Continually involved in the search for self identity and self improvement
- Enjoys proposing and considering new systems, solutions and possibilities
- Motivated primarily by the need to improve things for people
- Generally flexible and accommodating to others

POSSIBLE WEAKNESSES

- May delay completing tasks because of perfectionism
- May become despondent about own abilities, even when things are done well
- May seem a little uninvolved and unenthusiastic to others through keeping your emotions to yourself
- May try to please too many people at once
- Prone to rationalisation or harbouring deep resentments that are hard to dispel
- May spend more time reflecting on how things might be achieved than on actually doing them

DEVELOPMENT OBJECTIVES

- Try to be realistic about what is required for the particular task
- Learn to recognise your own strengths and abilities and praise yourself
- Make sure that you communicate your ideas and enthusiasm; let other people know how you are feeling
- Try to be a little less dependant on the approval of others, practice saying “no”
- Endeavour to express your hurt feelings at the time and try to explain why you feel that your personal codes have been violated
- Formulate action plans and follow them through

LEARNING STYLE

In learning you often put yourself out to please teachers and benefit when they reward you with personal encouragement. You need to feel that a topic is important, and once committed you will strive to achieve perfection. You need lots of time for personal reflection, and would rather explore a topic yourself than have the teacher present it step by step. You are more comfortable with theory than facts.

TIME MANAGEMENT

You are concerned about the way you manage your time, and often wonder if you could do it better. The two main things that rob you of time are other people and your own need to reflect on conceptual matters rather than just getting the task done. You generally focus on the future rather than the present, but tend not to plan for it.

Strengths

- Careful about intruding on others' time
- Give people the time they need
- Naturally oriented to the future
- Use time to achieve full personal potential

Weaknesses

- Can fail to spend time on own tasks
- May not be able to say “no”
- May ignore immediate pressures
- May waste time on self analysis

TEMPERAMENT AT WORK

Personable with Theoretical (PT)

“The passionate idealists”

Key work styles: personal growth, investor in people, motivator, spokesperson