



product brief





what it measures

The ISQ is a self-report questionnaire specifically designed to explore how a person typically goes about influencing and gaining support from others. It provides a hierarchical pattern of scores that indicate the extent to which the individual uses the eight main differing approaches to influencing others.

The ISQ comes in two formats - one for selection situations, and one for personal development.

In the selection context, the instrument acts as an adjunct to other selection techniques that help to build up a picture of the candidate's typical workplace behaviours.

For development purposes, it helps the person to consider whether they utilise either a full or limited range of influencing styles; the extent to which they are able to select an appropriate style to suit different circumstances; and, whether they wish to extend their repertoire of behaviours.



isq scales

THE ISQ SCALES

Rewarding/punishing
Assertive persuading
Setting example
Political awareness
Consulting
Empowering
Sharing vision
Being dramatic

The ISQ Profile and Report provides:

- A full description of each of the styles
- Graphical representation of the scores



suitability and training

ISQ has been designed for use with both managerial and non-managerial population and is appropriate when assessing anyone who has to influence others in their role.

Administration and scoring only training requirements

Level A Certificate of Competence in Test Administration

Interpretation and Feedback training requirements

Level B - Full or Intermediate Certificate of Competence required.

Users of other substantive questionnaires, e.g. I6PF, OPQ^(R) or CPI may access ISQ immediately.

benefits

- A powerful development tool
- Competitively priced - no expensive licensing fees
- Administered online (or can be administered via paper & pencil or pc)
- Quick to administer (approx 10-15 minutes)



prices

Administration:

- *online*
- *paper & pencil*

	£
Online:	
Admin/ profile chart	15.00 *
Paper & pencil:	
ISQ admin & scoring	30.00 *
ISQ booklets (5s)	95.00
Answer sheets (25s)	60.00 *
Profile charts (25s)	95.00 *
Scoring keys	20.00 *

* Subject to VAT @ 17.5%

