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Interpretive Report

Sample Tester

1 May 2017

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Introduction

Use of the report

Please note: decision-making using 16pf-derived information should only be undertaken by a fully trained 16pf user, who will interpret an individual's results using their professional judgment. The statements contained in any computer-generated report should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data, and other assessment results. All information in the report is confidential and should be treated responsibly.

It is important to consider that:

- The results are based on the respondent's description of their own personality and behaviour, which may not necessarily reflect the way other people see them. The accuracy of the results is therefore dependent on the respondent's openness in answering the questionnaire and upon their level of self-awareness.
- The results are compared against those of a large group of people who have completed the questionnaire.
- The report describes the respondent's likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about their ability.
- There are no absolute rights or wrongs in personality – each style has its advantages and disadvantages, although some temperaments may suit some activities, jobs or interests better than others.
- Results of psychometric questionnaires like this one enable a good prediction of how people will behave in a variety of situations.

The results of the questionnaire are generally valid for 12–18 months after completion, or less if individuals undergo major changes in their work or life circumstances.

Interpreting mid-range scores

A person's behaviour is the product of the interaction of their personality characteristics with specific situational opportunities and constraints. This interaction effect is likely to be particularly true of 16pf sten scores in the mid-range on the profile; that is, scores lying at or between stens 4 and 7, and especially those at stens 5 and 6. Therefore, interpretation of these scores can be one of the more challenging aspects when providing feedback. References to situational factors are used in the narrative of this report to remind the professional that interpretations of scores in the mid-range are especially likely to benefit from additional information gathered during the course of the feedback session.

Response Style Indices

Norm group

GB combined-sex (2011)

All of the response style indices are within the normal range: there is no indication that it is necessary to question any of them.

Impression Management

The individual has presented a self-image that is neither markedly self-critical nor overly positive.

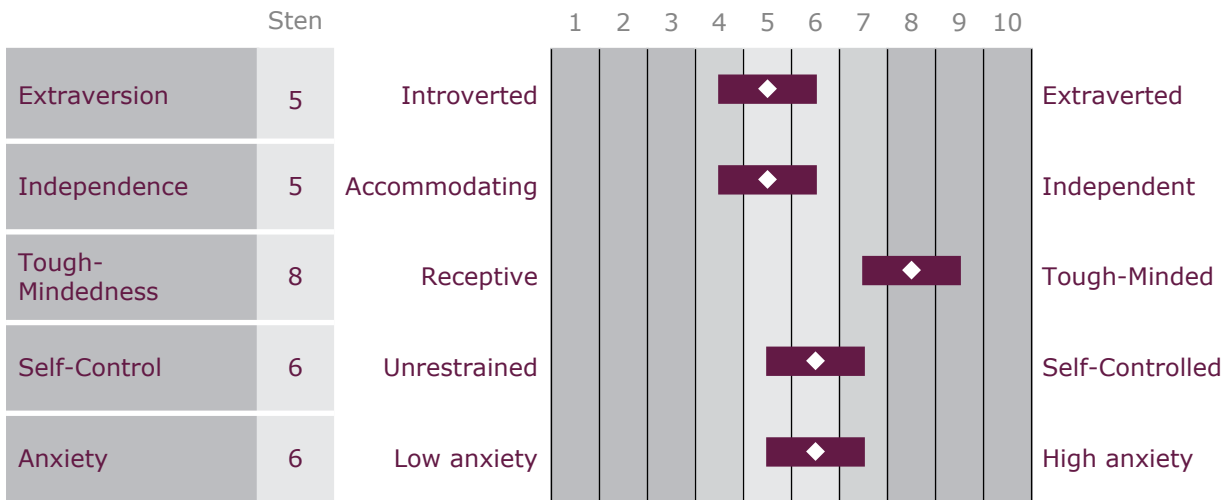
Acquiescence

The individual has responded in a way that is not acquiescent; that is, they have not simply agreed with each statement. However, the style of responding could also be compatible with someone who has endorsed either a majority of 'b' ('?') or 'c' ('false') responses. Therefore the Infrequency index should be carefully examined in order to assess the extent to which their responses may be unorthodox or unusual.

Infrequency

The individual has endorsed most items in a way that is similar to other people; it is unlikely that they have responded randomly.

Global Factors



Global Factor definitions

Extraversion

Social orientation; the desire to be around others and be noticed by them; the energy invested in initiating and maintaining social relationships.

A: Warmth
F: Liveliness
H: Social Boldness
N: Privatness (-)
Q2: Self-Reliance (-)

Independence

The role a person assumes when interacting with others; the extent to which they are likely to influence or be influenced by the views of other people.

E: Dominance
H: Social Boldness
L: Vigilance
Q1: Openness to Change

Tough-Mindedness

The way a person processes information; the extent to which they will solve problems at an objective, cognitive level or by using subjective or personal considerations.

A: Warmth (-)
I: Sensitivity (-)
M: Abstractedness (-)
Q1: Openness to Change (-)

Self-Control

Response to environmental controls on behaviour; internal self-discipline.

F: Liveliness (-)
G: Rule-Consciousness
M: Abstractedness (-)
Q3: Perfectionism

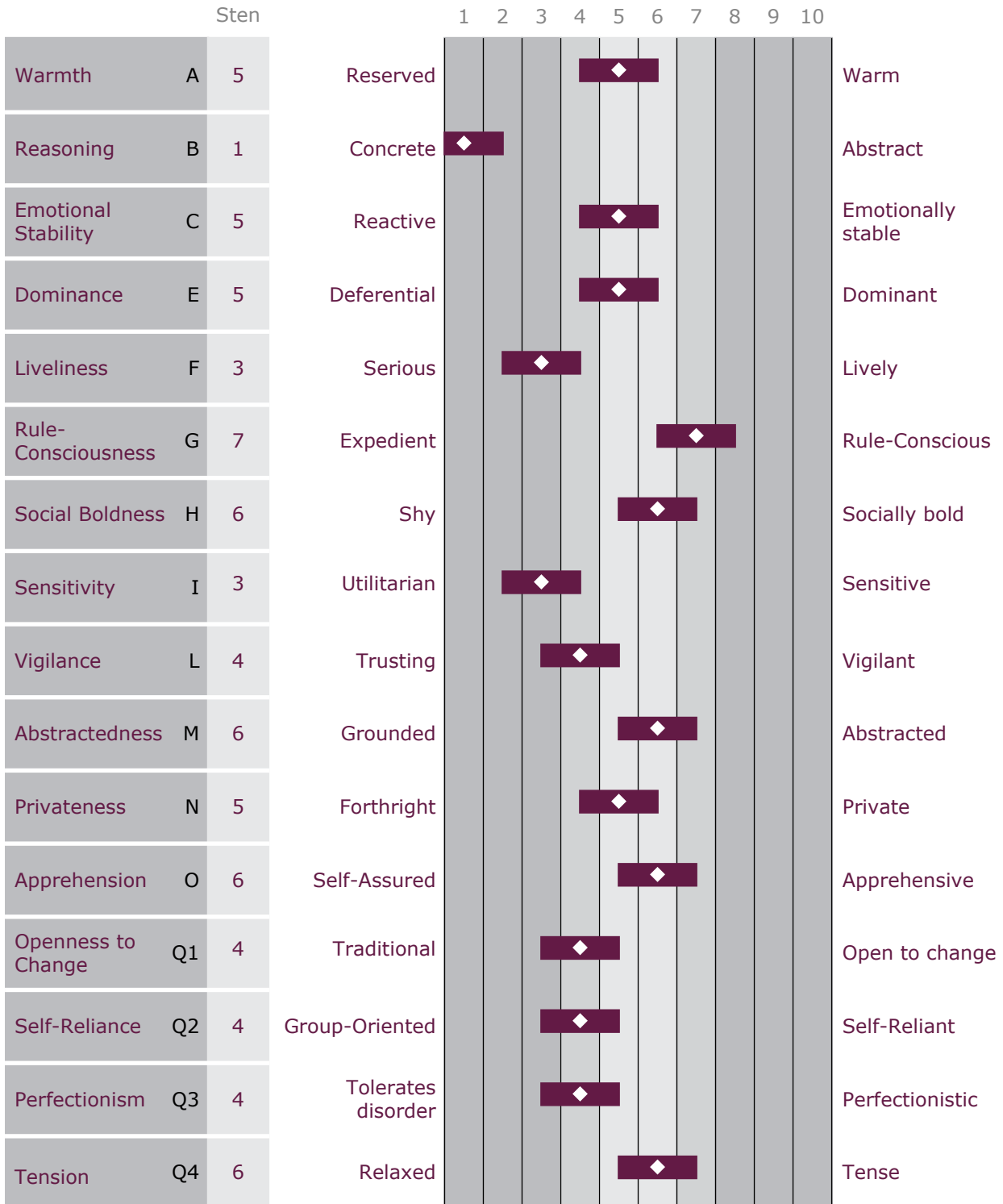
Anxiety

Emotional adjustment; the types of emotions experienced and the intensity of these.

C: Emotional Stability (-)
L: Vigilance
O: Apprehension
Q4: Tension

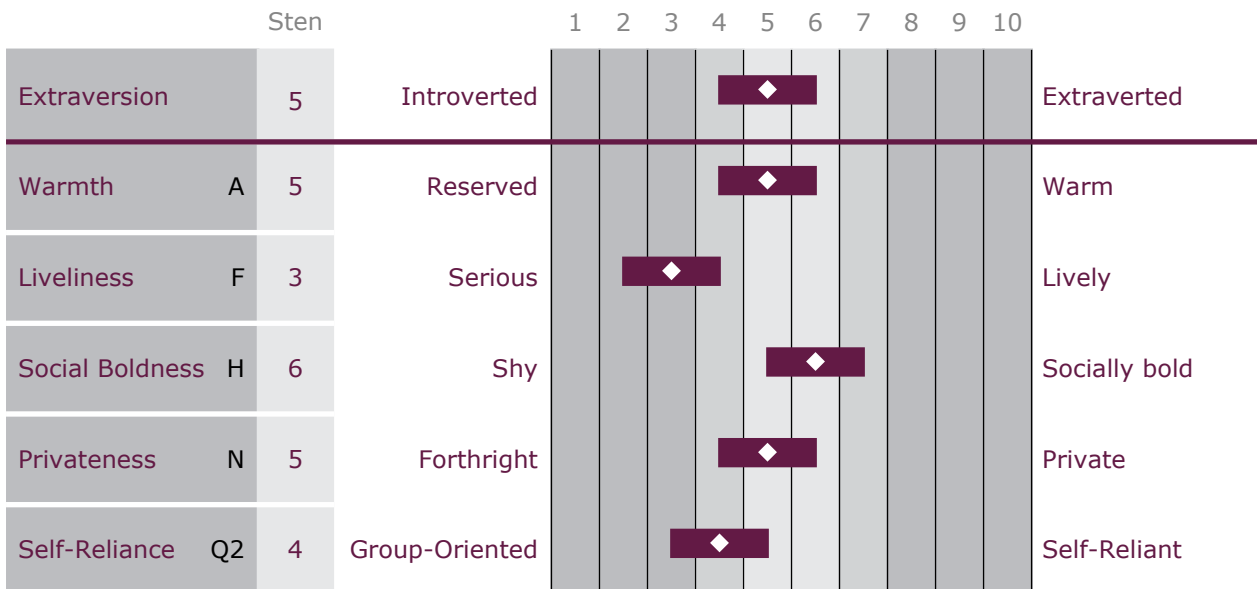
(-) Indicates a negative relationship between the Global and Primary Factor

Primary Factors



For each profile below, several of the 16 primary scales combine to determine the Global Factor score. Sometimes a low score on a primary scale contributes to a high score on a Global Factor, and vice versa. Occasionally, a primary scale score does not fall in the direction expected, based upon the overall Global Factor score. These unusual factor combinations or conflicting scores can be revealing; it may be useful to explore the ways in which the candidate's behaviour reflects such combinations.

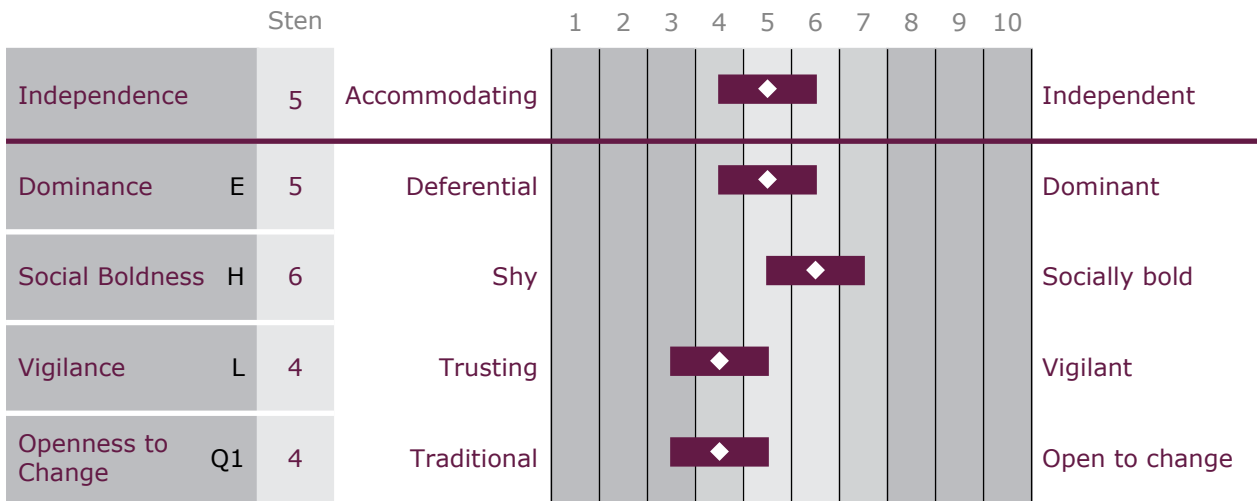
Extraversion



Mr Tester exhibits a level of extraversion that is typical of many people. He is interested in social participation, but is likely to balance activities involving social contact with those of a more solitary nature.

- He forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- His interactions with others are often serious or restrained. He tends to take life seriously and adopt a reflective approach.
- Mr Tester is likely to feel at ease in some social situations, but less comfortable in others. Whilst not always seeking to be the centre of attention, he will not generally appear timid or shy.
- He tends to disclose more about himself to some people than to others. The extent to which he feels comfortable sharing personal matters depends on the situation and the people involved.
- Mr Tester prefers to make plans and do things with others, rather than on his own.

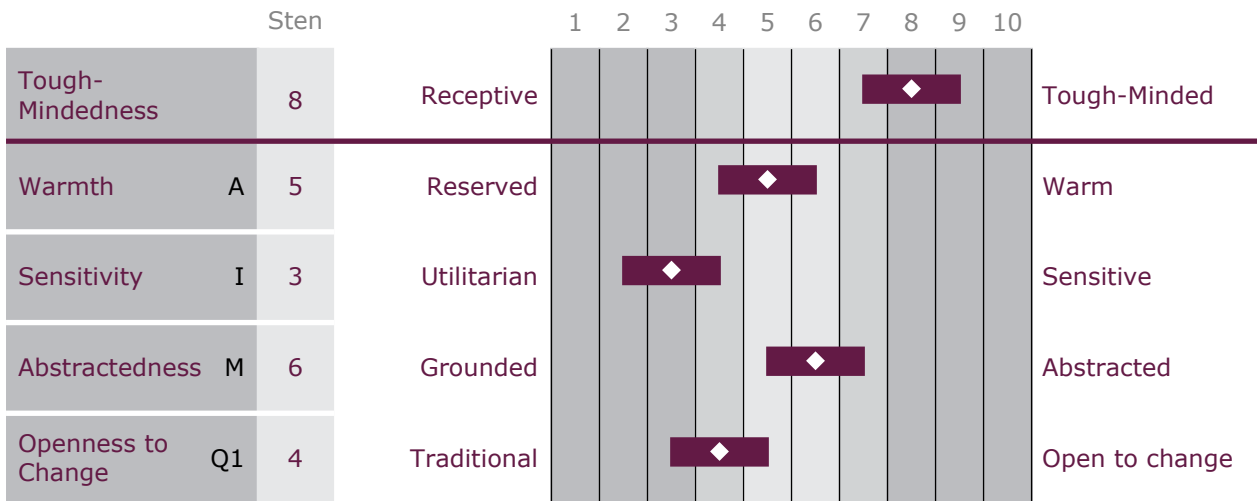
Independence



Mr Tester's lifestyle is balanced between the need to exert his will and control his environment versus a willingness to accommodate others' wishes and adapt to his environment.

- In interpersonal relationships, he likes to express his views and opinions on matters, while at the same time valuing input from others and being willing to defer if appropriate.
- Mr Tester appears comfortable in most social situations. He does not come across as either particularly self-conscious or uninhibited.
- He tends to trust other people's intentions and accept their motives, rather than to question them.
- As an individual he does not tend to question traditional methods, and is likely to be comfortable with the situation in which he finds himself.

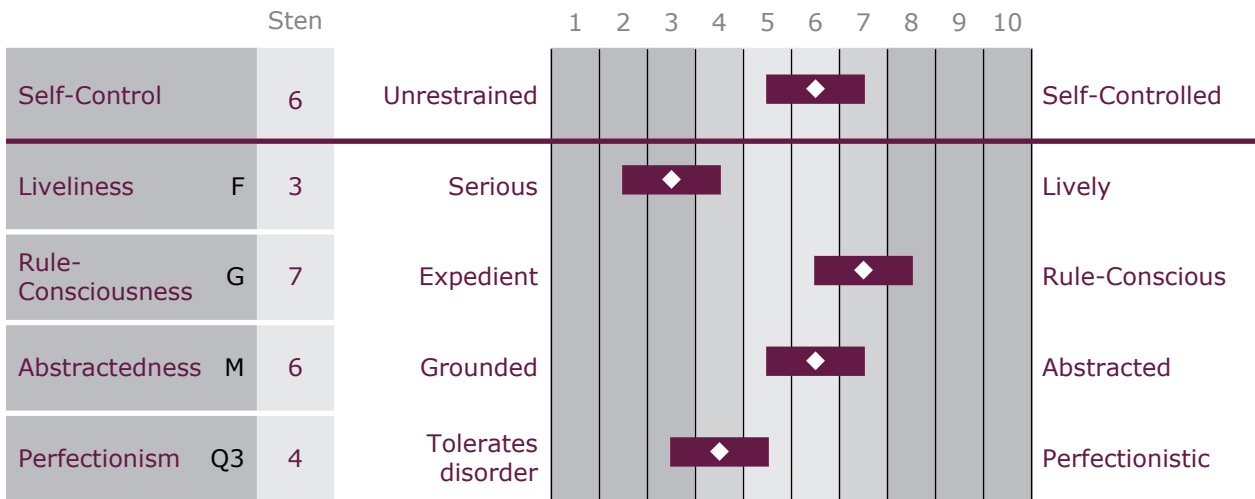
Tough-Mindedness



Mr Tester's personality is characterised by a tendency towards an unemotional focus and a preference for familiar as opposed to new experiences. Tasks and problems are approached with emphasis upon objectivity and getting things done; emotional considerations may be overlooked. He may exhibit a strong tendency to adhere to his current way of thinking.

- When approaching problems, he tends to be attentive to others whilst retaining a sense of detachment when necessary.
- Mr Tester focuses on functionality rather than appearance or emotional content. Decisions are based largely on objectivity and the application of logic.
- He strikes a balance between focusing on practical solutions to problems and taking a broader view, which involves the consideration of more abstract matters.
- He often sticks to traditional ideas and methods; however, he tries to remain open to some ideas of change.

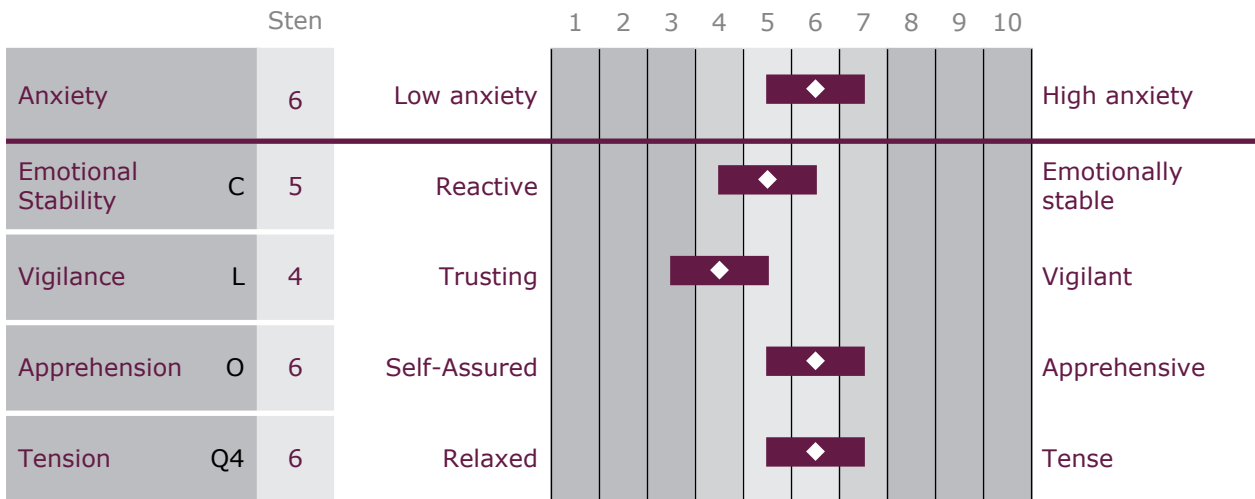
Self-Control



Mr Tester will sometimes show the self-discipline and conscientiousness needed to meet his responsibilities. On other occasions he may be less restrained and more inclined to follow his own wishes.

- Characteristically, he is cautious and thinks carefully before speaking or acting. He may appear rather serious and inhibited.
- He shows respect for externally imposed rules and conventions, and is willing to adhere to them in most cases.
- Mr Tester balances a pragmatic, down-to-earth approach to matters with an interest in ideas and more abstract thoughts.
- He tends to be flexible and tolerant of disorder. He prefers to leave some things to chance, and may function best in an environment that is relatively unrestrictive.

Anxiety



At the present time, Mr Tester describes himself as neither more nor less anxious than most people.

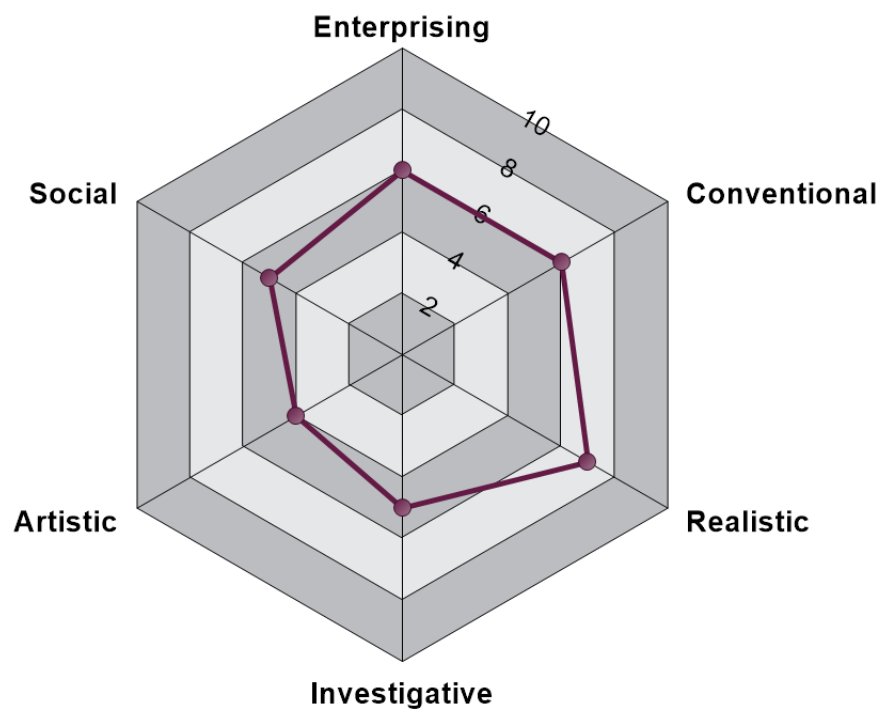
- Mr Tester feels able to handle life's demands as calmly as most people.
- He shows a tendency to be trusting and accepting of other people and their motives.
- Mr Tester is no more likely to doubt himself or be self-critical than most people.
- Mr Tester generally appears composed, but demonstrates enough of a sense of urgency to be able to meet the demands placed on him.

Vocational activities

Different occupational interests have been found to be associated with personality characteristics. The following section compares Mr Tester's personality to these known associations. The information below indicates the degree of similarity between Mr Tester's personality characteristics and each of the six Holland Occupational Types (Self-Directed Search; Holland, 1985). Those occupational areas for which Mr Tester's personality profile shows the highest degree of similarity are described in greater detail. Descriptions are based on item content of the Self-Directed Search as well as the personality predictions of the Holland types as measured by the 16pf.

Remember that this information is intended to expand Mr Tester's range of career options rather than to narrow them. All comparisons should be considered with respect to other relevant information about Mr Tester, particularly his interests, abilities, and other personal resources.

Holland Themes



Realistic = 7

Mr Tester shows personality characteristics similar to Realistic people. People who score high on this theme indicate a preference for physical activity and for working with tools and machinery. They tend to be reserved and somewhat aloof with others and may not like extensive social interaction. Activities which can be pursued independently may be more to their liking. Realistic people show interest in the function and purpose of objects. They are also self-assured and tend not to worry about what others think. Many Realistic people indicate a liking for activities such as repairing electronic, mechanical, or automotive products, or a willingness to learn about those areas. It may be worthwhile to explore whether Mr Tester's interests include activities involving physical exertion, knowledge of mechanical principles, or manual dexterity.

Occupational fields:

Machine Trades, Skilled Trades, Protective Service, Outdoor Occupations, Construction Work

Enterprising = 6

Mr Tester shows personality characteristics similar to Enterprising people, who enjoy interacting with others in an assertive role. Social interactions are warm and animated; Enterprising people may enjoy being the focus of attention. Such people are socially bold and may try to persuade others or assume a position of leadership. It might be worthwhile to explore whether Mr Tester's interests and experiences are very business-oriented, and whether he possesses good sales and/or managerial skills.

Occupational fields:

Business Sales, Political Activity, Management, Law

Conventional = 6

Mr Tester shows personality characteristics similar to Conventional people, who tend to be methodical, systematic and extremely precise. Such individuals may prefer working in a highly structured environment. Conventional people focus on practical issues and do not tend to lose track of reality. They often have excellent organisational skills, clerical ability, and/or office skills. It may be worthwhile to explore whether Mr Tester enjoys dealing with facts and figures or is adept at organising information.

Occupational fields:

Accounting, Administrative Occupations, Clerical Occupations, Banking, Finances

Degree of compatibility between top two themes (Realistic and Enterprising):

The first two themes are somewhat compatible, and jobs that involve both areas should be available.

Item summary

This page of 16pf scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

Item responses

1	a	25	a	49	c	73	a	97	c	121	c	145	c	169	a
2	a	26	c	50	a	74	a	98	a	122	c	146	c	170	c
3	a	27	a	51	a	75	a	99	a	123	a	147	a	171	c
4	a	28	a	52	a	76	c	100	c	124	a	148	a	172	c
5	a	29	c	53	c	77	c	101	c	125	c	149	c	173	a
6	a	30	a	54	a	78	a	102	a	126	a	150	a	174	c
7	a	31	a	55	c	79	c	103	c	127	a	151	c	175	a
8	a	32	a	56	a	80	a	104	a	128	c	152	c	176	c
9	c	33	c	57	a	81	c	105	a	129	c	153	c	177	c
10	c	34	a	58	a	82	c	106	c	130	a	154	c	178	c
11	c	35	c	59	a	83	a	107	a	131	a	155	a	179	a
12	a	36	a	60	c	84	a	108	c	132	a	156	a	180	a
13	c	37	c	61	c	85	c	109	a	133	c	157	a	181	c
14	a	38	c	62	c	86	a	110	c	134	c	158	a	182	c
15	a	39	a	63	c	87	a	111	a	135	a	159	a	183	c
16	a	40	c	64	a	88	c	112	a	136	a	160	c	184	a
17	c	41	a	65	a	89	c	113	c	137	a	161	a	185	a
18	a	42	a	66	a	90	a	114	c	138	c	162	a		
19	a	43	c	67	a	91	c	115	c	139	c	163	a		
20	c	44	c	68	a	92	c	116	a	140	a	164	a		
21	a	45	a	69	c	93	a	117	c	141	a	165	c		
22	c	46	a	70	a	94	a	118	a	142	a	166	c		
23	c	47	a	71	c	95	a	119	c	143	c	167	c		
24	a	48	c	72	a	96	c	120	c	144	c	168	a		

Summary statistics:

Number of a-responses	= 96 out of 170 (56%)
Number of b-responses	= 0 out of 170 (0%)
Number of c-responses	= 74 out of 170 (44%)
Number of missing responses	= 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw scores	12	3	8	12	6	16	10	6	12	10	12	14	12	6	8	14	12	0	54
Missing items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using 16pf Fifth Edition Questionnaire GB combined-sex (2011) norms.



Performance Assessment Network, Inc. (PAN)
www.16pf.com

For UK, Europe and rest of the world:
Clarendon House
52 Cornmarket Street
Oxford OX1 3JH UK

t +44 (0)1865-304053
f +44 (0)1865-304001
custservGlobal@panpowered.com

For North America:
11590 N. Meridian Street, Suite 200
Carmel, IN 46032 USA

t 317-814-8800
t 877-449-TEST
f 317-814-8888
custserv@panpowered.com

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