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Management Potential Report

Sample Tester

1 May 2017

CONFIDENTIAL

Introduction

The MPR focuses on personality issues related to management selection and development. This report is intended to be used in conjunction with professional judgment. The information in this report is confidential and the statements it contains should be viewed as hypotheses to be validated against other sources of data in the overall assessment process.

Leadership

Leadership style

Mr Tester's leadership style cannot be easily categorised as assertive, facilitative, or permissive. In general, though, his leadership methods are likely to be distinguished by the following behaviour(s):

- He is usually accepting of other people. Mr Tester will tend to trust the behaviours and motives of subordinates.
- He tends to be serious and cautious in his dealings with others.
- Mr Tester is likely to follow conventions and traditions. He tends not to question the way things are done and may prefer work that is familiar and routine.
- Mr Tester is group-oriented and affiliative. He probably prefers working as a member of a team rather than by himself.

Based on Mr Tester's personality information, his overall leadership potential is predicted to be somewhat less than average. He may lack the social presence or self-discipline that typically characterises those in positions of leadership and authority. Individuals can, however, affect group performance through means other than direct leadership.

Evaluating others

Overall, Mr Tester's responses to the inventory suggest that he would be reasonably comfortable with the interpersonal nature of conducting face-to-face performance evaluations. When evaluating others, his approach might emphasise objectivity and measurable performance. Mr Tester shows a tendency to respond at a dry cognitive level rather than an emotional one. He probably prefers to adhere to evaluation methods with which he is familiar and comfortable. A typical session is likely to be one of mutual exchange where both parties will have an opportunity to express their views.

Interacting with others

In general, Mr Tester shows about equal preference for activities involving social contact or those requiring individual effort. When it comes to revealing personal matters, Mr Tester describes himself as neither very private nor very forthright. In group settings, he seems to balance self-assertion with reserve; he would rarely be perceived as too bold or too shy. Mr Tester would usually be accepting and trusting of most people. Mr Tester is not overly assertive, nor is he overly accommodating.

Making decisions

Because Mr Tester answered fewer of the reasoning items correctly than most test-takers, Mr Tester's problem-solving ability is predicted to be less than average. However, reasons for low scores vary and can include fatigue, reading difficulties, or misunderstanding of the instructions. On the other hand, if the reasoning score reflects his true ability, then he probably works more comfortably in situations that involve straightforward rather than abstract solutions. His level of creative initiative is predicted to be about the same as most people's. Mr Tester tends to base his judgments on an analysis of the facts. He prefers to adhere to familiar ways of solving problems and thinking about things. He gives less consideration to subjective matters in making his decisions. However, he may think concretely and may not always gather as many of the relevant facts as he could.

Initiative

Independence

Mr Tester may sometimes prefer to shape events and work efforts and, at other times, may seek input and advice. That is, he probably feels comfortable in work situations where guidance or counsel is at least accessible. Moreover, this outlook for receiving guidance and support is likely to be accompanied by the following personal qualities:

- Although there may be times when he feels uncomfortable introducing his ideas in front of a group, overall he is as capable as most people in expressing himself in new group settings.
- He mainly seeks stability and continuity in his environment, and may be somewhat uncomfortable in ill-defined or unpredictable situations.

Dependability

At times, Mr Tester may show the self-discipline and conscientiousness needed to meet his responsibilities. At other times, he may be less restrained, following his own wishes. For the most part, Mr Tester does things 'by the book' and, therefore, he might experience some difficulty in unfamiliar situations. If given the opportunity, he follows directions and instructions well and can usually be depended upon to do a good job, once the work has been defined and it is clear what his responsibilities are.

Personal adjustment

At the present time, Mr Tester presents himself as no more or less anxious than most people. Specifically, the degree of emotional adjustment shown by Mr Tester is typical of most adults. That is, most of the time he faces challenges with personal resolve but, in very demanding situations, he may be reactive or upset.



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Score summary pages

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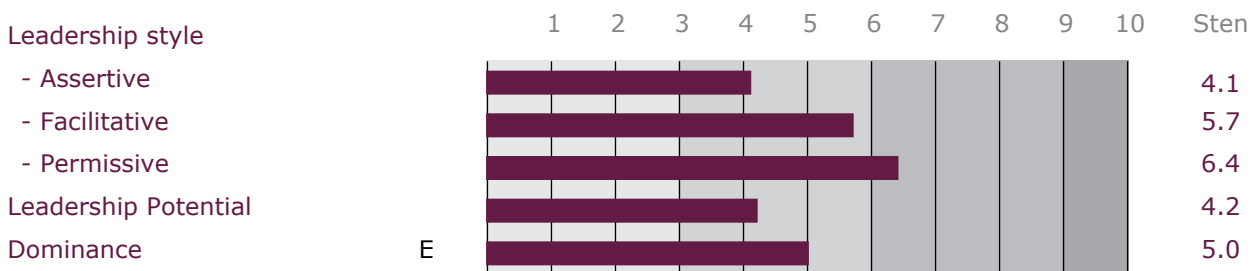
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Score summary

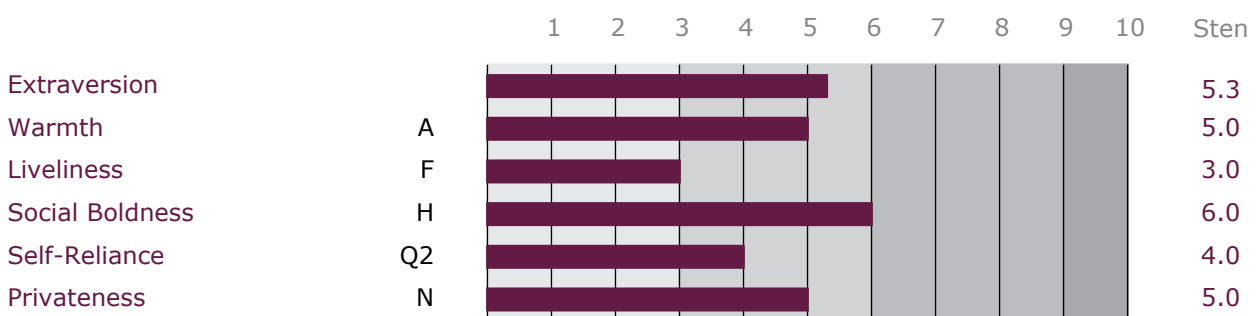
This score summary is intended to be used by qualified professionals only.

It should be interpreted in light of the specific needs and priorities identified within the organisational setting. These pages should be maintained in a secure file.

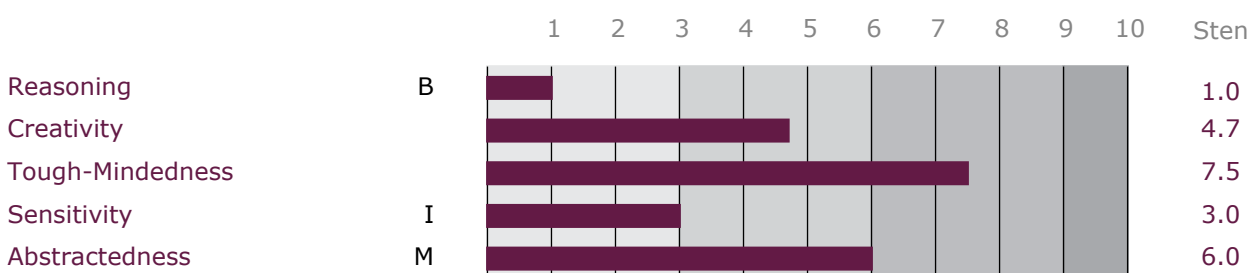
Leadership



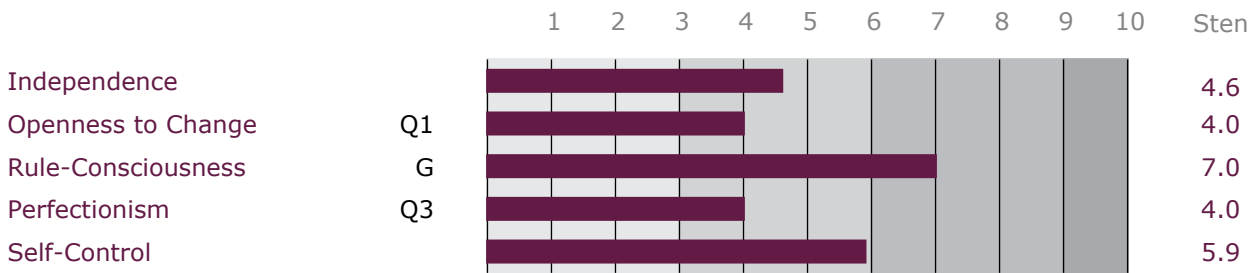
Interacting with others



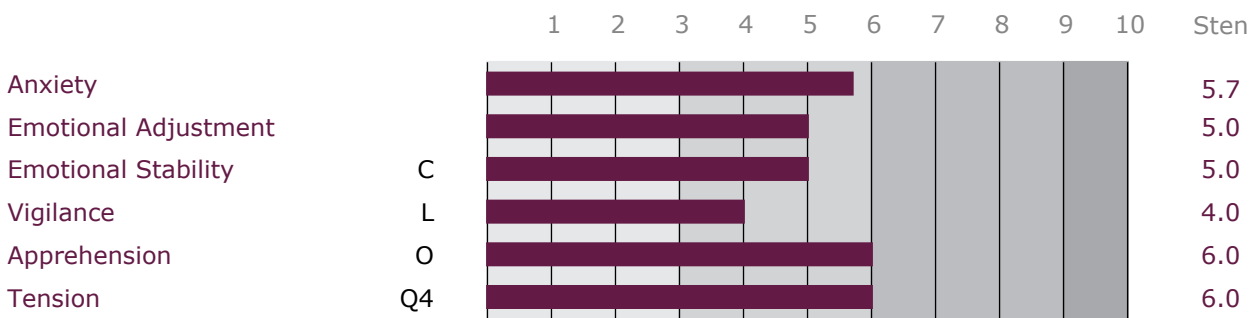
Making decisions



Initiative



Personal adjustment



Response Style Indices

Impression Management	12	Within expected range
Infrequency	0	Within expected range
Acquiescence	54	Within expected range

All response style indices are within the normal range.

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.



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