

# 16pf<sup>®</sup> Interpretive Report

Ella Explorer | December 7, 2018 | Confidential



## Core Personality Insights

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## Introduction

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### Overview of the 16pf

The 16pf Questionnaire is a comprehensive measure of adult personality. Its results can be applied to many situations because it provides a full picture of the individual by measuring personality both broadly and deeply. This unique level of insight is supported by more than 60 years of research and application.

### Overview of the 16pf Interpretive Report

The 16pf Interpretive Report is designed for qualified 16pf users. It helps you understand an individual's 16pf profile and how it can affect behaviors and decisions in a variety of settings. This report provides a thorough explanation of a person's results on the 16pf personality factors, and makes predictions about related interpersonal, vocational and behavioral patterns, providing a solid basis for 16pf feedback discussions.

### 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 behavior, 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 Midrange Scores

A person's behavior 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.

## Structure of the Report

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The 16pf Comprehensive Insights Report comprises the following sections:

### Response Style Indices

This section provides information on how the respondent has answered the questionnaire. It allows the user to review and generate hypotheses about the respondent's test taking attitude.

### Norm Group

The population against which respondents of the 16pf are compared. Using a norm group means a respondent's scores are considered in the context of the type of group they might belong to, rather than in isolation.

### Profile Section

A graphical summary of the 16pf Primary and Global Factors, giving practitioners a concise overview of the respondent's personality profile.

### Interpretive Section

A detailed interpretation of an individual's 16pf profile. This section uses both graphics and narrative interpretation to guide the practitioner through a description of the individual. It then predicts the likely implications of their profile. These predicted implications are based on expert knowledge of how the 16pf factors interact. They present hypotheses for the practitioner to consider and explore with the respondent. The respondent may feel that some hypotheses describe them well, and that others feel less true for them.

### Vocational Activities

This provides an overview of the respondent's likely fit on each of the six Holland Occupational Types. The areas with the highest fit are discussed in further detail. This section uses the known associations between various occupational interests and personality characteristics to expand the range of career options available to the respondent.

### Item Summary

This provides the respondent's specific item responses and summary statistics.

## Response Style Indices

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**Summary:** 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

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



### Acquiescence

This individual has responded in a way that is not acquiescent.



### Infrequency

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

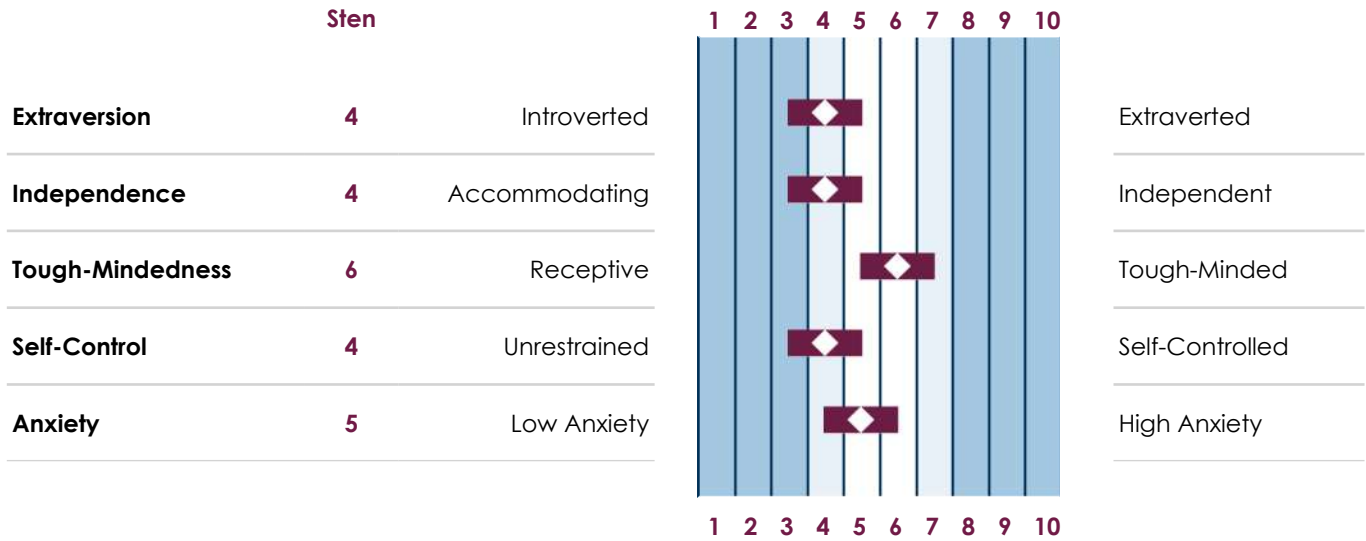
## Norm Group

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▶ US General Population

## 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.

#### 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.

#### 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.

#### Self-Control

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

#### Anxiety

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

### Contributing Primary Factors

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

- E** Dominance
- H** Social Boldness
- L** Vigilance
- Q1** Openness to Change

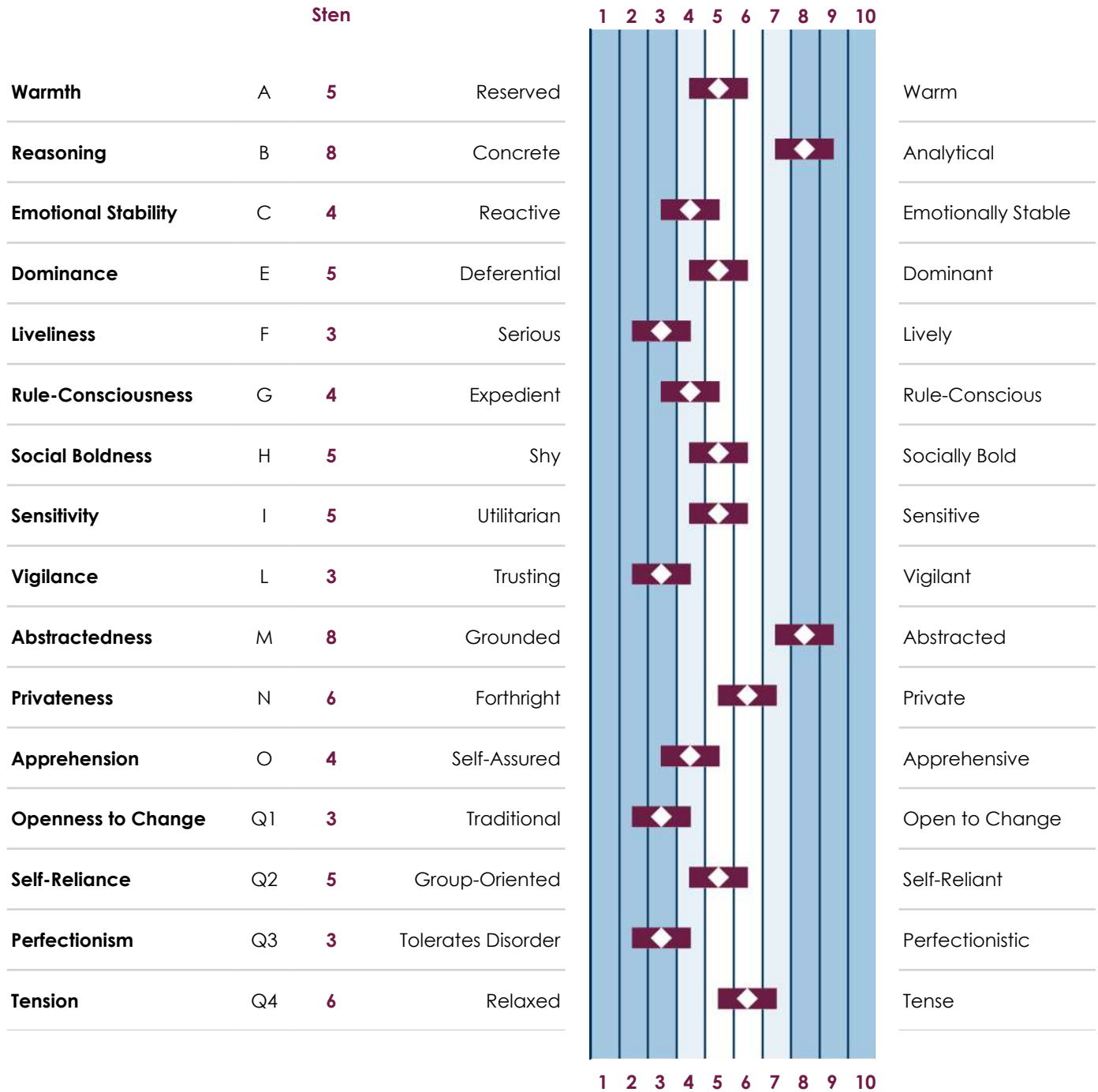
- A** Warmth (-)
- I** Sensitivity (-)
- M** Abstractedness (-)
- Q1** Openness to Change (-)

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

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

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

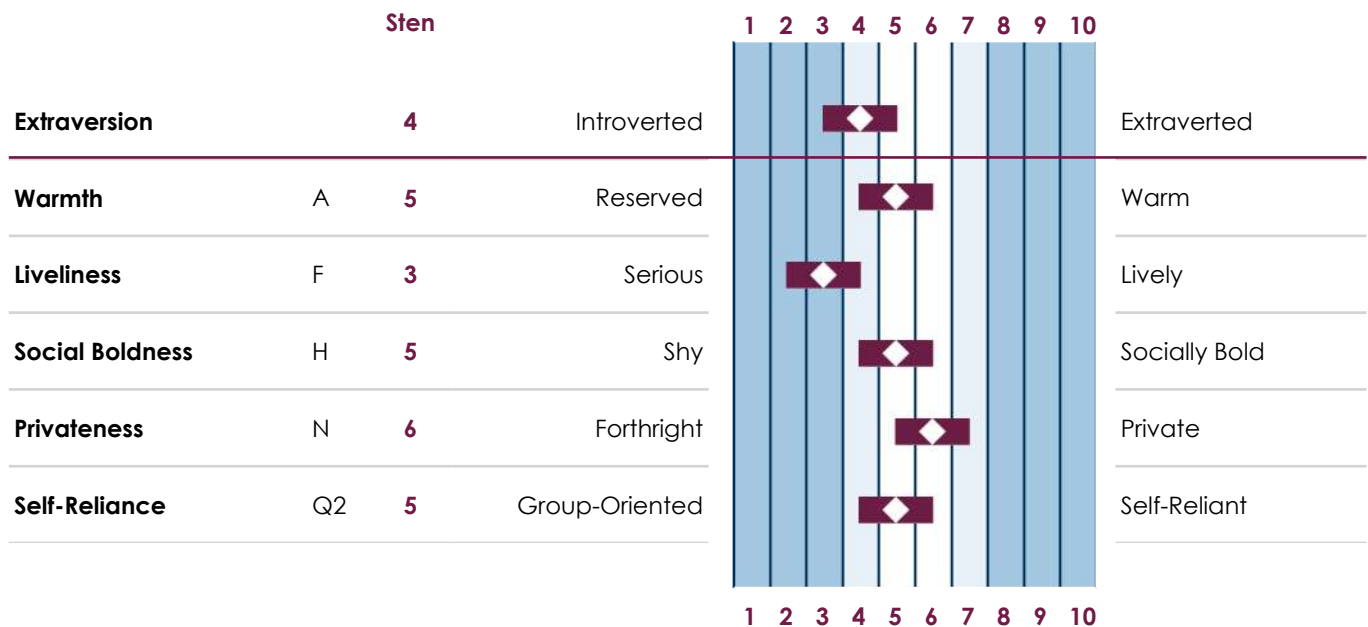
# Primary Factors



## Global Factor Profiles

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 behavior reflects such combinations.

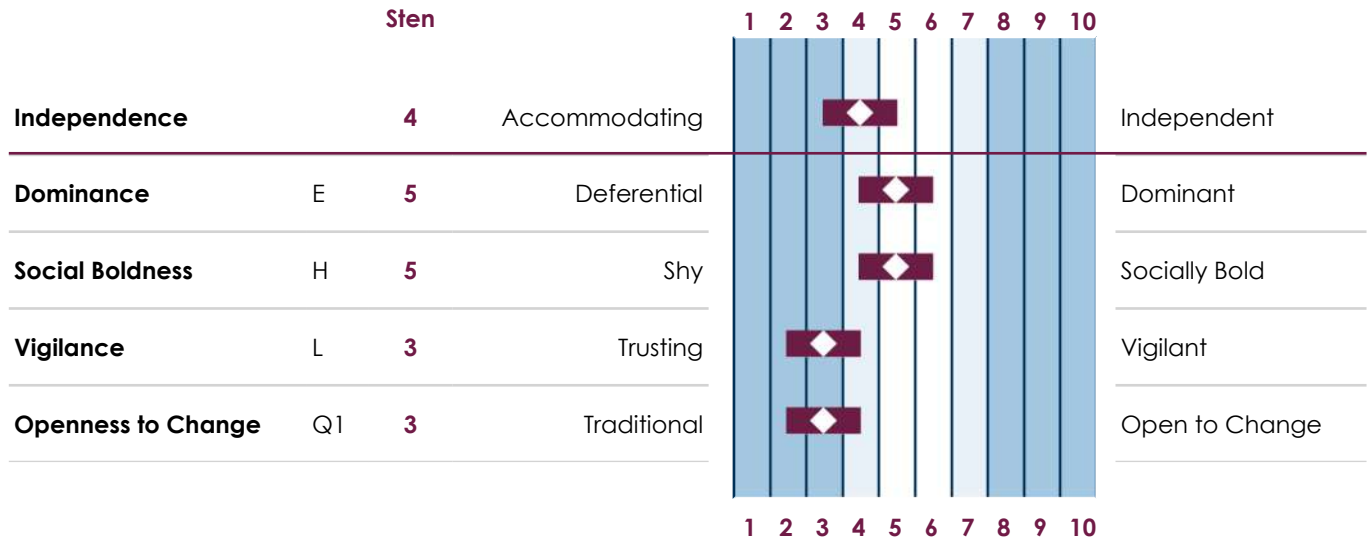
### Extraversion



Ella is more introverted than most. This person is oriented towards the inner world of thought and ideas, and may show a preference for activities involving less interaction with other people.

- ▶ Ella forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- ▶ Ella's interactions with others are often serious or restrained. This individual tends to take life seriously and adopt a reflective approach.
- ▶ Ella is likely to feel at ease in some social situations, but less comfortable in others. While not always seeking to be the center of attention, this person will not generally appear timid or shy.
- ▶ This individual tends to disclose more personal details to some people than to others. The extent to which Ella feels comfortable sharing personal matters depends on the situation and the people involved.
- ▶ Ella is comfortable working either alone or as part of a team. This person prefers to approach tasks alone in some situations, while taking a more collaborative approach in others.

# Independence

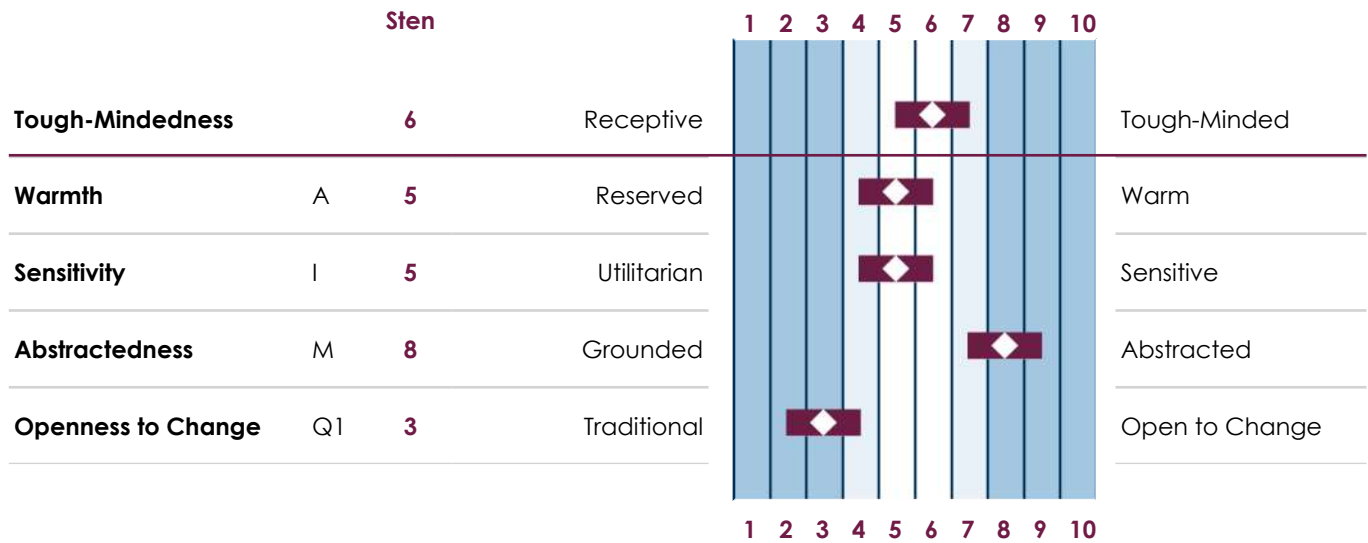


Generally, Ella adapts to the environment and accommodates others' wishes. This person is more likely to conform to the situation than to be forceful or persuasive.

- ▶ In interpersonal relationships, Ella likes to express personal views and opinions on matters, while at the same time valuing input from others and being willing to defer if appropriate.
- ▶ Ella appears comfortable in most social situations. This individual does not come across as either particularly self-conscious or uninhibited.
- ▶ Ella tends to trust other people's intentions rather than to question them. This person's acceptance of others may make them susceptible to people taking advantage of them.
- ▶ Rather than questioning traditional views, Ella is inclined to respect conventions. This individual may be hesitant to try new ideas or approaches.



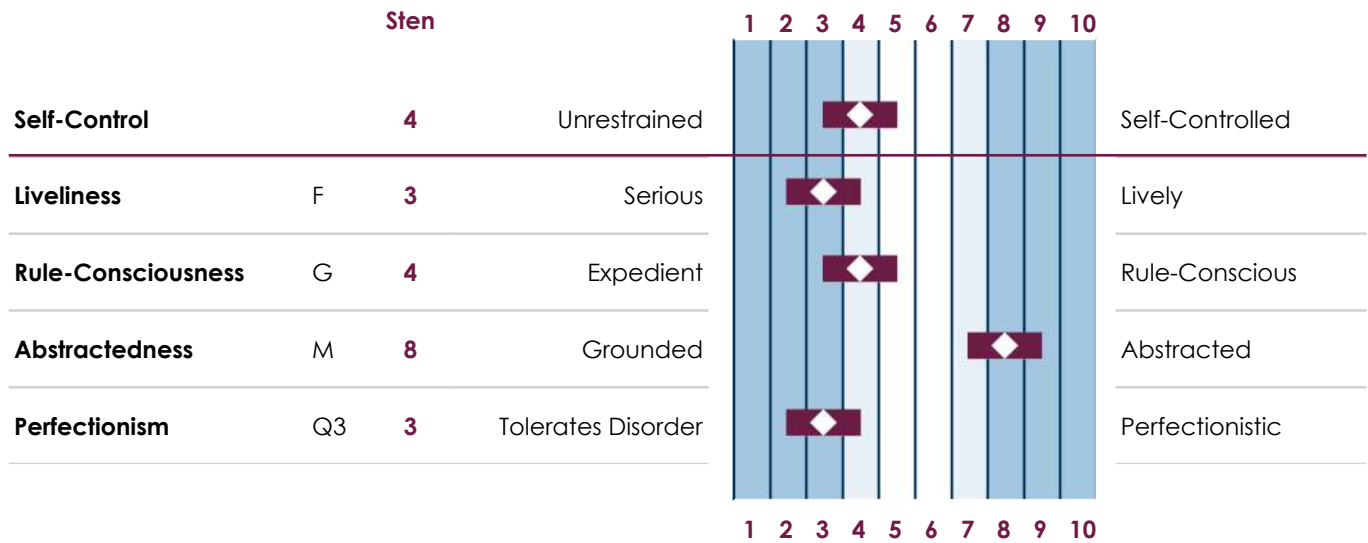
## Tough-Mindedness



Generally, Ella tends to balance toughness with sympathy, and resoluteness with receptivity. This individual may sometimes adhere to their current way of thinking, while at other times they may be open to new approaches and experiences.

- ▶ When approaching problems, Ella tends to be attentive to others while retaining a sense of detachment when necessary.
- ▶ Ella usually balances personal feelings with logic and objectivity when making decisions.
- ▶ Ella is imaginative and often becomes absorbed in ideas and theories. This may cause more pragmatic issues to be overlooked.
- ▶ Ella is hesitant to change tried-and-tested ways, preferring to stay with familiar ideas and methods.

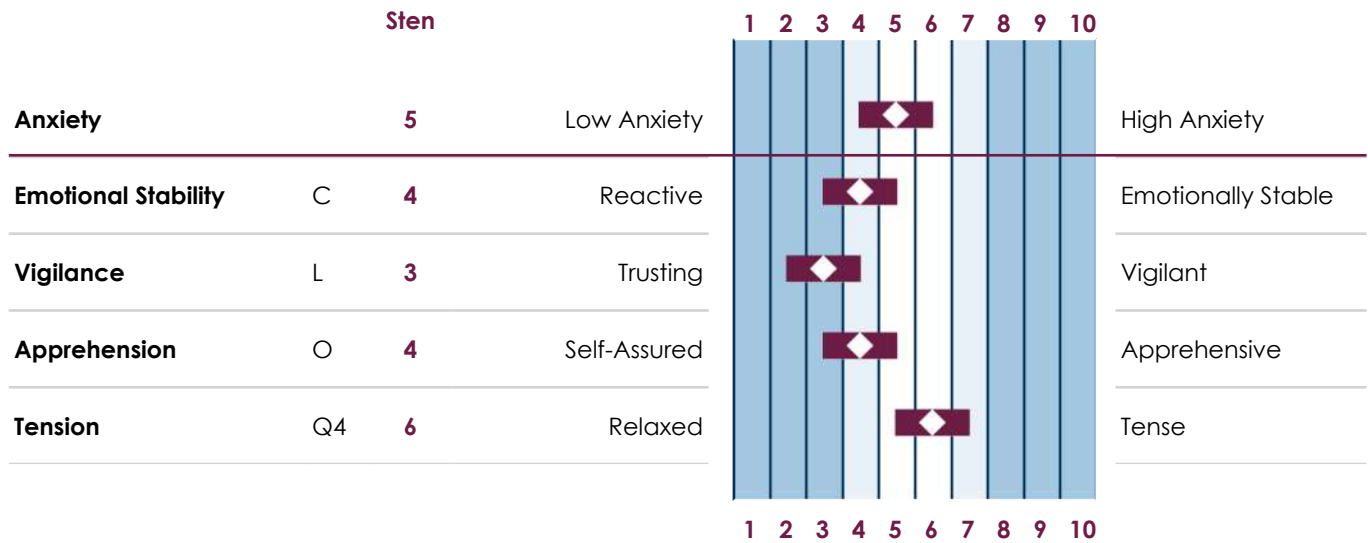
## Self-Control



Ella may be perceived as flexible and spontaneous. At times, this individual may get caught up in their own wants and ideas, which could outweigh consideration for practicalities or for other people's needs.

- ▶ Characteristically, Ella is cautious and thinks carefully before speaking or acting. This person may appear rather serious and inhibited.
- ▶ Ella may not always follow rules and conventions and may prefer to act according to personal, individual standards.
- ▶ Ella tends to be preoccupied with ideas and abstracted thoughts. This individual may not give attention to practical considerations or to the pragmatic aspects of a situation.
- ▶ Ella is casual and flexible. This person does not appear to be overly concerned about precision or detailed planning. Because Ella is tolerant of disorder, they may function best in an unrestrictive setting.

# Anxiety



At the present time, Ella's self-description is as being neither more nor less anxious than most people.

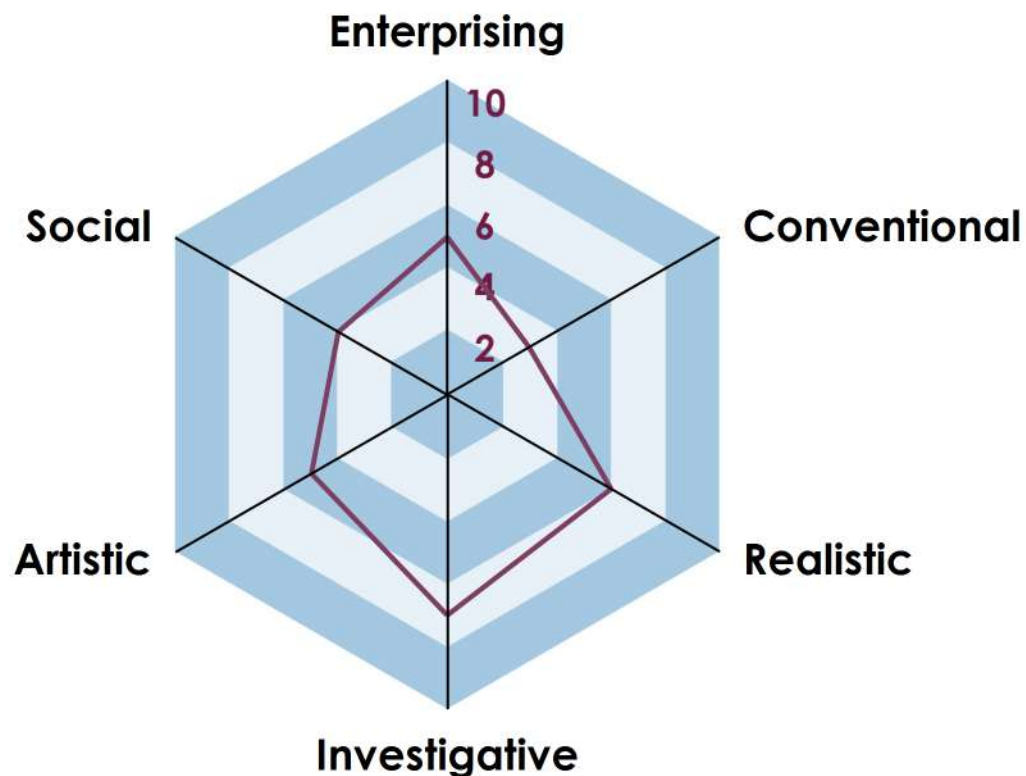
- ▶ Ella may sometimes feel overwhelmed by life's challenges, and may find it difficult to adapt to change or disruption.
- ▶ Ella readily trusts other people. Because this person is so accepting of others, they may not think to examine the motives behind their actions or behaviors.
- ▶ Usually Ella is poised and unworried, although feelings of self-doubt may occasionally occur.
- ▶ Ella generally appears composed, but demonstrates enough of a sense of urgency to be able to meet others' demands.

## Vocational Activities

Different occupational interests have been found to be associated with personality characteristics. The following section compares Ella's personality to these known associations. The information below indicates the degree of similarity between Ella's personality characteristics and each of the six Holland Occupational Types (Self-Directed Search; Holland, 1985). Those occupational areas for which Ella'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 Ella's range of career options rather than to narrow them. All comparisons should be considered with respect to other relevant information about this individual, particularly their interests, abilities, and other personal resources.

## Holland Themes



## Top Two Themes

- ▶ Investigative
- ▶ Realistic

### Degree of Compatibility Between Top Two Themes (Investigative and Realistic):

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

## Investigative

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Ella shows personality characteristics similar to Investigative people. Such people typically have good reasoning ability and enjoy the challenge of problem-solving. They tend to have critical minds, are curious, and are open to new ideas and solutions. Investigative people tend to be reserved and somewhat impersonal; they may prefer working independently. They tend to be concerned with the function and purpose of materials rather than aesthetic principles. Ella may enjoy working with ideas and theories, especially in the scientific realm. It may be worthwhile to explore whether Ella enjoys doing research, reading technical articles, or solving challenging problems.

### Occupational fields:

Science, Math, Research, Medicine and Health, Computer Science

## Realistic

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Ella 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 Ella'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

## 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	SA	26	D	51	SA	76	N	101	A	126	SA	151	SD
2	N	27	N	52	A	77	D	102	SA	127	SA	152	SD
3	N	28	A	53	N	78	D	103	SA	128	N	153	SD
4	SD	29	SD	54	N	79	SA	104	SD	129	SD	154	D
5	SD	30	A	55	N	80	N	105	A	130	SD	155	D
6	A	31	SD	56	SA	81	A	106	D	131	A	B10006	B
7	N	32	SD	57	D	82	A	107	SD	132	N	B10040	A
8	SA	33	N	58	SA	83	N	108	SD	133	N	B10057	A
9	N	34	SA	59	SA	84	SD	109	N	134	N	B10063	E
10	D	35	SA	60	A	85	D	110	SD	135	A	B10070	C
11	SA	36	A	61	SD	86	N	111	A	136	N	B10072	E
12	SD	37	SA	62	D	87	D	112	SD	137	N	B10076	C
13	SD	38	N	63	A	88	N	113	D	138	SD	B10083	C
14	A	39	N	64	SA	89	D	114	D	139	D	B10090	C
15	A	40	SA	65	A	90	N	115	SA	140	SA	B10164	C
16	SD	41	A	66	SD	91	N	116	N	141	SA	B10171	C
17	A	42	A	67	A	92	N	117	SD	142	N	B10172	A
18	N	43	A	68	N	93	SD	118	A	143	N	B10190	A
19	N	44	N	69	D	94	N	119	D	144	SD	B10197	B
20	N	45	N	70	SD	95	SA	120	N	145	N	B10205	A
21	SD	46	SA	71	N	96	N	121	A	146	A	B10221	A
22	N	47	SD	72	D	97	D	122	N	147	A	B10254	B
23	N	48	N	73	SD	98	A	123	SA	148	D	B10261	A
24	D	49	SA	74	A	99	SD	124	SA	149	SD	B10275	C
25	N	50	N	75	N	100	A	125	SD	150	A	B10279	C

### Summary Statistics:

Number of <i>Strongly Agree</i> responses	32 out of 155	21%
Number of <i>Agree</i> responses	21 out of 155	14%
Number of <i>Neutral</i> responses	47 out of 155	30%
Number of <i>Disagree</i> responses	30 out of 155	19%
Number of <i>Strongly Disagree</i> responses	25 out of 155	16%
Number of missing responses	0 out of 155	0%

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	34	18	28	32	23	34	23	36	17	35	31	18	29	25	22	28	18	15	55
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 Sixth Edition Questionnaire US General Population norms.



PSI Services LLC

† 1-800-367-1565  
hello@psionline.com  
www.psonline.com

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