

16PF Basic Comprehensive Summary Report

(CONFIDENTIAL)

Introduction

The 16PF Basic Comprehensive Summary Report is a mirror. Yes, a mirror! The aim of this document is to reflect back to you how you report yourself on a personality questionnaire. You may be wondering how a document that highlights some of your personality characteristics and attributes could be helpful to you. In brief, the answer is **INCREASED SELF-AWARENESS**.

The 16PF (16 Personality Factor) Questionnaire is a widely recognised personality test and measures core personality traits that influence behaviour. The 16PF Questionnaire is a valid and robust mode of self-report assessment instrument that measures the 16 normal adult personality dimensions discovered by Dr. Cattell in his landmark research. This report is based on the 16PF Questionnaire, which is a measure of normal personality.

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 narrative in this report is based on scores from the 16PF Fifth Edition Questionnaire and additional predictive research.
- 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.
- Please note that the information presented here should not be used to make decisions in isolation.
- 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.

16 Personality Factor Scores

Sten	Factor	Left Meaning											Right Meaning		
			1	2	3	4	5	6	7	8	9	10			
5	Warmth	Reserved													Warm
4	Reasoning	Concrete													Abstract
4	Emotional Stability	Reactive													Emotionally Stable
5	Dominance	Deferential													Dominant
5	Liveliness	Serious													Lively
4	Rule-Consciousness	Expedient													Rule-Conscious
5	Social Boldness	Shy													Socially Bold
4	Sensitivity	Utilitarian													Sensitive
9	Vigilance	Trusting												•	Vigilant
7	Abstractedness	Grounded													Abstracted
6	Privateness	Forthright													Private
6	Apprehension	Self-Assured													Apprehensive
5	Openness to Change	Traditional													Open to Change
5	Self-Reliance	Group-Oriented													Self-Reliant
5	Perfectionism	Tolerates Disorder													Perfectionistic
6	Tension	Relaxed													Tense

Interpretation of 16PF Scores

Sten	Factor	Meaning	Behavioural Indicators
5	Warmth	Warmth is the satisfaction derived from emotionally close relationships; the extent to which you enjoy getting to know 'what makes others tick'.	<ul style="list-style-type: none"> Reserved relationship with others Moderate level of attentiveness and interest in others
4	Reasoning	Reasoning is the ability to assimilate and analyse verbal and numerical information. It is a measure of ability rather than temperament.	<ul style="list-style-type: none"> Average level of reasoning ability on verbal, numerical and logical items.
4	Emotional Stability	Emotional stability is the calmness with which you adapt to and cope with whatever demands life makes upon you.	<ul style="list-style-type: none"> Moderate resilience and persistence in implementing solutions. Feels somewhat reactive when things go wrong, but will cope with it.
5	Dominance	Dominance is the extent to which you strive to exert an influence on the views, opinions and actions of others.	<ul style="list-style-type: none"> Generally doesn't force views and opinions on others. At times faces difficulty to articulate, pursue and assert own needs.
5	Liveliness	Liveliness is the spontaneity with which you speak or take action.	<ul style="list-style-type: none"> Normal level of energy and spontaneity in approach. Prone to missing opportunities by being slightly overcautious.
4	Rule-Consciousness	Rule-consciousness is the importance you attach to externally imposed rules and societal standards for guiding your behavior.	<ul style="list-style-type: none"> Functions best in an unexacting, flexible rather than a rigid setting. Turns to what is practical and convenient rather than following rules.
5	Social Boldness	Social boldness is the degree to which you feel at ease in social situations.	<ul style="list-style-type: none"> You tend toward shyness and may prefer to avoid being the centre of attraction; your shyness may lead others to feel that you lack impact. You may need time to 'warm up' and get to know people; hence relationship-building with anyone may take a little longer
4	Sensitivity	Sensitivity is the extent to which subjective feelings about issues influence judgments.	<ul style="list-style-type: none"> With your typical level of interest in people, you will attempt to combine both detachment and consideration for others in your thinking. You tend to be especially sensitive to the intellectual and aesthetic aspects of new experiences.

9	Vigilance	Vigilance is the tendency to question the motives behind what others say & do and the likelihood of assuming that most people have hidden agenda.	<ul style="list-style-type: none"> Your general style will be affected by how trusting you are, and the extent to which others are seen as sincere. You may not prefer to delegate enough (if you don't trust others to do a good job), leading to work overload.
7	Abstractedness	Abstractedness is the extent to which you filter out details and the practical aspects of external information, focusing instead on the broad gist and the internal reflections and ideas it triggers.	<ul style="list-style-type: none"> You focus on the here-and-now, likely to play close attention to words and non-verbal clues. You are less likely to allow yourself to be side-tracked by others going off at tangents.
6	Privateness	Privateness is the tendency to keep personal information private; to feel less comfortable 'opening up' about you to others.	<ul style="list-style-type: none"> You are as open about yourself as most of the people. You tend to be open about yourself and tend to be seen as genuine; you know where you are within you.
6	Apprehension	Apprehension is the degree of self-criticism, tendency to worry about your adequacy and blame yourself when things go wrong.	<ul style="list-style-type: none"> Like many adults, you may sometimes worry or doubt yourself when you feel personally threatened; you may be sensitive to criticism. Your awareness of what people think of you may make you sensitive to criticism, but also aware of the feelings of others.
5	Openness to Change	Openness to change is the receptivity to exploring new ideas; readiness to change trusted and established ways of doing things.	<ul style="list-style-type: none"> You prefer routine in your lives, striving to keep things same rather than seeking new experiences. You seem to be comfortable only with the well-established and well-proven methods.
5	Self-Reliance	Self-reliance is the importance attached to having the freedom to make your own choices and decisions independently of the group.	<ul style="list-style-type: none"> You generally prefer to make plans and do things with others, rather than on your own, contributing towards a common goal. You may ask for help or support, believing that the objectives must be achieved with assistance.
5	Perfectionism	Perfectionism is the emphasis you place on personal organization and detailed preparation / planning.	<ul style="list-style-type: none"> The extent to which you organise yourself and plan your time will be typical to that of most people. You prefer to adhere to clearly defined personal standards and want to do things correctly.
6	Tension	Tension is the physical tension arising from a sense of time urgency.	<ul style="list-style-type: none"> Your level of physical tension, drive and sense of time urgency seems to be about the same as most people. You are likely to be driven in your approach, while keeping your tension levels under control.