



16PF® Interpretive Report

Name: Sample Female
Age: 33
Gender: Female
Date Assessed: 06/11/2013

Norm Group Combined-Gender



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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 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 to 18 months after completion, or less if individuals undergo major changes in their work or life circumstances.

Interpreting Mid-Range 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.

RESPONSE STYLE INDICES

Norm Group

Combined Gender

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

Impression Management

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

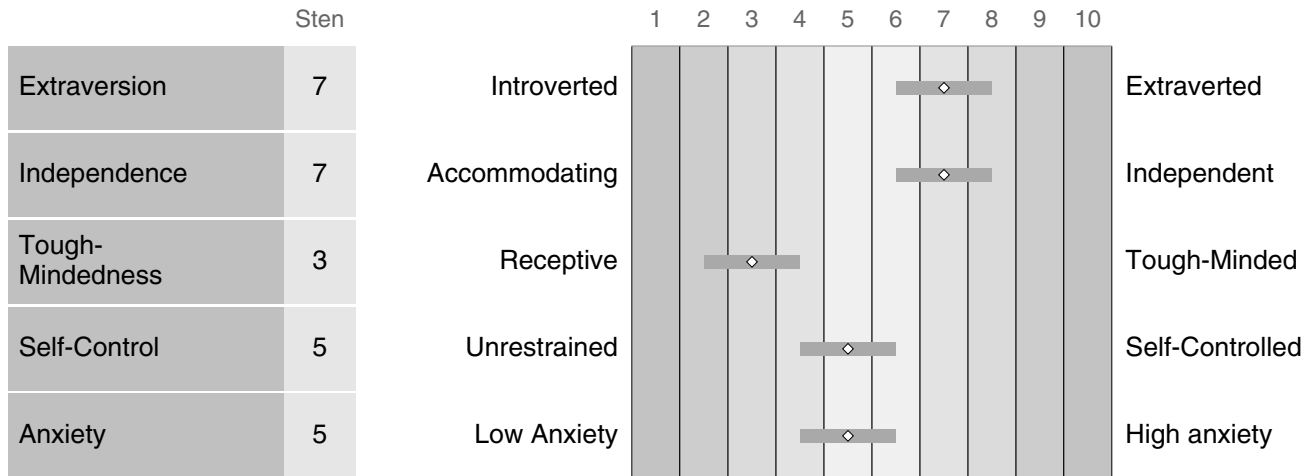
Acquiescence

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.

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

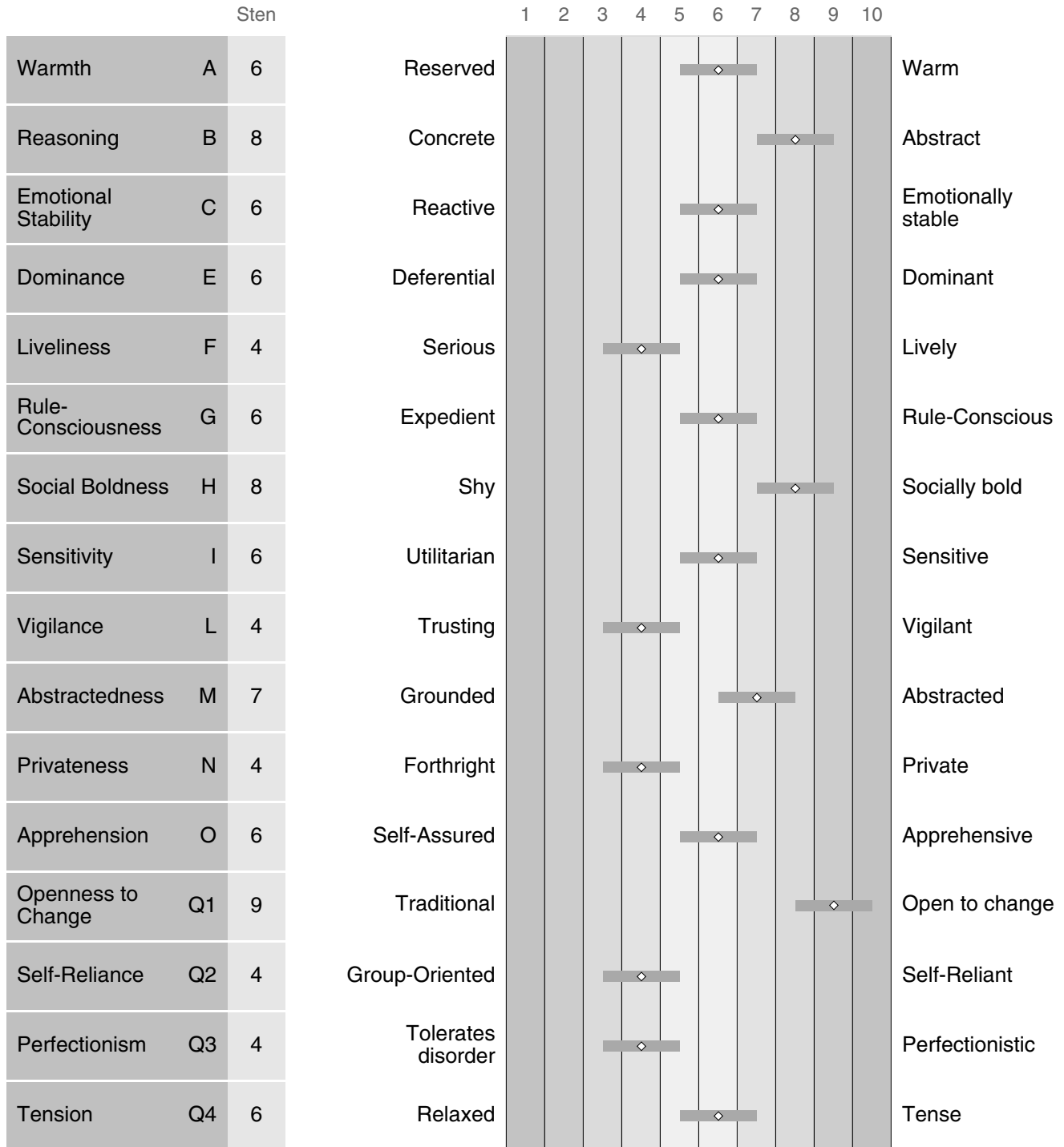
A: Warmth (-)
I: Sensitivity (-)
M: Abstractedness (-)
Q1: Openness to Change (-)

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



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 examinee's behavior reflects such combinations.

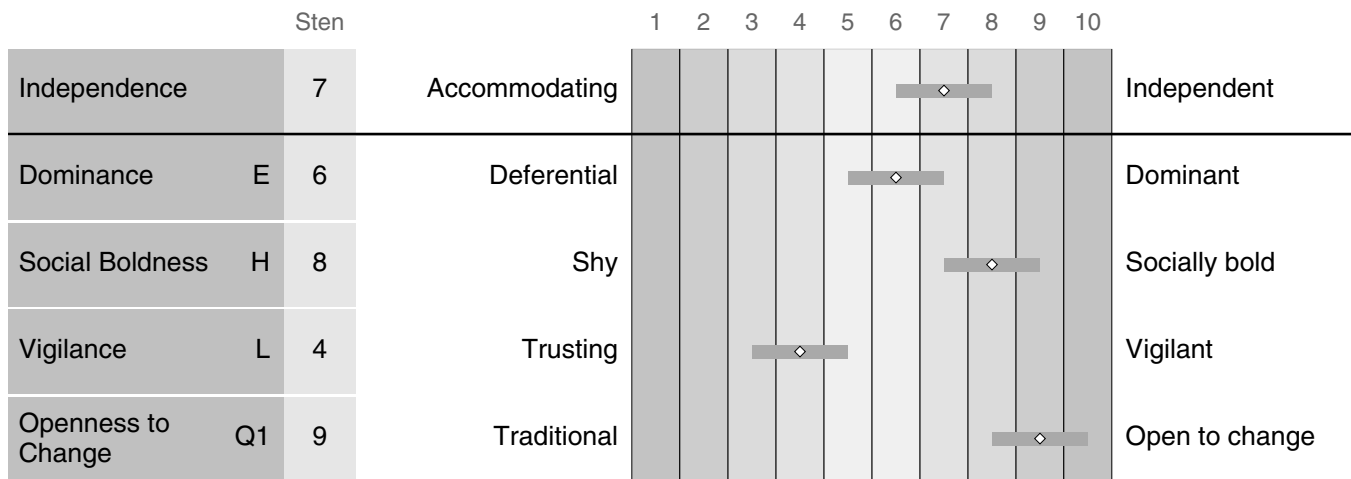
Extraversion



Ms. Female is more extraverted than most. She is socially participative and probably enjoys activities involving others. She devotes energy to initiating and maintaining social relationships.

- ◆ She forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- ◆ Her interactions with others are likely to be serious or restrained. She may feel more comfortable in peaceful environments.
- ◆ Ms. Female is unlikely to feel intimidated in group settings, and will find it easy to talk with new people. She tends to be relatively unafraid of criticism.
- ◆ She tends to talk about personal matters readily, and when doing so she tends to be forthright and genuine.
- ◆ Ms. Female prefers to make plans and do things with others, rather than on her own.

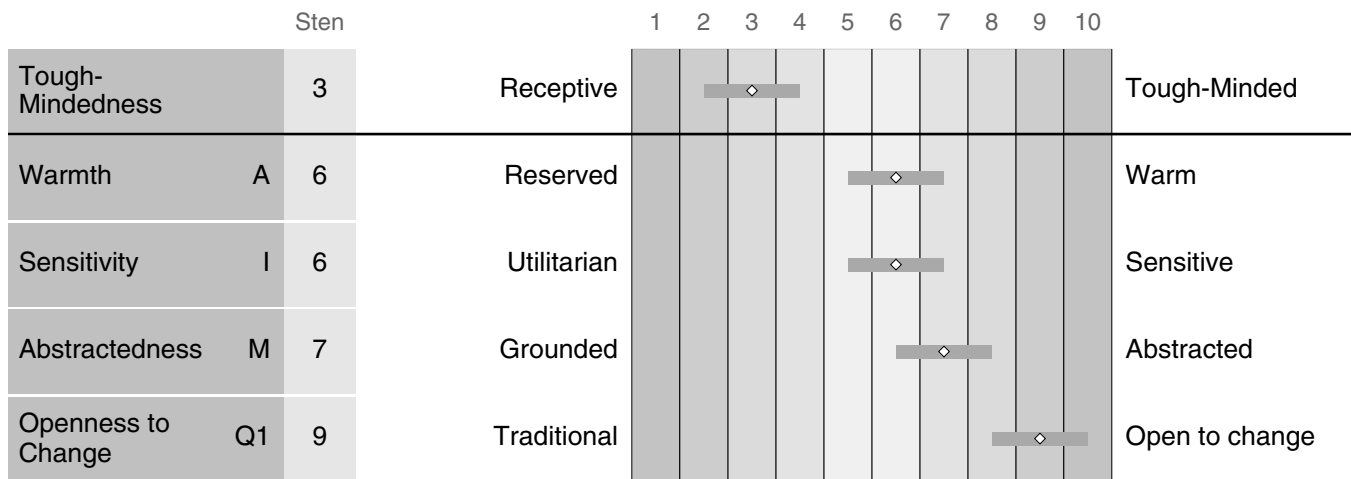
Independence



Generally, Ms. Female prefers to lead an independent and self-directed life. Whereas she can sometimes be accommodating to others' wishes, she may often assert control or try to persuade others to her point of view.

- ◆ In interpersonal relationships, she likes to express her views and opinions on matters, while at the same time valuing input from others and being willing to defer if appropriate.
- ◆ This person comes across as expressive and is unlikely to be perceived as self-conscious, both in front of others and when pursuing independent goals.
- ◆ She tends to trust other people's intentions and accept their motives, rather than to question them.
- ◆ As an individual she is open-minded and has an inquiring, critical mind. She tends to question traditional methods and to press for new approaches.

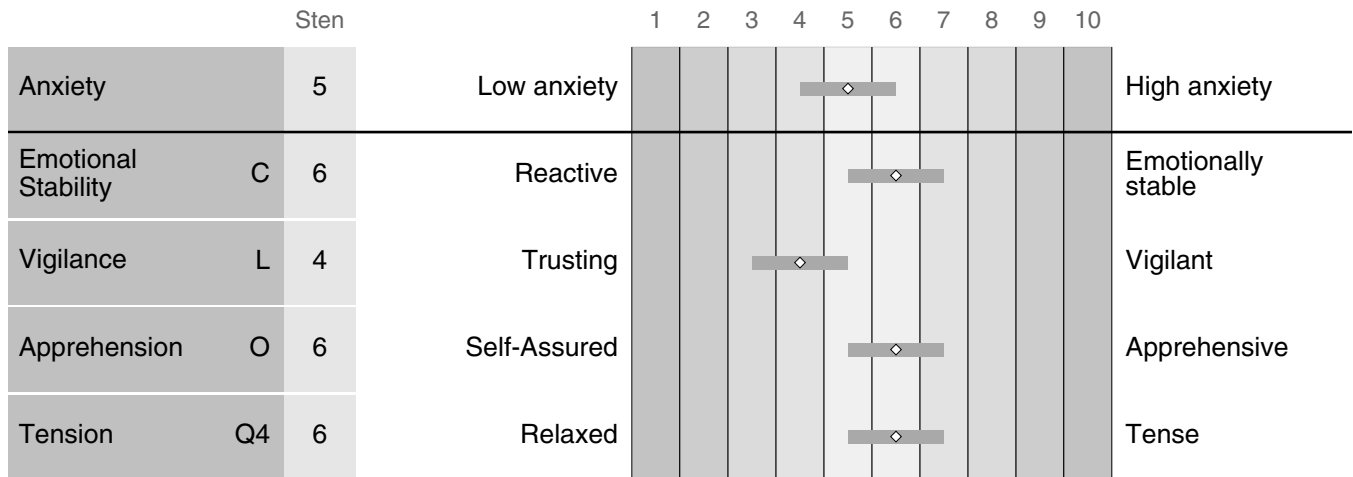
Tough-Mindedness



Ms. Female tends to value breadth and variety of experience, including openness to different ideas, people, or situations. When approaching problems, she may focus on subjective or emotional considerations rather than cold, hard facts.

- ◆ When approaching problems, she tends to be attentive to others while retaining a sense of detachment when necessary.
- ◆ Ms. Female usually balances her personal feelings with logic and objectivity when making decisions.
- ◆ She regularly gets absorbed in ideas and thought, and is less inclined towards practical matters.
- ◆ She is open to change and different opinions, and enjoys pursuing new ideas and experiences.

Anxiety



At the present time, Ms. Female describes herself as neither more nor less anxious than most people.

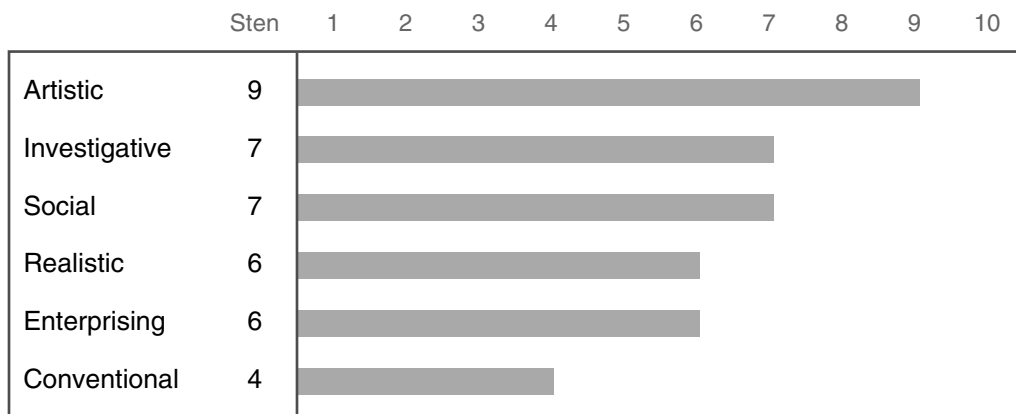
- ◆ Ms. Female feels able to handle life's demands as calmly as most people.
- ◆ She shows a tendency to be trusting and accepting of other people and their motives.
- ◆ Ms. Female is no more likely to doubt herself or be self-critical than most people.
- ◆ Ms. Female generally appears composed, but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

VOCATIONAL ACTIVITIES

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

Holland Themes



Artistic = 9

Ms. Female shows personality characteristics similar to Artistic people, who are self-expressive, typically through a particular mode such as art, music, design, writing, acting, composing, etc. Like Artistic people, Ms. Female may be adventurous and open to different views and experiences. Sometimes she may be preoccupied with thoughts and ideas, which may relate to the overall creative process. She may do her best work in an unstructured, flexible environment. It may be worthwhile to explore whether Ms. Female appreciates aesthetics and possesses artistic, design, or musical talents.

Occupational fields:

Art, Music, Design, Theater, Writing

Investigative = 7

Ms. Female 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. Ms. Female may enjoy working with ideas and theories, especially in the scientific realm. It may be worthwhile to explore whether Ms. Female enjoys doing research, reading technical articles, or solving challenging problems.

Occupational fields:

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

Social = 7

Ms. Female shows personality characteristics similar to Social people, who indicate a preference for associating with other people. Such interactions are distinguished by a nurturing, sympathetic quality. Ms. Female may find it very easy to relate to all kinds of people. In addition to being warm and friendly, Social people are typically receptive to different views and opinions. They feel most comfortable in positions that allow for regular social interaction. It might be worthwhile to explore whether Ms. Female enjoys working with others and having them seek her out for advice or comfort.

Occupational fields:

Teaching, Counseling, Psychology, Social Work, Health Services

Degree of compatibility between top two themes (Artistic and Investigative):

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

SUMMARY STATISTICS

Number of a-responses	=	81 out of 170	48%
Number of b-responses	=	16 out of 170	9%
Number of c-responses	=	73 out of 170	43%
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	17	14	18	15	9	17	19	16	6	13	7	13	26	3	8	12	19	0	51
Missing Items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

End of Report

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