

16PF[®]

FIFTH EDITION

16PF[®] Fifth Edition Sixteen Personality Factor[™] Fifth Edition Human Resource Development Report

Name: Sample Female
ID Number: 27756
Age: 33
Gender: Female
Date Assessed: 03/23/2005

Norm Group Combined-Gender



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INTRODUCTION

The HRDR 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

Ms. Female's leadership style cannot be easily categorized as assertive, facilitative, or permissive. In general, though, her leadership methods are likely to be distinguished by the following behavior(s):

- † She is usually socially bold and venturesome and probably prefers to be the focus of attention.
- † She is usually accepting of other people. Ms. Female will tend to trust the behaviors and motives of subordinates.
- † She tends to be serious and cautious in her dealings with others.
- † She is likely to challenge the status quo and seek novel solutions to problems.
- † Ms. Female is group-oriented and affiliative. She probably prefers working as a member of a team rather than by herself.

Based on Ms. Female's personality information, her overall leadership potential is predicted to be average. That is, should she find herself called upon to fill a position of leadership and authority, she will probably have the same chance of being successful in that role as most individuals.

Evaluating Others

Overall, Ms. Female's responses to the inventory suggest that she would be reasonably comfortable with the interpersonal nature of conducting face-to-face performance evaluations. When evaluating others, she tends toward openness and receptivity as opposed to toughness and resoluteness. 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, Ms. Female shows about equal preference for activities involving social contact and those requiring individual effort. Ms. Female is usually frank and open. She would generally feel comfortable sharing personal matters. Although she is probably quite at ease in group settings, she may need to guard against being too outspoken. Ms. Female would usually be accepting and trusting of most people. Ms. Female is not overly assertive, nor is she overly accommodating.

MAKING DECISIONS

Ms. Female's problem-solving ability is predicted to be above average. She is likely to assess and comprehend problems rapidly. Her level of creative initiative is predicted to be high. She is likely to have the sense of venture, determination, and orientation toward ideas that are instrumental for pursuing creative interests. She tends to be an open and receptive person, liking a variety of ideas and experiences. Rather than adhering to tradition, she may question established methods and remain open to the possibility of change. However, in her quest for improvement, she may overlook practical considerations.

INITIATIVE

Independence

Ms. Female tends to prefer to work independently with little supervision or instruction. She often forms her own ideas and opinions about directing herself and others in the pursuit of goals. Moreover, this outlook for receiving guidance and support is likely to be accompanied by the following personal qualities:

† In all likelihood, she would feel comfortable introducing her ideas in front of a group, and she may enjoy holding the group's attention.

† She tends to be receptive to change, and she might question established methods.

Dependability

At times, Ms. Female may show the self-discipline and conscientiousness needed to meet her responsibilities. At other times, she may be less restrained, following her own wishes.

PERSONAL ADJUSTMENT

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

ITEM RESPONSES

1: 1	2: 1	3: 1	4: 1	5: 2	6: 3	7: 2	8: 3	9: 1	10: 1
11: 3	12: 3	13: 3	14: 3	15: 1	16: 1	17: 2	18: 1	19: 1	20: 3
21: 3	22: 1	23: 1	24: 3	25: 1	26: 1	27: 1	28: 1	29: 3	30: 1
31: 1	32: 3	33: 1	34: 3	35: 3	36: 1	37: 3	38: 3	39: 3	40: 1
41: 3	42: 1	43: 1	44: 1	45: 1	46: 3	47: 3	48: 3	49: 3	50: 3
51: 3	52: 3	53: 1	54: 1	55: 3	56: 1	57: 1	58: 3	59: 2	60: 1
61: 3	62: 3	63: 3	64: 1	65: 1	66: 2	67: 1	68: 1	69: 1	70: 3
71: 3	72: 1	73: 1	74: 3	75: 1	76: 1	77: 1	78: 2	79: 1	80: 3
81: 3	82: 3	83: 1	84: 2	85: 3	86: 3	87: 1	88: 1	89: 3	90: 3
91: 1	92: 1	93: 1	94: 3	95: 2	96: 1	97: 1	98: 3	99: 1	100: 1
101: 3	102: 3	103: 3	104: 1	105: 3	106: 2	107: 3	108: 2	109: 1	110: 2
111: 1	112: 3	113: 1	114: 1	115: 3	116: 1	117: 1	118: 1	119: 3	120: 1
121: 3	122: 1	123: 1	124: 3	125: 3	126: 1	127: 1	128: 1	129: 1	130: 3
131: 3	132: 1	133: 3	134: 3	135: 2	136: 3	137: 1	138: 3	139: 1	140: 1
141: 2	142: 1	143: 1	144: 3	145: 3	146: 2	147: 3	148: 1	149: 3	150: 3
151: 3	152: 3	153: 3	154: 3	155: 1	156: 1	157: 3	158: 1	159: 2	160: 1
161: 3	162: 1	163: 1	164: 2	165: 1	166: 3	167: 3	168: 1	169: 3	170: 3
171: 1	172: 3	173: 1	174: 1	175: 3	176: 1	177: 2	178: 3	179: 1	180: 3
181: 2	182: 2	183: 2	184: 2	185: 2	186: /	187: /	188: /	189: /	190: /
191: /	192: /	193: /	194: /	195: /	196: /	197: /	198: /	199: /	200: /
201: /	202: /	203: /	204: /	205: /	206: /	207: /	208: /	209: /	210: /
211: /									

NOTE: Items 186-211 are used for the Couple's Counseling Report only.

End of Report