

16PF®

FIFTH EDITION

Professional's Feedback

16PF® Fifth Edition Sixteen Personality Factor™ Fifth Edition Couple's Counseling Report

	Client 1	Client 2
Name:	Jane Sample	Joe Sample
ID Number:	54545	84425
Age:	33	35
Gender:	Female	Male
Date Assessed:	06/28/2005	06/28/2005
Norm Group:	Combined-Gender	Combined-Gender



Copyright © 1995, 2002 Institute for Personality and Ability Testing, Inc. All rights reserved.
"16PF" is a registered trademark and "Sixteen Personality Factor" is a trademark of the Institute for Personality and Ability Testing, Inc.

TRADE SECRET INFORMATION

Not for release under HIPAA or other data disclosure laws that exempt trade secrets from disclosure.

PROFESSIONAL'S FEEDBACK

The following score pages are intended for qualified professionals only, and are not designed to share with the test-taker. *The Couple's Counseling Report User's Guide* describes the contents of the report and explains how to use it. Familiarity with the 16PF Fifth Edition Questionnaire is required for appropriate use of this report. *The 16PF Fifth Edition Administrator's Manual* describes how to administer and interpret the test. *The 16PF Fifth Edition Technical Manual* describes the developmental research that led to the measure.

The information on these pages is confidential and should be treated with professional discretion.

RELATIONSHIP BACKGROUND

Jane is a Caucasian female. She indicates that she is married, or has assumed all the commitments of marriage. Jane has been involved with Joe Sample for 15-25 years. This is her second long-term commitment. Jane and Joe have children together. Her highest level of education is a bachelor's degree. She is currently working full-time. Jane reports her household income as \$60,000-\$79,999.

Joe is a Caucasian male. He indicates that he is married, or has assumed all the commitments of marriage. Joe has been involved with Jane Sample for 15-25 years. This is his third long-term commitment. Joe has children from a previous marriage or relationship, and none live with him at present. Joe and Jane have children together. His highest level of education is a bachelor's degree. He is currently working full-time. Joe reports his household income as \$60,000-\$79,999.

RELATIONSHIP SATISFACTION RATINGS

Below are responses to single items that use a 9-point Likert response scale for indicating satisfaction. Note that the two people may not have used the rating scale in the same way. See the *Couple's Counseling Report User's Guide* for information about appropriate uses of this rating information.

Jane Sample		Joe Sample	
Extended Family	totally satisfied	Alcohol or Drug Use	very satisfied
Caring and Affection	very satisfied	Sex	fairly satisfied
Children	fairly satisfied	Problem-Solving Communication	a little satisfied
Problem-Solving Communication	a little satisfied	Extended Family	a little satisfied
Division of Roles	neutral	Division of Roles	neutral
Finances	neutral	Finances	neutral
Sex	neutral	Children	neutral
Alcohol or Drug Use	neutral		
Time Together	a little unsatisfied	Time Together	a little unsatisfied
		Caring and Affection	a little unsatisfied
Overall Satisfaction is:	a little unsatisfied	Overall Satisfaction is:	a little unsatisfied
Jane thinks Joe is:	neutral	Joe thinks Jane is:	neutral
Problem-Solving Communication is the one area above that, if addressed and changed, would most improve her satisfaction.		Problem-Solving Communication is the one area above that, if addressed and changed, would most improve his satisfaction.	

JANE SAMPLE'S 16PF PROFILE

Response Style Index	Raw Score	
Impression Management	13	within expected range
Infrequency	0	within expected range
Acquiescence	57	within expected range

All response style indices are within the normal range.

Global Factors

Sten	Factor	Left Meaning	Scale										Right Meaning		
			1	2	3	4	5	6	7	8	9	10			
4	Extraversion	Introverted				◆									Extraverted
5	Anxiety	Low Anxiety					◆								High Anxiety
7	Tough-Mindedness	Receptive								◆					Tough-Minded
2	Independence	Accommodating	◆												Independent
5	Self-Control	Unrestrained					◆								Self-Controlled

16PF Profile

Sten	Factor	Left Meaning	Scale										Right Meaning		
			1	2	3	4	5	6	7	8	9	10			
4	Warmth (A)	Reserved				◆									Warm
1	Reasoning (B)	Concrete	◆												Abstract
5	Emotional Stability (C)	Reactive					◆								Emotionally Stable
2	Dominance (E)	Deferential	◆												Dominant
5	Liveliness (F)	Serious					◆								Lively
5	Rule-Consciousness (G)	Expedient					◆								Rule-Conscious
4	Social Boldness (H)	Shy				◆									Socially Bold
5	Sensitivity (I)	Utilitarian					◆								Sensitive
3	Vigilance (L)	Trusting			◆										Vigilant
6	Abstractedness (M)	Grounded						◆							Abstracted
6	Privateness (N)	Forthright							◆						Private
5	Apprehension (O)	Self-Assured						◆							Apprehensive
4	Openness to Change (Q1)	Traditional				◆									Open to Change
6	Self-Reliance (Q2)	Group-Oriented							◆						Self-Reliant
5	Perfectionism (Q3)	Tolerates Disorder						◆							Perfectionistic
5	Tension (Q4)	Relaxed							◆						Tense

GRAPHED COUPLE'S COMPARISON

Global Factors

Client 1	Client 2	Factor	Left Meaning	Scale										Right Meaning			
				1	2	3	4	5	6	7	8	9	10				
4	5	Extraversion	Introverted				◆	◇									Extraverted
5	5	Anxiety	Low Anxiety					◇									High Anxiety
7	6	Tough-Mindedness	Receptive												◆		Tough-Minded
2	4	Independence	Accommodating	◆													Independent
5	4	Self-Control	Unrestrained												◆		Self-Controlled

16PF Profile

Client 1	Client 2	Factor	Left Meaning	Scale										Right Meaning			
				1	2	3	4	5	6	7	8	9	10				
4	4	Warmth (A)	Reserved					◇									Warm
1	6	Reasoning (B)	Concrete	◆													Abstract
5	4	Emotional Stability (C)	Reactive												◆		Emotionally Stable
2	4	Dominance (E)	Deferential												◆		Dominant
5	5	Liveliness (F)	Serious												◇		Lively
5	2	Rule-Consciousness (G)	Expedient												◆		Rule-Conscious
4	5	Social Boldness (H)	Shy												◆		Socially Bold
5	5	Sensitivity (I)	Utilitarian												◇		Sensitive
3	4	Vigilance (L)	Trusting												◆		Vigilant
6	7	Abstractedness (M)	Grounded												◆		Abstracted
6	5	Privateness (N)	Forthright												◆		Private
5	6	Apprehension (O)	Self-Assured												◆		Apprehensive
4	4	Openness to Change (Q1)	Traditional												◇		Open to Change
6	5	Self-Reliance (Q2)	Group-Oriented												◆		Self-Reliant
5	7	Perfectionism (Q3)	Tolerates Disorder												◆		Perfectionistic
5	4	Tension (Q4)	Relaxed												◆		Tense

Legend: Client 1 = ◆ ; Client 2 = ◇ ; Both = ◇

COUPLE'S COMPARISON

The couple's feedback section contains a chart like this. It suggests that the counselor will help them sort out the effect of their similarities and differences. The next page helps identify topics to discuss.

How to Read this Chart: Trait descriptors that appear in the chart represent scores that are above or below average. Bold-face words reflect extreme sten scores (1-3 or 8-10). Otherwise, terms reflect sten scores of 4 and 7 (low-average and high-average, respectively). Words in all-caps reflect extreme scores on the global factor scale. Blank spaces appear when that person's score is average (5 or 6) while their partner's score is extreme. The comparison is called *Alike* if the partners have the same trait. The comparison is called *Both Average* if both partners have an average (5 or 6) score. The couple is *Different* if their styles are opposite, or if they are four or more sten scores apart even if one of them is average.

Factor	Jane	Comparison	Joe
EXTRAVERSION Warmth (A) Liveliness (F) Social Boldness (H) Privateness (N) Self-Reliance (Q2)	INTROVERTED Reserved Shy	Alike Both Average Both Average Both Average	Reserved
ANXIETY Emotional Stability (C) Vigilance (L) Apprehension (O) Tension (Q4)	Trusting	Both Average Alike Both Average	Reactive Trusting Relaxed
TOUGH-MINDEDNESS Warmth (A) Sensitivity (I) Abstractedness (M) Openness to Change (Q1)	TOUGH-MINDED Impersonal Traditional	Alike Both Average Alike	Impersonal Idea-Oriented Traditional
INDEPENDENCE Dominance (E) Social Boldness (H) Vigilance (L) Openness to Change (Q1)	ACCOMMODATING Deferential Timid Trusting Traditional	Alike Alike Alike Alike	ACCOMMODATING Deferential Trusting Traditional
SELF-CONTROL Liveliness (F) Rule-Consciousness (G) Abstractedness (M) Perfectionism (Q3)		Both Average	UNRESTRAINED Expedient Absent-Minded Perfectionist

OVERALL SIMILARITY

A measure of similarity of these two profiles is provided here, and the *Couple's Counseling Report User's Guide* describes the methodology briefly. Theorists differ about whether it is better to choose a partner who is similar to oneself, or better to choose someone whose different qualities complement one's own. Thus, it is important to determine the significance, for *every* couple, of their unique similarities and differences. The narrative text below addresses specific similarities and differences.

This couple's overall level of similarity may be considered rather high (10).

SIMILARITIES AND DIFFERENCES

The narrative below is based upon findings in the literature about personality and relationships. Citations are provided for those interested in reviewing the works. (The *Couple's Counseling Report User's Guide* provides the list of studies reviewed for generating this text.) An asterisk after the publication date denotes a 16PF-based study. Couple differences of four or more stens trigger statements here. **Statements should be treated as hypotheses to be verified.**

Jane and Joe differ on Reasoning Ability (Factor B). In one study, when the couple differed on this quality, men in particular reported less overall satisfaction and less ability to agree about things, particularly voicing less satisfaction in the area of finances. These men apparently preferred a partner who has the same level of knowledge about problem situations and the same level of intellectual ability to help solve the couple's problems. Is this difference relevant for Joe? (Karol & Russell, 1995*)

Miscellaneous:

While the Couple's Counseling Report Questionnaire addresses levels of satisfaction, it does not address levels of commitment. The commitment levels of each partner should be included in an initial assessment of this couple. Further, it would be helpful to clarify the assumptions and expectations that these partners have for each other and for their relationship.

Personality correlates with traditional or non-traditional sex role stereotypes:

Jane shows less Sensitivity (Factor I) and Openness to Change (Factor Q1) than most women. She is like Joe in this regard. It may be useful to explore this relatively unique combination with the couple. If this couple is considering a non-traditional role division, either at the request of the woman or due to financial necessities, it might be good to look at issues that arise in a dual-career household, including increased need for sharing of household or child-rearing duties. Joe tends to be rather traditional (low Factor Q1) and lower on Sensitivity (Factor I). These qualities suggest that he might be somewhat insensitive to an increased need for sharing of the household and child-rearing duties, in the event that the couple adopts a dual-career or otherwise non-traditional relationship. If Jane and Joe are considering a non-traditional role division, either at the request of the woman or due to financial necessities, it might be good to look at issues that arise in a dual-career household. (Karol and Russell, 1995*)

PREDICTING RELATIONSHIP ADJUSTMENT FROM PERSONALITY SCALES

The relationship adjustment predictions reported here are based on research that links the 16PF Fifth Edition Questionnaire with the Dyadic Adjustment Scale (DAS; Spanier, 1976). The DAS was chosen because it is a widely used measure of adjustment in relationships between two persons. The *Couple's Counseling Report User's Guide* presents information about the underlying research and appropriate uses of the predicted scores. Personality accounted for only part of the variance on the adjustment measure. Results should be used for research and exploratory counsel only, as the predicted scores do not take into account previous relationship experiences, learning, therapy, etc. *NOTE: The predicted scores are for individuals only and do not take into account the interaction of the partners.*

Jane's predicted relationship adjustment is low-average (4), based on personality style alone.

Emotional Stability (Factor C) is related to more adjustment indicators than any other single variable. Jane reports an average amount of emotional stability. That is, on some occasions she may feel overwhelmed and reactive; on other occasions, she may make more calm, proactive choices. Might certain kinds of life events be especially likely to make Jane feel less able to cope?

Openness to Change (Factor Q1) is related to better relationship adjustment. Jane's score on this scale is average. There are likely to be times that Jane will be able to stay open to changes in the couple's life and in their relationship, and other times when this is more difficult. It might be good to explore whether there are certain kinds of life events that make Jane especially likely to prefer the status quo.

Joe's predicted relationship adjustment is lower (3) than would usually be expected, based on personality style alone.

Emotional Stability (Factor C) is related to more adjustment indicators than any other single variable. Joe reports an average amount of emotional stability. That is, on some occasions he may feel overwhelmed and reactive; on other occasions, he may make more calm, proactive choices. Might certain kinds of life events be especially likely to make Joe feel less able to cope?

Openness to Change (Factor Q1) is related to better relationship adjustment. Joe's score on this scale is average. There are likely to be times that Joe will be able to stay open to changes in the couple's life and in their relationship, and other times when this is more difficult. It might be good to explore whether there are certain kinds of life events that make Joe especially likely to prefer the status quo.

For Joe, his expediency (low score on Rule-Consciousness, Factor G) might be related to poorer relationship adjustment. Joe might tend to march to his own drummer when it comes to rules and expectations. He may find it hard to strictly adhere to agreements or expectations, especially when he himself doesn't place value or emphasis on the point of the agreement. This quality may have impact on the couple's cohesion. On a deeper level, one might wonder about the impact of

this style on his expectations about the importance or quality of the commitment itself.

SUMMARY STATISTICS

Summary Statistics for Jane Sample

# a-responses	=	94 out of 170	55%	Emotional Adjustment:	6
# b-responses	=	4 out of 170	2%	Leadership Potential:	3
# c-responses	=	72 out of 170	42%	Creative Potential:	3
# missing responses - Part A =		0 out of 185	0%		

	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	9	3	16	4	10	12	7	10	4	8	14	10	13	10	12	8	13	0	57
# Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Summary Statistics for Joe Sample

# a-responses	=	78 out of 170	46%	Emotional Adjustment:	5
# b-responses	=	9 out of 170	5%	Leadership Potential:	5
# c-responses	=	83 out of 170	49%	Creative Potential:	5
# missing responses - Part A =		0 out of 185	0%		

	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	11	11	11	11	10	5	11	12	6	13	10	12	13	4	16	6	16	0	44
# Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

End of Report

NOTE: This and previous pages of this report contain trade secrets and are not to be released in response to requests under HIPAA (or any other data disclosure law that exempts trade secret information from release). Further, release in response to litigation discovery demands should be made only in accordance with your profession's ethical guidelines and under an appropriate protective order.

CLIENT 2 ITEM RESPONSES

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

16PF[®]

FIFTH EDITION

Couple's Feedback

16PF[®] Fifth Edition
Sixteen Personality Factor[™] Fifth Edition
Couple's Counseling Report

	Client 1	Client 2
Name:	Jane Sample	Joe Sample
ID Number:	54545	84425
Age:	33	35
Gender:	Female	Male
Date Assessed:	06/28/2005	06/28/2005
Norm Group:	Combined-Gender	Combined-Gender



Copyright © 1995, 2002 Institute for Personality and Ability Testing, Inc. All rights reserved.
"16PF" is a registered trademark and "Sixteen Personality Factor" is a trademark of the Institute for Personality and Ability Testing, Inc.

COUPLE'S FEEDBACK - JANE SAMPLE

This Couple's Counseling Report summarizes your responses to the questionnaire you took. The questions you answered were chosen to help develop a picture of you, and your report will probably confirm some things you already know about yourself. The report may not give a perfect picture of you, but it is a good estimate based on the set of questions you answered. Rather than taking the whole report at face value, treat it as a chance to think about whether the information fits you. If you have questions, be sure to ask your counselor to help you understand the feedback.

ABOUT JANE SAMPLE

Jane is a Caucasian female. She indicates that she is married, or has assumed all the commitments of marriage. Jane has been involved with Joe Sample for 15-25 years. This is her second long-term commitment. Jane and Joe have children together. Her highest level of education is a bachelor's degree. She is currently working full-time. Jane reports her household income as \$60,000-\$79,999.

RELATIONSHIP SATISFACTION RATINGS

The list below reflects Jane's satisfaction with several broad areas that are important in most relationships. Areas of most satisfaction are at the top of the list; areas of least satisfaction are at the bottom.

Extended Family	totally satisfied
Caring and Affection	very satisfied
Children	fairly satisfied
Problem-Solving Communication	a little satisfied
Division of Roles	neutral
Finances	neutral
Sex	neutral
Alcohol or Drug Use	neutral
Time Together	a little unsatisfied

Overall Satisfaction is:	a little unsatisfied
Jane thinks Joe is:	neutral

Problem-Solving Communication is the one area above that, if addressed and changed, would most improve her satisfaction.

PERSONALITY FEEDBACK

The section below is based on Jane's responses to the questions about her as an individual. **Some words are bold because they will be used later to compare Jane and her partner.**

Introversion Versus Extraversion

Jane's extraversion is low-average. This means that Jane's focus may be more oriented towards tasks, thoughts, or things than towards people and social events. In fact, she may show some preference for activities that involve less interaction with other people, which would be consistent with a somewhat **introverted** style. She may have some tendency to be reserved and somewhat cautious about forming attachments to people. She is somewhat more **reserved** than warm. She tends somewhat to be **shy**, and at times may be hesitant to express herself or draw attention in social groups.

Less Stressed Versus More Stressed

At the present time, Jane presents herself as no more or less stressed than most people. Jane readily **trusts** other people, and isn't likely to expend a lot of energy wondering about whether others might have harmful intentions towards her. Because she is so accepting of others, she may not think to examine the motivation(s) behind their actions or behaviors.

Receptive Versus Tough-Minded

Jane has a high-average tendency to be **tough-minded**. That is, she usually approaches tasks and problems with an emphasis on being objective and on getting things done. With this rational approach, she may sometimes overlook emotional or interpersonal input. She is somewhat more inclined to stick to her current way of thinking than to look at a problem from a new viewpoint. Jane may be perceived as somewhat **impersonal**, and others may get the feeling that she might not be as warm as they would like. That is, it may feel to them that it might take a while before Jane's seemingly cool interpersonal wall will melt. Jane tends to be somewhat more **traditional** than focused on changing her ideas and methods. She probably prefers tried-and-true methods to trying unfamiliar or untried approaches. In fact, she may be less open to change than many people are.

Accommodating Versus Independent

Jane tends to be quite **accommodating** and agreeable. She usually adapts to given circumstances and conforms to others' expectations. She may find it difficult to exert control, especially around people who are persuasive or forceful. Jane is usually cooperative and **deferential**, going along with others rather than exerting her own opinions or needs. Jane is sometimes modest or hesitant in social arenas, perhaps even feeling **timid** when in an awkward social situation. She tends to be quite **trusting** of other people's motivations rather than to question them. Thus, vigilance does not appear to shape her stance on influencing or persuading others. In fact, her acceptance of others may occasionally border on naivete. She has some tendency to be **traditional** and to respect conventions. To the extent that she believes in or is attached to things as they are, she may not be inclined to introduce a change or to seek alternative options.

Unrestrained Versus Self-Controlled

Jane's overall self-control is average. At times, Jane may show the self-discipline and conscientiousness needed to meet her responsibilities. At other times, she may be less restrained, following her own

wishes.

COUPLE'S FEEDBACK - JOE SAMPLE

This Couple's Counseling Report summarizes your responses to the questionnaire you took. The questions you answered were chosen to help develop a picture of you, and your report will probably confirm some things you already know about yourself. The report may not give a perfect picture of you, but it is a good estimate based on the set of questions you answered. Rather than taking the whole report at face value, treat it as a chance to think about whether the information fits you. If you have questions, be sure to ask your counselor to help you understand the feedback.

ABOUT JOE SAMPLE

Joe is a Caucasian male. He indicates that he is married, or has assumed all the commitments of marriage. Joe has been involved with Jane Sample for 15-25 years. This is his third long-term commitment. Joe has children from a previous marriage or relationship, and none live with him at present. Joe and Jane have children together. His highest level of education is a bachelor's degree. He is currently working full-time. Joe reports his household income as \$60,000-\$79,999.

RELATIONSHIP SATISFACTION RATINGS

The list below reflects Joe's satisfaction with several broad areas that are important in most relationships. Areas of most satisfaction are at the top of the list; areas of least satisfaction are at the bottom.

Alcohol or Drug Use	very satisfied
Sex	fairly satisfied
Problem-Solving Communication	a little satisfied
Extended Family	a little satisfied
Division of Roles	neutral
Finances	neutral
Children	neutral
Time Together	a little unsatisfied
Caring and Affection	a little unsatisfied

Overall Satisfaction is:	a little unsatisfied
Joe thinks Jane is:	neutral

Problem-Solving Communication is the one area above that, if addressed and changed, would most improve his satisfaction.

PERSONALITY FEEDBACK

The section below is based on Joe's responses to the questions about him as an individual. **Some words are bold because they will be used later to compare Joe and his partner.**

Introversion Versus Extraversion

Joe's extraversion is average; he would be about as social as most people. That is, he probably balances solitary activities with those that involve social contact. He may have some tendency to be reserved and somewhat cautious about forming attachments to people. He is somewhat more **reserved** than warm.

Less Stressed Versus More Stressed

At the present time, Joe presents himself as no more or less stressed than most people. Joe shows some tendency to be **trusting** and accepting of other people and their motives. He isn't likely to expend a lot of energy wondering about whether others might have harmful intentions towards him. Most times Joe is **relaxed** and composed, and has few feelings of frustration or impatience. He might, however, be feeling at least some personal distress at present. At the present time, he may be feeling somewhat pessimistic about life and his ability to handle its challenges. Also, he may be feeling somewhat more **reactive** than many people feel. Sometimes he may let his feelings or fears about situations overshadow his resources for dealing with them. This may be because his life is complicated right now, or it may be that this feeling is generally true for him.

Receptive Versus Tough-Minded

Joe has an average tendency to be tough-minded. Generally, he tends to balance toughness with sympathy, resoluteness with receptivity. He may at times adhere to his current way of thinking, while at other times he may be open to new approaches and experiences. For example, Joe may be perceived as somewhat **impersonal**, and others may get the feeling that he might not be as warm as they would like. That is, it may feel to them that it might take a while before Joe's seemingly cool interpersonal wall will melt. Joe tends to be somewhat more **traditional** than focused on changing his ideas and methods. He probably prefers tried-and-true methods to trying unfamiliar or untried approaches. In fact, he may be less open to change than many people are. In other ways, Joe is more receptive or open: Joe tends to get absorbed in ideas and thought, sometimes to the point of forgetfulness or distraction. However, he tends to be more **idea-oriented** than many people.

Accommodating Versus Independent

Generally, Joe has some tendency to adapt to his environment and be **accommodating** to others' wishes. He is more likely to conform or go along with situations, rather than to take an active stance in shaping events to his liking. Joe shows some tendency to be **deferential**, going along with others rather than exerting his own opinion or needs. Joe tends to be rather **trusting** of other people's motivations rather than to question them. Thus, vigilance does not appear to shape his stance on influencing or persuading others. He has some tendency to be **traditional** and to respect conventions. To the extent that he believes in or is attached to things as they are, he may not be inclined to introduce a change or to seek alternative options.

Unrestrained Versus Self-Controlled

Joe shows some tendency to be **unrestrained** and flexible. At times, he may get caught up in his own wants and needs, which may outweigh consideration for practicalities or for other people's needs. Joe's expressed concern for established rules is low. It may be that he is **expedient** and disregards rules when they pose inconvenient obstacles or when he doesn't believe in them. Or it may be that Joe has adopted standards that are more from his own internal framework than that of many other people. In either case, his sense of conformity to expectations or rules is probably not a source of self-control for him. Joe shows some tendency to be preoccupied with ideas, sometimes to the point of being **absent-minded**. He may disregard the practical aspects of a situation. He can sometimes be less self-restrained, however. Joe may prefer to operate in a structured environment, one that allows him to be planful and organized. However, he is probably not so **perfectionistic** that he would be seen as overly exacting of himself or others.

A NOTE TO THE PROFESSIONAL

Up to this point, the Couple's Feedback section of the report has summarized each person's questionnaire responses. These previous pages are designed to share with the test-takers. Similarly, the page that follows this one is also designed to share with the couple. It compares both partners' personality results, using descriptors found in the couple's personality feedback section.

Before sharing the next page, however, IPAT recommends that you meet with each partner separately, to discuss the results and answer questions. It is important to be sure that both people feel comfortable about their results and about sharing them with their partner. The *Couple's Counseling Report User's Guide* addresses topics for these meetings.

NOTE: The Professional's Feedback section contains a copy of this page for your records, with an introduction that is addressed to you rather than to the couple.

COUPLE'S COMPARISON

Note to the couple: Here, your personal styles are compared side-by-side. As you review this, please realize that there are no "rules" about whether you should be alike or different. Also, every couple is unique, and each twosome interacts in their own way. Your counselor will help you think about how your similarities and differences are relevant for you as a couple, in your unique relationship.

How to Read this Chart: In the paragraphs that described you both earlier, recall that some words were bolded. Those words are used here to help compare you and your partner. Here, though, qualities that are especially strong are listed in bold-face type. (Words in all-caps reflect the broader qualities that defined each paragraph.) *If one of you has a blank space in the chart, it means that your partner's style is well-defined on a quality that isn't characteristic for you.*

Factor	Jane	Comparison	Joe
EXTRAVERSION Warmth (A) Liveliness (F) Social Boldness (H) Privateness (N) Self-Reliance (Q2)	INTROVERTED Reserved Shy	Alike Both Average Both Average Both Average	Reserved
ANXIETY Emotional Stability (C) Vigilance (L) Apprehension (O) Tension (Q4)	Trusting	Both Average Alike Both Average	Reactive Trusting Relaxed
TOUGH-MINDEDNESS Warmth (A) Sensitivity (I) Abstractedness (M) Openness to Change (Q1)	TOUGH-MINDED Impersonal Traditional	Alike Both Average Alike	Impersonal Idea-Oriented Traditional
INDEPENDENCE Dominance (E) Social Boldness (H) Vigilance (L) Openness to Change (Q1)	ACCOMMODATING Deferential Timid Trusting Traditional	Alike Alike Alike Alike	ACCOMMODATING Deferential Trusting Traditional
SELF-CONTROL Liveliness (F) Rule-Consciousness (G) Abstractedness (M) Perfectionism (Q3)		Both Average	UNRESTRAINED Expedient Absent-Minded Perfectionist