

# 16pf<sup>®</sup> Profile Report

Ella Explorer | August 27, 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 Profile Report

The 16pf Profile Report provides practitioners with the fundamental elements of a respondent's 16pf information for independent interpretation. Along with the practitioner's judgement, the Profile Report provides comprehensive information about an individual's whole personality, to help you feel confident that you are recruiting the right person for the job.

### Use of the Report

Because the statements in this report are automated, they should be viewed as hypotheses to validate against other sources of data (e.g., interviews, work samples, simulation exercises, biographical data or references).

Treat the information in this report as confidential. It should only be shared with organizational members who have a need to know about it. It should be stored in a separate, secure file.

Keep these points in mind when using this report:

- ▶ The results reflect the respondent's description of their own personality and behavior. They may not completely match the way other people see the individual. The accuracy of the results depends both on the respondent's openness in answering the questionnaire and upon their level of self-awareness.
- ▶ Often, the value of personality assessment is in comparing a respondent to a larger population. These results describe how the person's profile corresponds to other people who have completed the questionnaire.
- ▶ The report describes the respondent's likely style. It does not directly measure foundational skills or knowledge. As a result, the statements should be compared to other information about the individual.

The results of the questionnaire are generally valid for 12–18 months after completion. They may be less useful if an individual undergoes major changes in their work or life circumstances.

### Interpreting Midrange Scores

A person's actual behavior depends on how demonstrating their personality characteristics is either facilitated or inhibited by specific situations. This is likely to be particularly true of 16pf sten scores in the midrange on the profile, those lying between stens 4 and 7, and especially those at stens 5 and 6. Interpretation of these scores can be one of the more challenging aspects of providing feedback. References to situational factors are used in the report narrative to remind the professional that interpretations of scores in the midrange may benefit from additional information gathered during a feedback session.

## Structure of the Report

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

### 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 probe any of them further.



### 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.

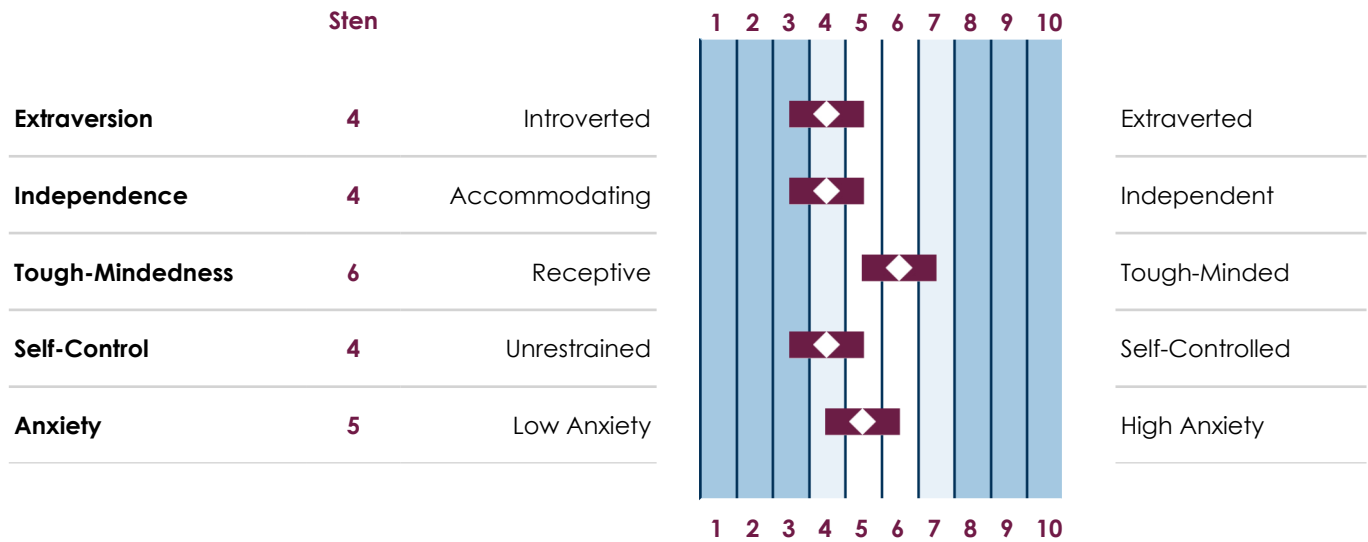
## Norm Group

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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

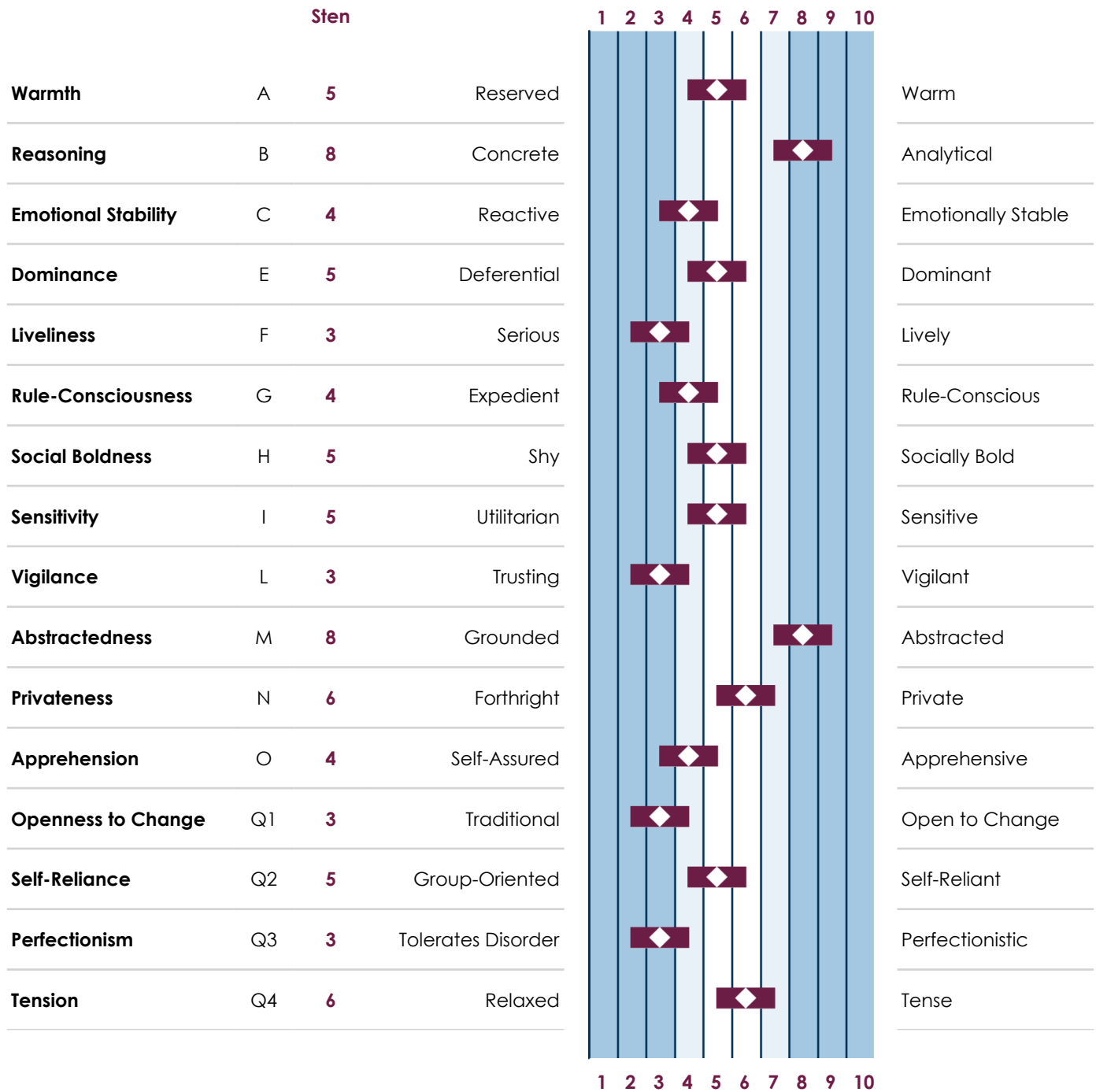
- A** Warmth (-)
- I** Sensitivity (-)
- M** Abstractedness (-)
- Q1** Openness to Change (-)

- 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



## 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	25 out of 155	16%
Number of <i>Agree</i> responses	30 out of 155	19%
Number of <i>Neutral</i> responses	47 out of 155	30%
Number of <i>Disagree</i> responses	21 out of 155	14%
Number of <i>Strongly Disagree</i> responses	32 out of 155	21%
Number of missing responses	0 out of 175	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.



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