

16pf[®] Candidate Feedback

Joe Sample | November 18, 2024 | Confidential



Core Personality Insights



Introduction

All information in this report is confidential and intended only for the person who completed the questionnaire.

This report contains an interpretation of your responses to the 16pf questionnaire that you completed recently. The purpose of the report is to give you meaningful feedback about your results.

Your responses have been compared with those of a large number of people who have also taken the questionnaire. The statements about you therefore summarize how you answered the questions, but they also reflect how people who responded in similar ways have described themselves.

Please note:

- ▶ The results are based on your own description of your personality and behavior, which may not necessarily reflect how other people would describe you.
- ▶ The report describes your likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about your abilities.
- ▶ 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 12-18 months after completion, or less if you undergo major changes in your work or life circumstances.

If you require further information about this report, please contact the individual who provided it; they should be qualified in the interpretation of the 16pf questionnaire.

Candidate Feedback

Relating to Others

You are generally interested in the people you meet, preferring to develop personal, close relationships. This interest will be apparent through the questions that you ask to get to know people better. You are likely to be generally cautious and restrained. In most situations you will prefer to consider your speech and actions. Some people may see you as serious as you will generally prefer to avoid saying or doing anything that you would regret. You may feel confident in situations that are familiar to you, or where you are not worried about the impression that you make. There are also situations in which you feel less comfortable, particularly where you are trying to make a good impression. In these situations you may come across as less confident and may be less resilient to criticism. You see yourself as open, honest and straightforward. You will be happy to share almost all personal information in almost all situations. Many people may see this as refreshingly genuine and will feel that it is easy to get to know you. Others could feel that this style is too direct. You will probably enjoy both collaborating toward a common goal and being free to work more independently, adopting these different approaches according to the situation, needs or time.

Influence & Collaboration

You appear to seek influence on the world around you and will hold your opinions even in the face of opposition. You will probably find it more difficult to follow the lead of others where you have a contrary opinion or in situations where you do not respect the leader. You may find it comfortable to express your opinions in familiar settings, or among people with whom you feel at ease. In less familiar settings, or where you are aware of the need to impress, you will feel less comfortable. You are likely to be optimistic about people; you believe that others generally have good motives and that they can be trusted, which will make you open to their ideas or opinions. In this respect, you will be seen as easy to get along with, and your optimism will probably bring out the best in others. However, it is possible you may overestimate the good intentions of others in aggressive or competitive environments. You prefer ideas that challenge the status quo and offer opportunities for improvement. You may get frustrated in slow-moving environments and could potentially overlook what currently works well in traditional, established methods.

Thinking Style

You generally see consideration for people as one of the most important aspects of decision-making. Your interest in people will be important to most of the decisions that you make, meaning that tough or unpopular decisions will feel uncomfortable. You are likely to approach decisions in a logical manner. You will prefer to make decisions objectively and will be practiced in putting aside your emotions to make unsentimental decisions. Attending to your own and other people's emotions is less natural for you. You will probably focus on a mixture of immediate practicalities and broader issues. In some situations you will be more comfortable focusing on the details of what is real and actual, whereas at other times you will prefer to consider the broader concepts of possibilities and links between ideas. You prefer to look at the world in new or different ways. You are constantly looking to improve upon current ways of thinking or working. You will probably find it difficult to work in environments where there is little opportunity to improve upon the way things are done. Your responses to the reasoning questions indicate that you are likely to be at ease with problems that involve abstract reasoning and conceptual thinking.

Structure & Flexibility

You see yourself as generally reflective and deliberate. You tend to be most comfortable when you have time to consider decisions carefully and are able to weigh up and avoid risks. You will generally prefer to be methodical and to focus on one area in depth. You are likely to be less comfortable if you have to work or think quickly, and may only feel content doing so in familiar situations. You will probably place a high value on society's rules, norms and expectations, and could act as their custodian, upholding standards and respecting authority. You are unlikely to ever break rules, seeking instead to change those that you consider unfair. You will focus on immediate practicalities, but will also consider the implications and possibilities associated with your actions. In some situations you will be more focused on the task at hand, whereas at other times your attention may shift to broader considerations. You are likely to be relatively organized, but are also able to tolerate shifting priorities or requirements. You will put some plans or structure in place, but you will also be willing to adapt to changes in circumstances.

Management of Pressure

You see yourself as able to cope with the obstacles that you encounter in life. You are unlikely to respond emotionally to the ups and downs in your life, and will be seen as mature and calm. However, you may not be willing to admit to yourself that you are affected emotionally by events, and others may see this calm approach as a lack of engagement. You have an optimistic view of the world and a positive view of others. You will tend to expend little energy worrying about being taken advantage of, and this could be a disadvantage in a highly political environment. You are likely to be self-assured and unworried, confident in your abilities and performance, and rarely experiencing self-doubt. This self-confidence may be seen as inspiring to others and engender their trust in your abilities. However, you could be less likely to attend to negative feedback, which could affect your learning, and you may appear unconcerned about the impact that your actions have on others. You are likely to be laid-back and content. You are unlikely to feel the need to act immediately, and will perform best in environments where it is important to be relaxed and patient. You will probably come across as easy-going, but it is possible that you could sometimes be seen as lacking in motivation.



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