

16pf[®] Interpretive Report

Joe Sample | November 18, 2024 | Confidential



Core Personality Insights



Introduction

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 Interpretive Report

The 16pf Interpretive Report is designed for qualified 16pf users. It helps you understand an individual's 16pf profile and how it can affect behaviors and decisions in a variety of settings. This report provides a thorough explanation of a person's results on the 16pf personality factors, and makes predictions about related interpersonal, vocational and behavioral patterns, providing a solid basis for 16pf feedback discussions.

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 12-18 months after completion, or less if individuals undergo major changes in their work or life circumstances

Interpreting Midrange 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.

Structure of the Report

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

Interpretive Section

A detailed interpretation of an individual's 16pf profile. This section uses both graphics and narrative interpretation to guide the practitioner through a description of the individual. It then predicts the likely implications of their profile. These predicted implications are based on expert knowledge of how the 16pf factors interact. They present hypotheses for the practitioner to consider and explore with the respondent. The respondent may feel that some hypotheses describe them well, and that others feel less true for them.

Vocational Activities

This provides an overview of the respondent's likely fit on each of the six Holland Occupational Types. The areas with the highest fit are discussed in further detail. This section uses the known associations between various occupational interests and personality characteristics to expand the range of career options available to the respondent.

Item Summary

This provides the respondent's specific item responses and summary statistics.

Response Style Indices

Summary: One or more of the response style indices are outside of the normal range. Please see below for more specific information.



Impression Management

This individual chose more socially desirable responses than is typical.



Acquiescence

This individual has responded in a way that is not acquiescent.



Infrequency

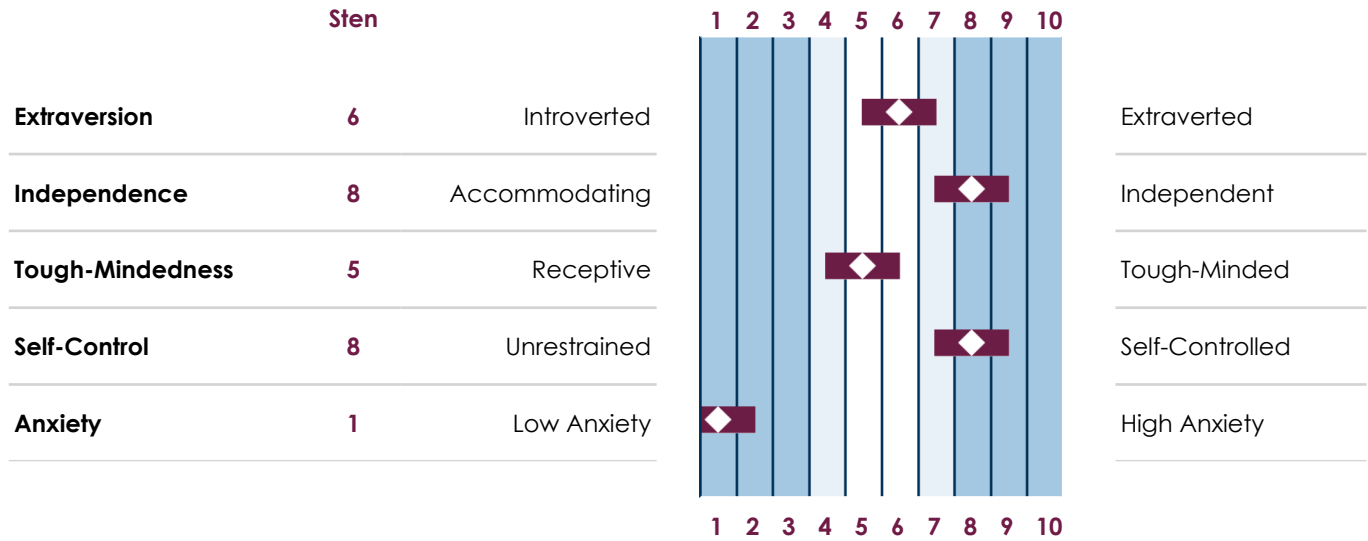
This individual has endorsed most items in a way that is similar to other people; it is unlikely that they have responded randomly.

Norm Group



▶ 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

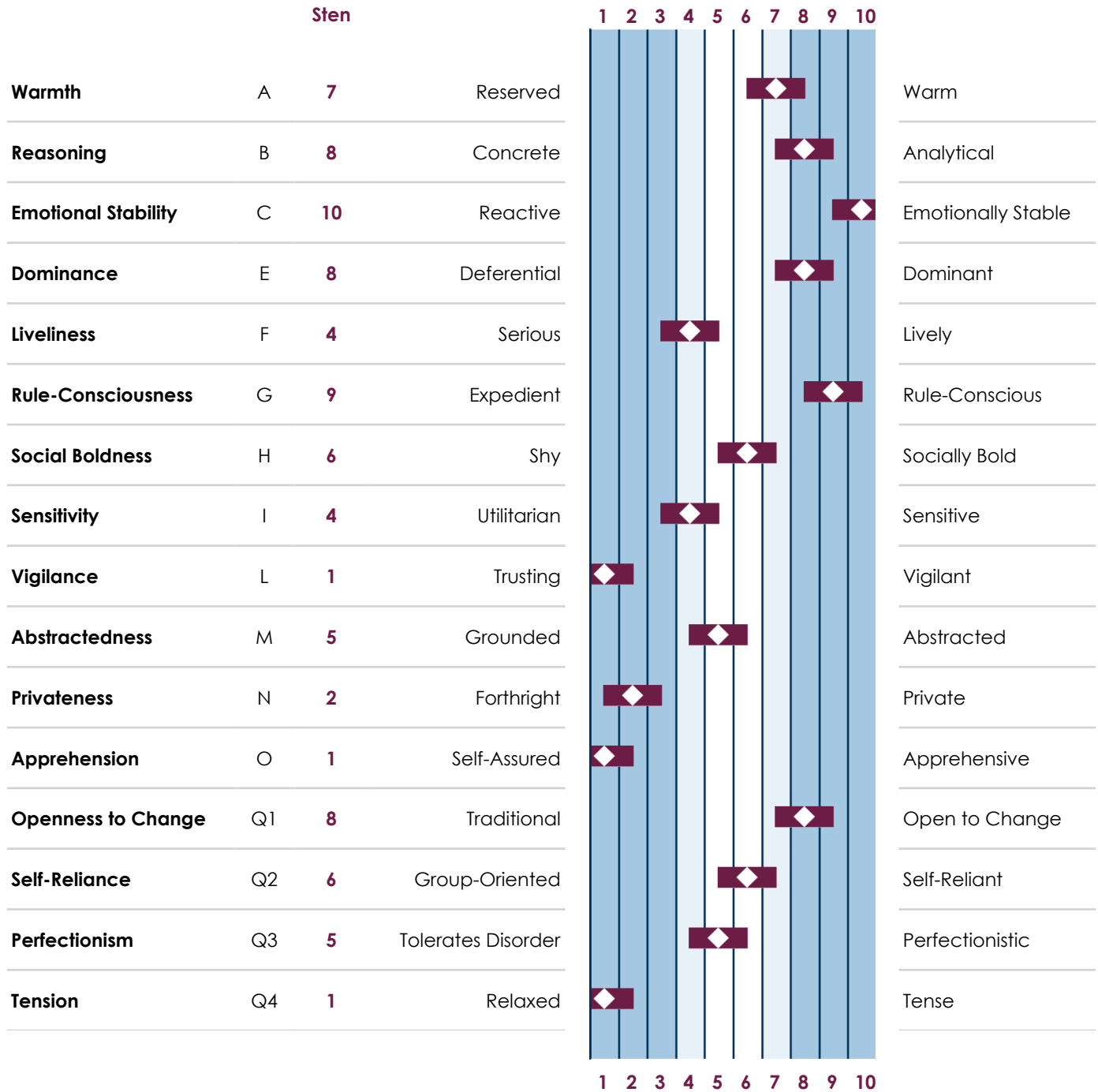
- A** Warmth (-)
- I** Sensitivity (-)
- M** Abstractedness (-)
- Q1** Openness to Change (-)

- 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

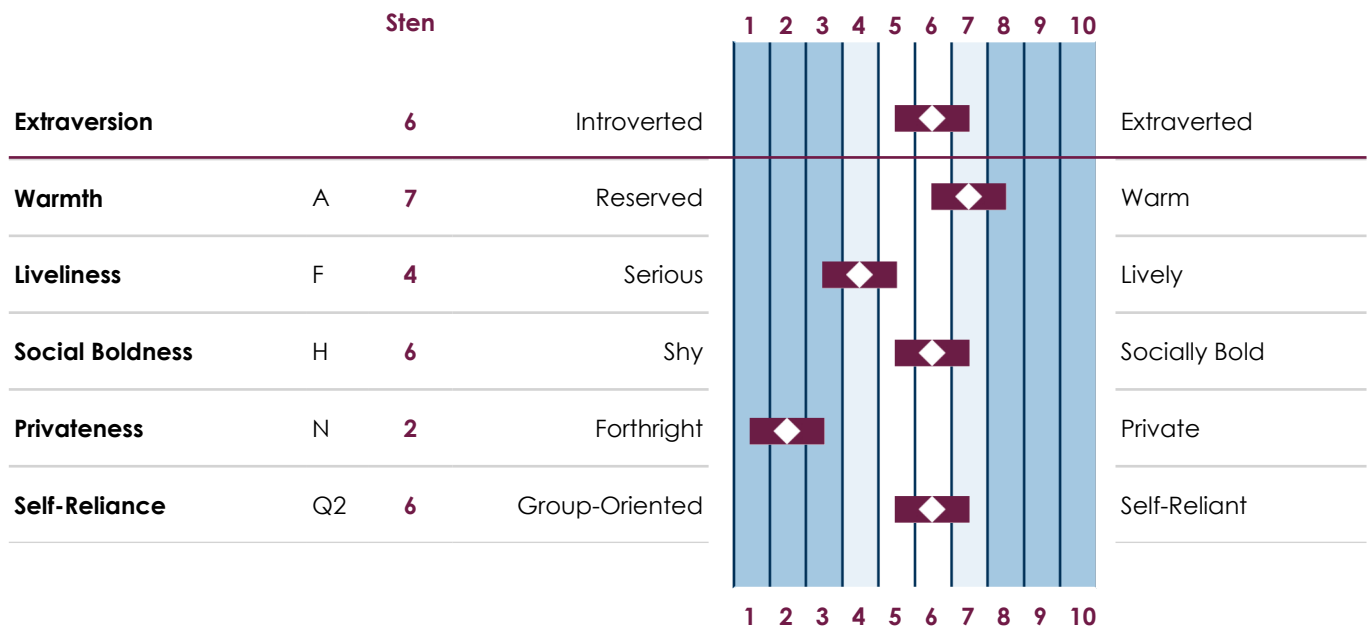
Primary Factors



Global Factor Profiles

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 candidate's behavior reflects such combinations.

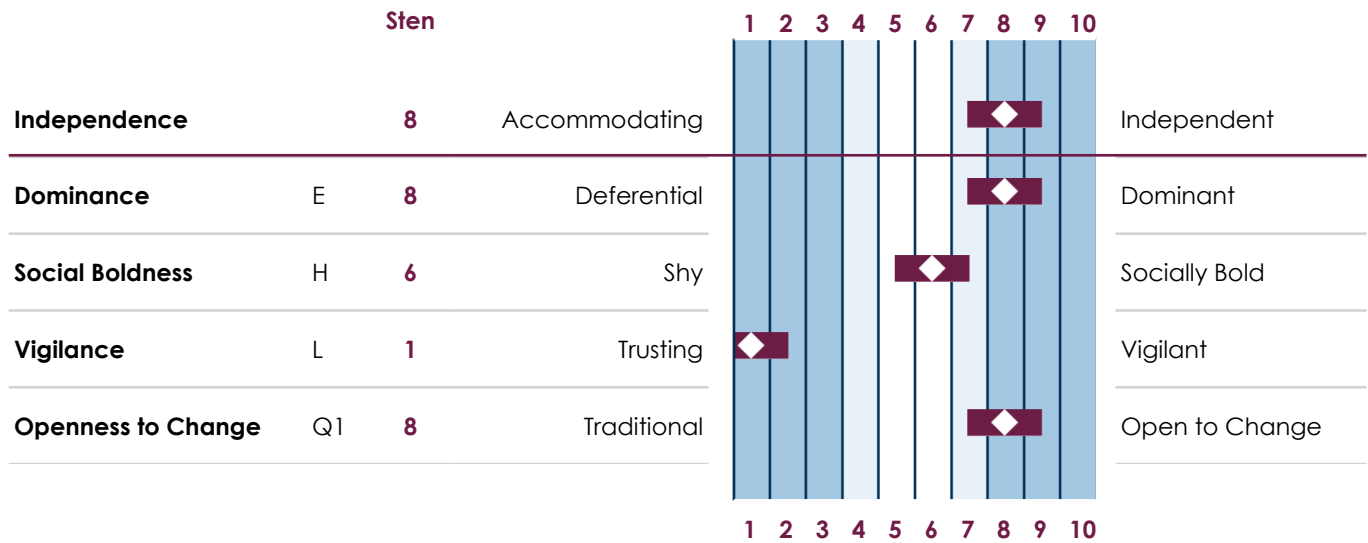
Extraversion



Joe exhibits a level of extraversion that is typical of many people. This person is interested in social participation, but is likely to balance activities involving social contact with those of a more solitary nature.

- ▶ Joe is warm and attentive to the feelings of other people and likes to maintain close and cooperative relationships with others.
- ▶ Joe's interactions with others are likely to be serious or restrained. This individual may feel more comfortable in peaceful environments.
- ▶ Joe is likely to feel at ease in some social situations, but less comfortable in others. While not always seeking to be the center of attention, this person will not generally appear timid or shy.
- ▶ This individual feels comfortable sharing personal matters with others, and when doing so tends to be forthright and genuine.
- ▶ Joe is comfortable working either alone or as part of a team. This person prefers to approach tasks alone in some situations, while taking a more collaborative approach in others.

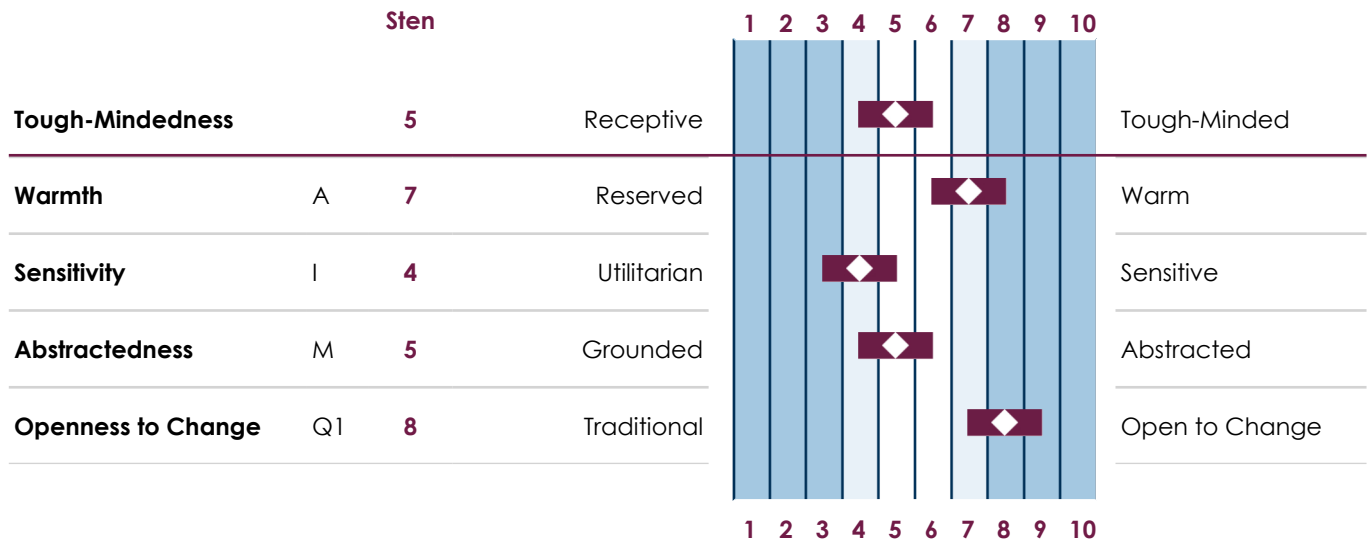
Independence



Joe's preferred lifestyle is highly independent and self-directed, leading to active attempts to achieve control of others and the environment. Joe is assertive and likes to influence people. This person prefers to form their own opinions and is willing to challenge the status quo.

- ▶ In interpersonal relationships, Joe comes across as dominant and forceful. This person likes to be in charge and may be persistent in getting their way.
- ▶ Joe appears comfortable in most social situations. This individual does not come across as either particularly self-conscious or uninhibited.
- ▶ Joe tends to trust other people's intentions rather than to question them. This person's acceptance of others may make them susceptible to people taking advantage of them.
- ▶ As an individual Joe is open-minded and has an inquiring, critical mind. This person tends to question traditional methods and to press for new approaches.

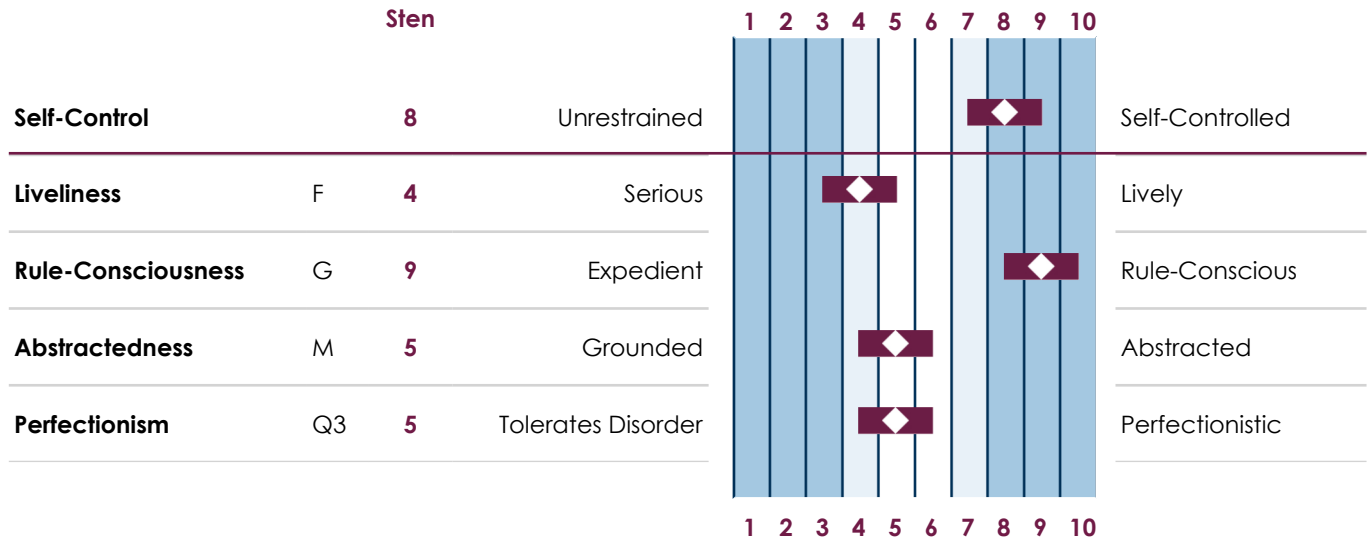
Tough-Mindedness



Generally, Joe tends to balance toughness with sympathy, and resoluteness with receptivity. This individual may sometimes adhere to their current way of thinking, while at other times they may be open to new approaches and experiences.

- ▶ Joe is generally attentive to others' needs and feelings.
- ▶ Joe tends to focus on functionality rather than on appearance or emotional content. Decisions are based on objectivity and the application of logic.
- ▶ Joe strikes a balance between focusing on practical solutions to problems and taking a broader view, which involves the consideration of more abstract matters.
- ▶ Joe is open to change and different opinions, and enjoys pursuing new ideas and experiences.

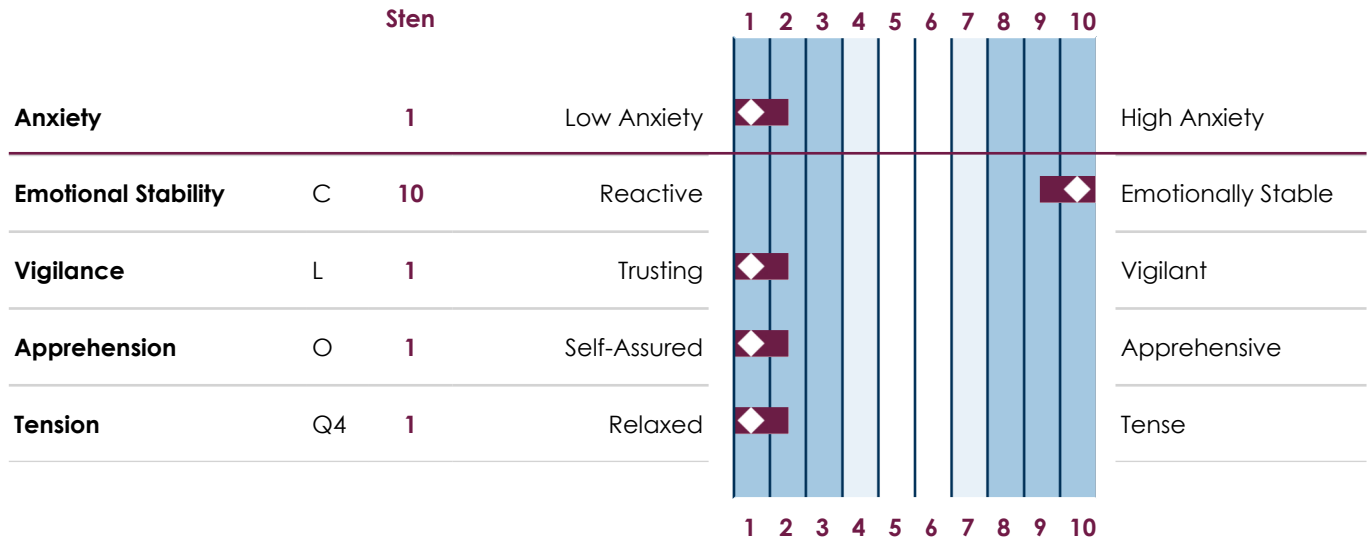
Self-Control



Joe is able to set aside personal wishes and desires in order to meet responsibilities and goals. While this individual may be perceived as conventional or principled, they may also seem overly restrained or inflexible. Joe probably favors a setting where guidelines and expectations are clear.

- ▶ Joe tends to be cautious and may think carefully before speaking or acting.
- ▶ Joe shows a high degree of respect for rules and conventions, and exhibits a strong sense of duty.
- ▶ Joe balances a pragmatic, down-to-earth approach to matters with an interest in ideas and more abstract thoughts.
- ▶ Joe has the flexibility and self-discipline to operate in less predictable settings or those which are more ordered and structured.

Anxiety



At the present time, Joe's self-description is as being less anxious than most people. This could reflect this individual's characteristic, calm and composed style, or it could reflect their behavior in the absence of significant pressures. At times, very low scores can reflect a tendency to play down difficulties and associated concerns.

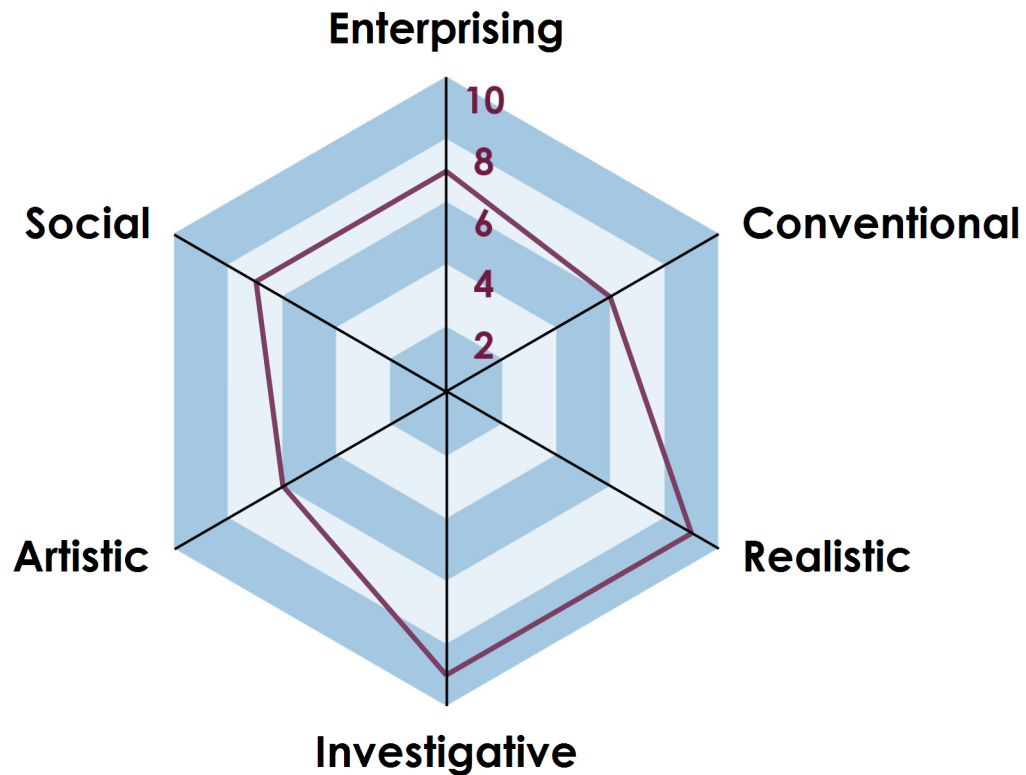
- ▶ Joe meets challenges with calm and inner strength. Overall, this person appears to feel in control of life's current demands.
- ▶ Joe readily trusts other people. Because this person is so accepting of others, they may not think to examine the motives behind their actions or behaviors.
- ▶ Joe typically feels self-assured and confident. This individual does not usually doubt or question their own behavior or decisions.
- ▶ At present, Joe is relaxed and composed, but may lack a sense of urgency. This person is tolerant of others and does not often experience feelings of frustration.

Vocational Activities

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

Holland Themes



Top Two Themes

- ▶ Realistic
- ▶ Investigative

Degree of Compatibility Between Top Two Themes (Realistic and Investigative):

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

Realistic



Joe shows personality characteristics similar to Realistic people. People who score high on this theme indicate a preference for physical activity and for working with tools and machinery. They tend to be reserved and somewhat aloof with others and may not like extensive social interaction. Activities which can be pursued independently may be more to their liking. Realistic people show interest in the function and purpose of objects. They are also self-assured and tend not to worry about what others think. Many Realistic people indicate a liking for activities such as repairing electronic, mechanical, or automotive products, or a willingness to learn about those areas. It may be worthwhile to explore whether Joe's interests include activities involving physical exertion, knowledge of mechanical principles, or manual dexterity.

Occupational fields:

Machine Trades, Skilled Trades, Protective Service, Outdoor Occupations, Construction Work

Investigative



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

Occupational fields:

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

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	D	26	A	51	A	76	SA	101	D	126	D	151	A
2	D	27	D	52	A	77	D	102	A	127	A	152	SA
3	A	28	A	53	A	78	A	103	D	128	A	153	SA
4	D	29	SD	54	D	79	SA	104	SA	129	A	154	A
5	SD	30	A	55	D	80	SD	105	D	130	SA	155	A
6	D	31	SD	56	A	81	D	106	D	131	D	B10010	A
7	A	32	A	57	D	82	D	107	SD	132	SD	B10022	B
8	SA	33	A	58	A	83	D	108	A	133	D	B10028	A
9	A	34	A	59	D	84	SA	109	SD	134	SA	B10046	A
10	A	35	A	60	D	85	SD	110	D	135	D	B10060	A
11	A	36	D	61	D	86	A	111	A	136	SD	B10072	6
12	SD	37	A	62	SD	87	SA	112	A	137	SD	B10138	A
13	D	38	A	63	A	88	A	113	A	138	D	B10204	B
14	D	39	A	64	A	89	A	114	SA	139	SD	B10205	A
15	A	40	SA	65	A	90	D	115	SD	140	SD	B10220	C
16	SD	41	A	66	A	91	D	116	SA	141	SD		
17	SA	42	A	67	A	92	SD	117	A	142	SA		
18	SD	43	A	68	A	93	A	118	SD	143	SD		
19	SD	44	D	69	A	94	D	119	SA	144	A		
20	A	45	D	70	SD	95	SA	120	D	145	D		
21	D	46	A	71	A	96	SD	121	A	146	A		
22	SD	47	A	72	SD	97	SD	122	D	147	SA		
23	A	48	SA	73	D	98	D	123	SD	148	SD		
24	D	49	D	74	D	99	A	124	SD	149	A		
25	A	50	SA	75	SA	100	A	125	D	150	SD		

Summary Statistics:

Number of <i>Strongly Agree</i> responses	21 out of 155	14%
Number of <i>Agree</i> responses	60 out of 155	39%
Number of <i>Neutral</i> responses	0 out of 155	0%
Number of <i>Disagree</i> responses	43 out of 155	28%
Number of <i>Strongly Disagree</i> responses	31 out of 155	20%
Number of missing responses	0 out of 155	0%

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	40	6.0	50	41	26	51	28	33	9	24	17	9	45	28	29	12	28	6	79
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.



www.talogy.com

© 2024 Talogy, Inc. and affiliates, USA. All rights reserved.

Other than for the purposes of using Talogy's electronic assessment service, no portion of this publication may be translated or reproduced in whole or in part, stored in a retrieval system, or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the prior written permission of the copyright owner. This publication may not be resold, rented, lent, leased, exchanged, given or otherwise disposed of to third parties. Neither the purchaser nor any individual test user employed by or otherwise contracted to the purchaser may act as agent, distribution channel or supplier for this publication.

® 16pf and the 16pf logo are trademarks of the Institute for Personality & Ability Testing, Inc. (IPAT) in the USA, the European Community and other countries. IPAT is a subsidiary of Talogy.

® Talogy and the Talogy logo are registered trademarks of Talogy, Inc. and affiliates.