



Interpretive Report

Stephen Rees

12 November 2012

CONFIDENTIAL

Introduction

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 behaviour, 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 mid-range scores

A person's behaviour 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.



Response Style Indices

Norm group

GB Combined-Sex (2011)

All of the response style indices are within the normal range: there is no indication that it is necessary to question any of them.

Impression Management

The individual has presented a self-image that is neither markedly self-critical nor overly positive.

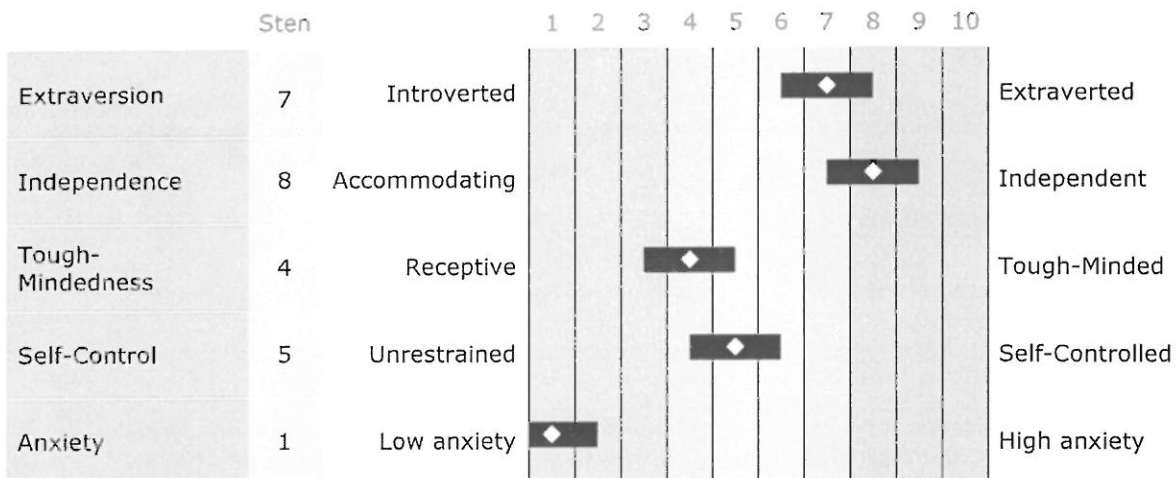
Acquiescence

The individual has responded in a way that is not acquiescent; that is, they have not simply agreed with each statement. However, the style of responding could also be compatible with someone who has endorsed either a majority of 'b' ('?') or 'c' ('false') responses. Therefore the Infrequency index should be carefully examined in order to assess the extent to which their responses may be unorthodox or unusual.

Infrequency

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

Global Factors



Global Factor definitions

Contributing Primary Factors

Extraversion

Social orientation; the desire to be around others and be noticed by them; the energy invested in initiating and maintaining social relationships.

A: Warmth
F: Liveliness
H: Social Boldness
N: Privateness (-)
Q2: Self-Reliance (-)

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.

E: Dominance
H: Social Boldness
L: Vigilance
Q1: Openness to Change

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.

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

Self-Control

Response to environmental controls on behaviour; internal self-discipline.

F: Liveliness (-)
G: Rule-Consciousness
M: Abstractedness (-)
Q3: Perfectionism

Anxiety

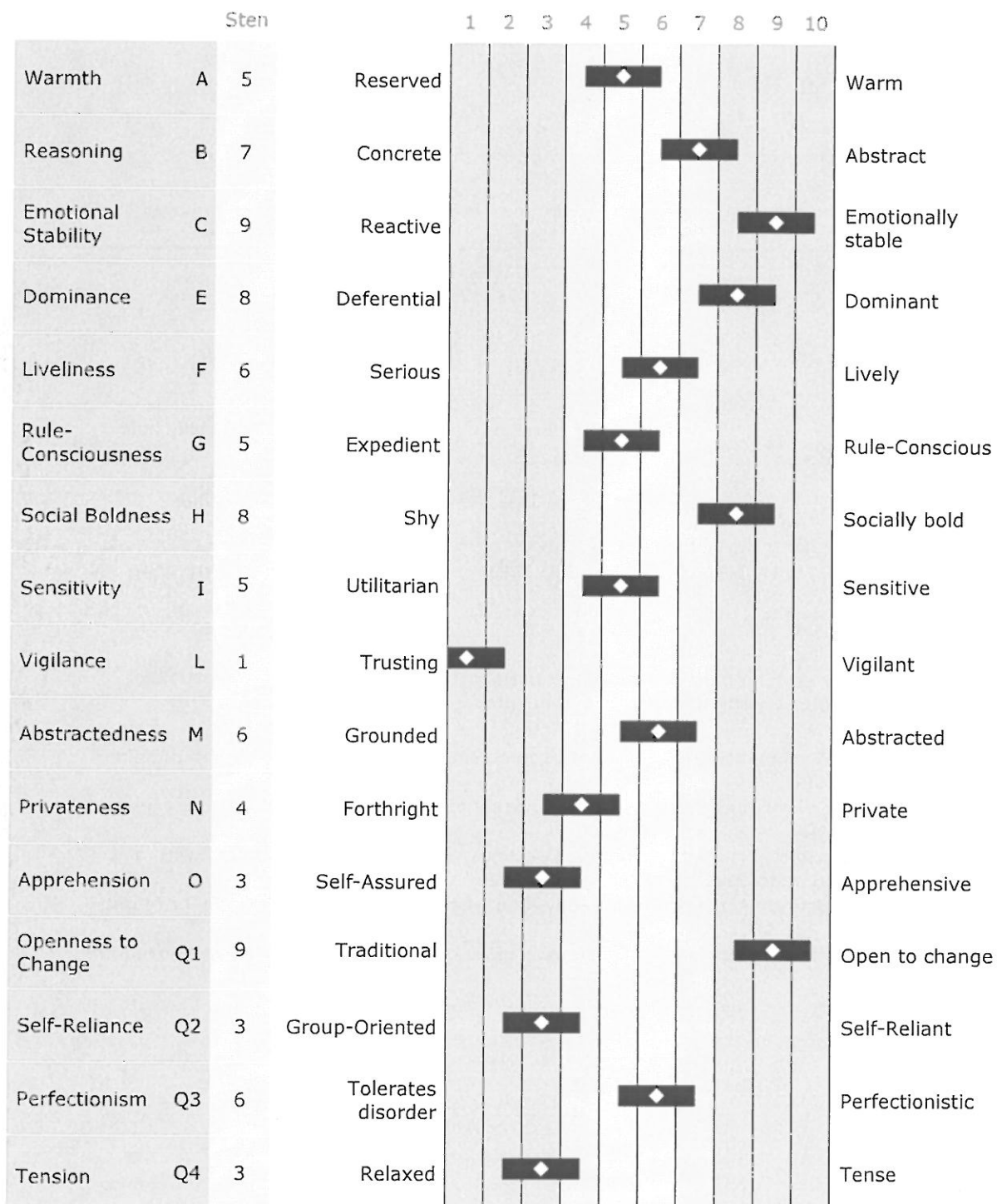
Emotional adjustment; the types of emotions experienced and the intensity of these.

C: Emotional Stability (-)
L: Vigilance
O: Apprehension
Q4: Tension

(-) Indicates a negative relationship between the Global and Primary Factor

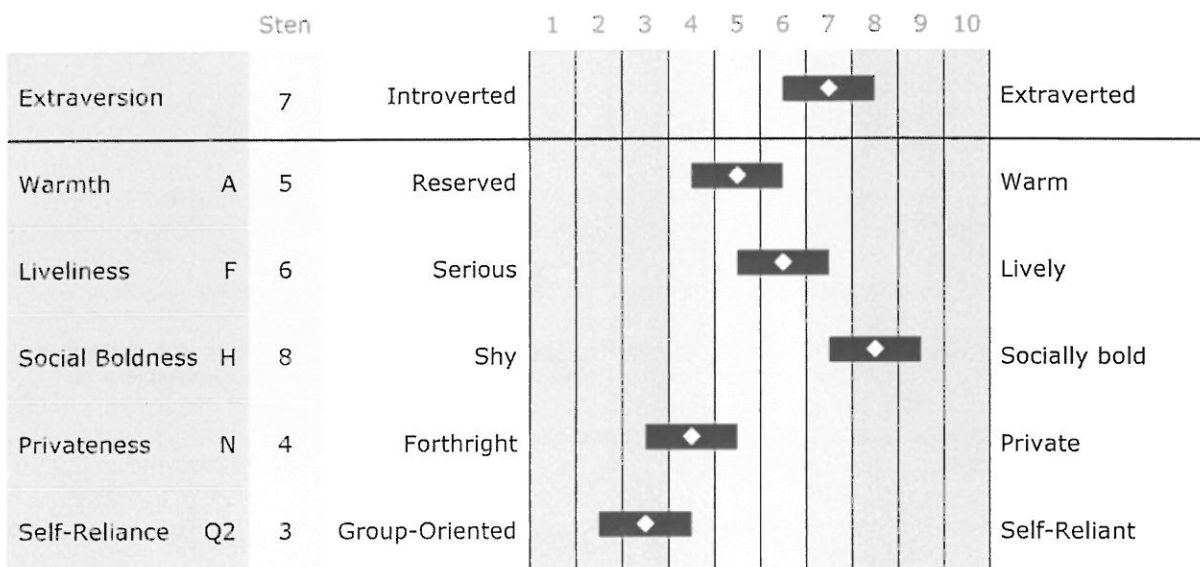


Primary Factors



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 behaviour reflects such combinations.

Extraversion

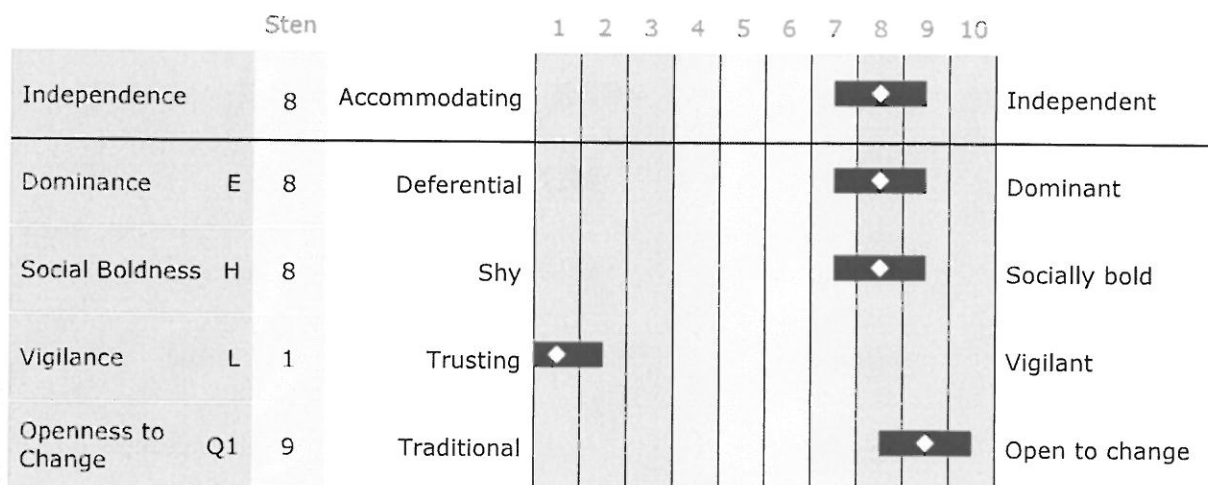


Mr Rees is more extraverted than most. He is socially participative and probably enjoys activities involving others. He devotes energy to initiating and maintaining social relationships.

- He forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- He comes across as lively and enthusiastic in some situations, whilst appearing more cautious and serious in others.
- Mr Rees is unlikely to feel intimidated in group settings, and will find it easy to talk with new people. He tends to be relatively unafraid of criticism.
- He tends to talk about personal matters readily, and when doing so he tends to be forthright and genuine.
- Mr Rees prefers to make plans and do things with others. He may avoid situations that require working alone.



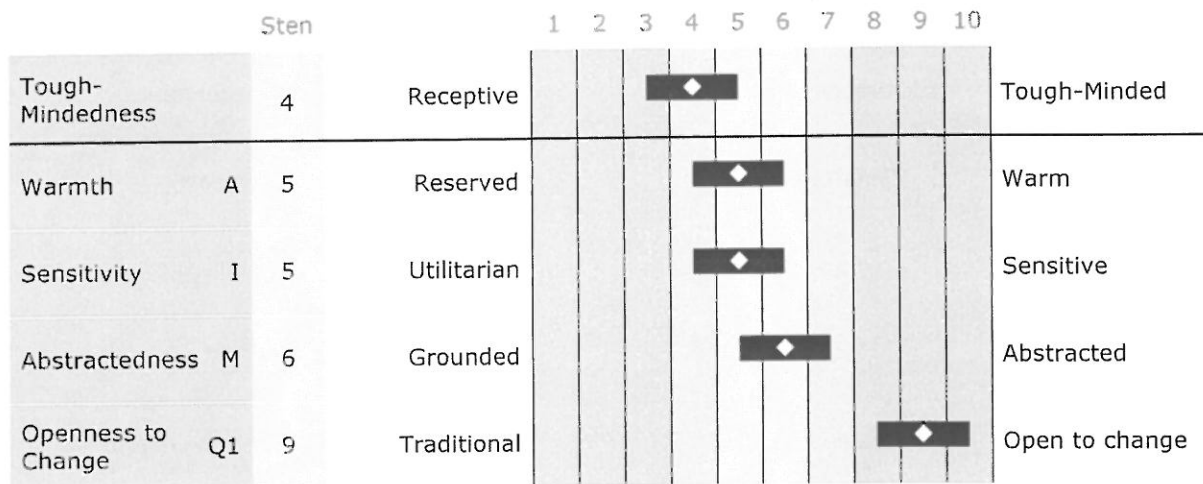
Independence



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

- In interpersonal relationships, he comes across as dominant and forceful. He likes to be in charge and may be persistent in getting his way.
- This person comes across as expressive and is unlikely to be perceived as self-conscious, both in front of others and when pursuing independent goals.
- He tends to trust other people's intentions rather than to question them. His acceptance of others may make him susceptible to people taking advantage of him.
- As an individual he is open-minded and has an inquiring, critical mind. He tends to question traditional methods and to press for new approaches.

Tough-Mindedness

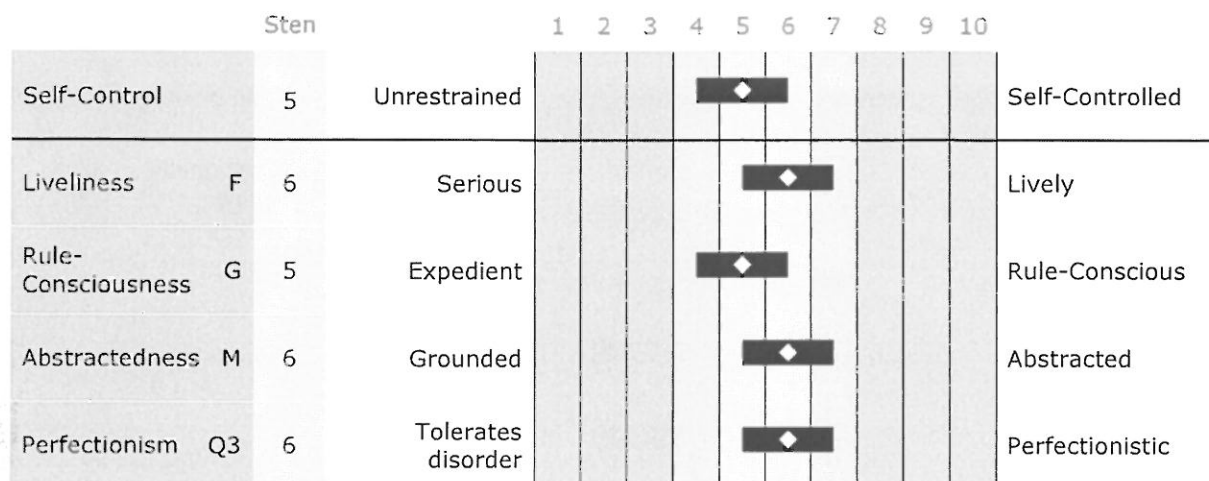


Generally, Mr Rees tends toward sympathy and receptivity rather than toughness and resoluteness. When confronting problems, he may be more inclined to consider subjective or emotional aspects and may be open to new approaches.

- When approaching problems, he tends to be attentive to others whilst retaining a sense of detachment when necessary.
- Mr Rees usually balances his personal feelings with logic and objectivity when making decisions.
- He strikes a balance between focusing on practical solutions to problems and taking a broader view, which involves the consideration of more abstract matters.
- He is open to change and different opinions, and enjoys pursuing new ideas and experiences.



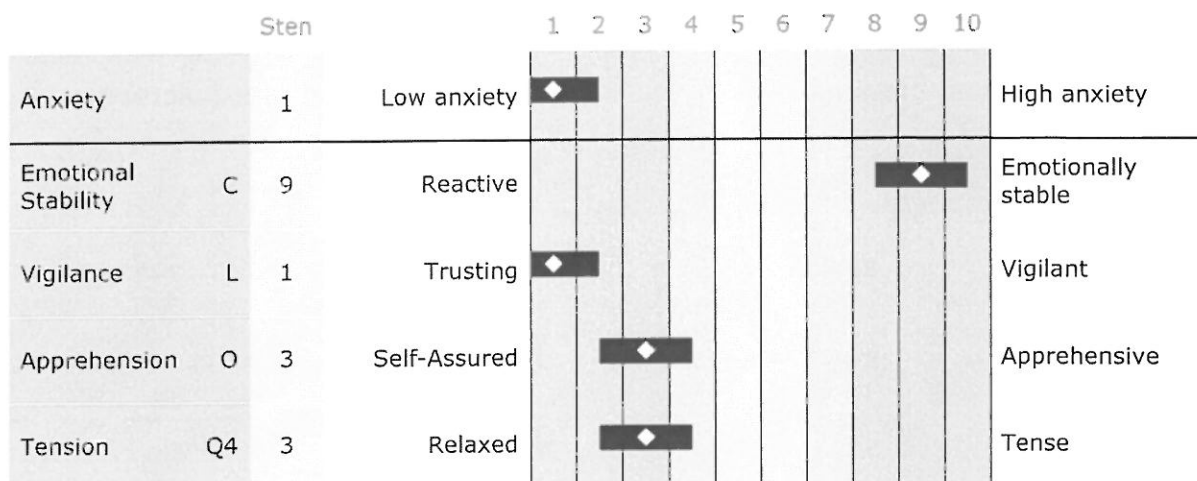
Self-Control



Mr Rees will sometimes show the self-discipline and conscientiousness needed to meet his responsibilities. On other occasions he may be less restrained and more inclined to follow his own wishes.

- He shows levels of spontaneity and of cautiousness that are typical of most people.
- He values rules and conventions, but in some situations may not always be constrained by them.
- Mr Rees balances a pragmatic, down-to-earth approach to matters with an interest in ideas and more abstract thoughts.
- He 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, Mr Rees describes himself as less anxious than most people. This could reflect his characteristic, calm and composed style, or it could reflect his behaviour in the absence of significant pressures. At times, very low scores can reflect a tendency to play down difficulties and associated concerns.

- Mr Rees meets challenges with calm and inner strength. Overall, he appears to feel in control of life's current demands.
- He readily trusts other people. Because he is so accepting of others, he may not think to examine the motives behind their actions or behaviours.
- Mr Rees typically feels self-assured and confident. He does not usually doubt himself or question his own behaviour or decisions.
- At present, Mr Rees is relaxed and composed, but may lack a sense of urgency. He is tolerant of others and does not often experience feelings of frustration.

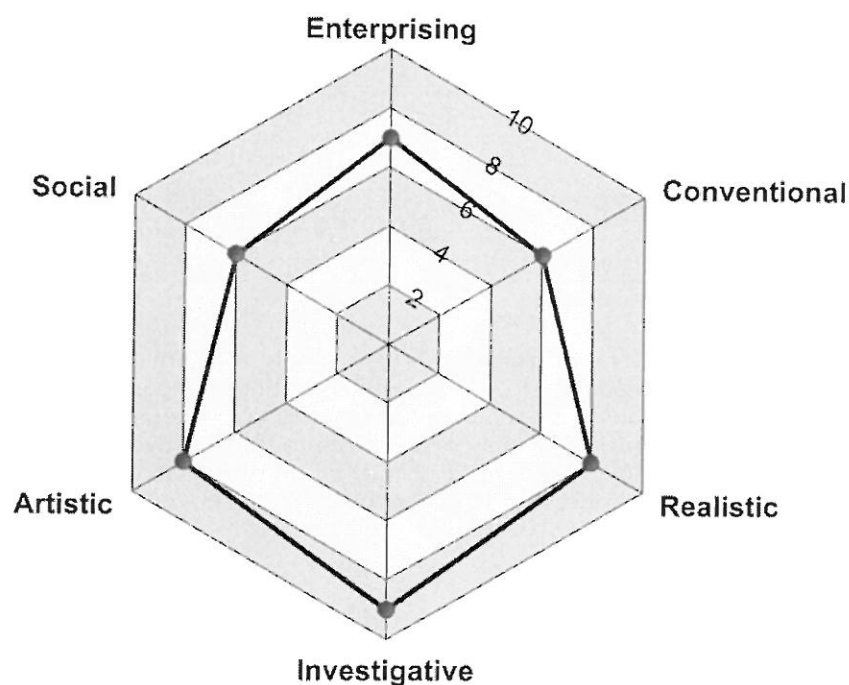


Vocational activities

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

Holland Themes



Investigative = 9

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

Occupational fields:

Science, Maths, Research, Medicine and Health, Computer Science

Realistic = 8

Mr Rees 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 Mr Rees'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

Artistic = 8

Mr Rees shows personality characteristics similar to Artistic people, who are self-expressive, typically through a particular mode such as art, music, design, writing, acting, composing, etc. Like Artistic people, Mr Rees may be adventurous and open to different views and experiences. Sometimes he may be preoccupied with thoughts and ideas, which may relate to the overall creative process. He may do his best work in an unstructured, flexible environment. It may be worthwhile to explore whether Mr Rees appreciates aesthetics and possesses artistic, design, or musical talents.

Occupational fields:

Art, Music, Design, Theatre, Writing

Degree of compatibility between top two themes (Investigative and Realistic):

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



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

Summary statistics:

Number of a-responses	= 91 out of 170 (54%)
Number of b-responses	= 3 out of 170 (2%)
Number of c-responses	= 76 out of 170 (45%)
Number of missing responses	= 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw scores	12	12	20	18	12	12	18	12	2	10	8	4	25	4	12	6	20	0	54
Missing items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

This report was processed using 16PF Fifth Edition Questionnaire GB Combined-Sex (2011) norms.



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