



Interpretive Report

SAMPLE

Ella Explorer

7 October 2008

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

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.

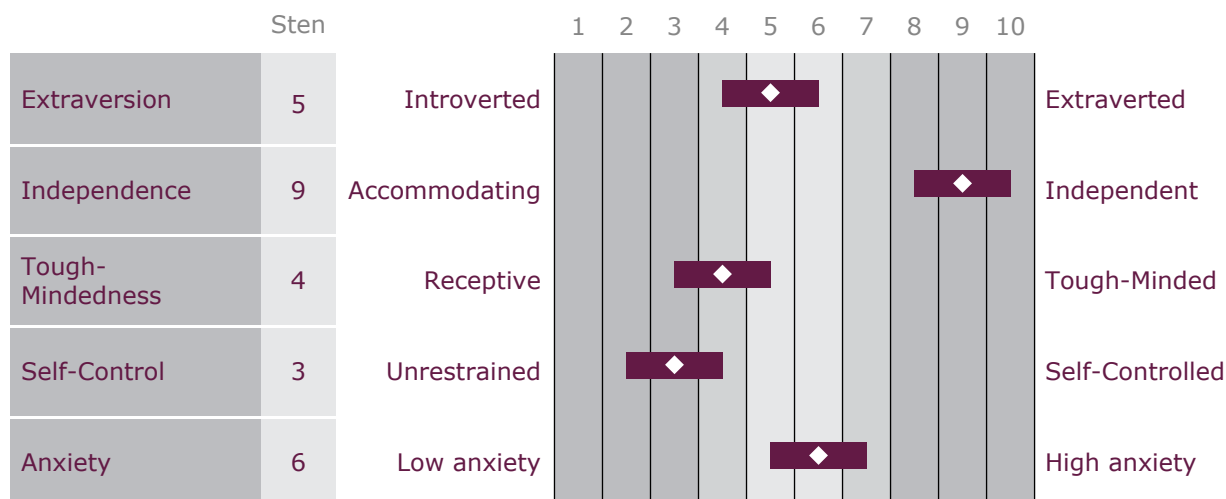
Acquiescence

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

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

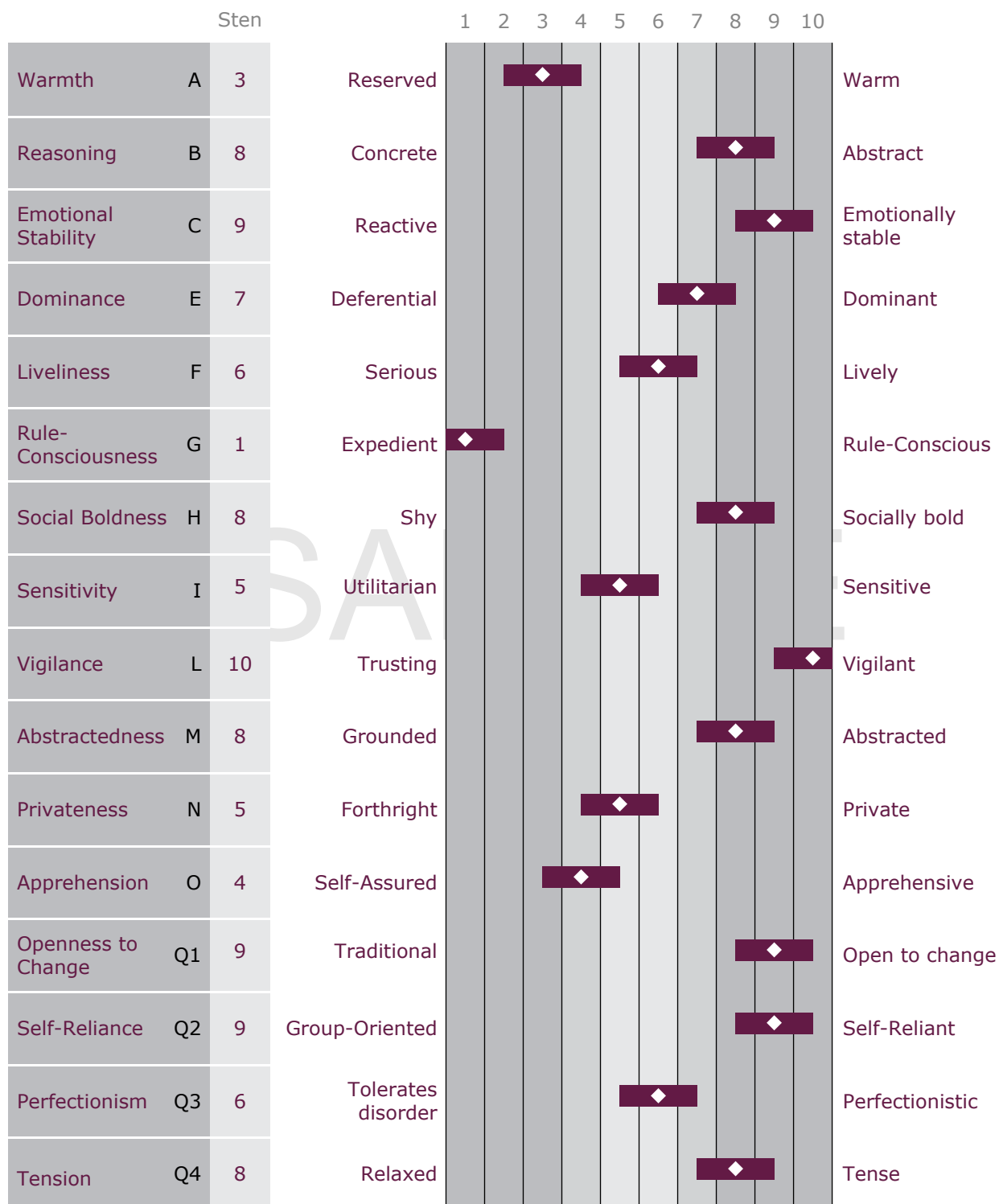
Anxiety

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

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

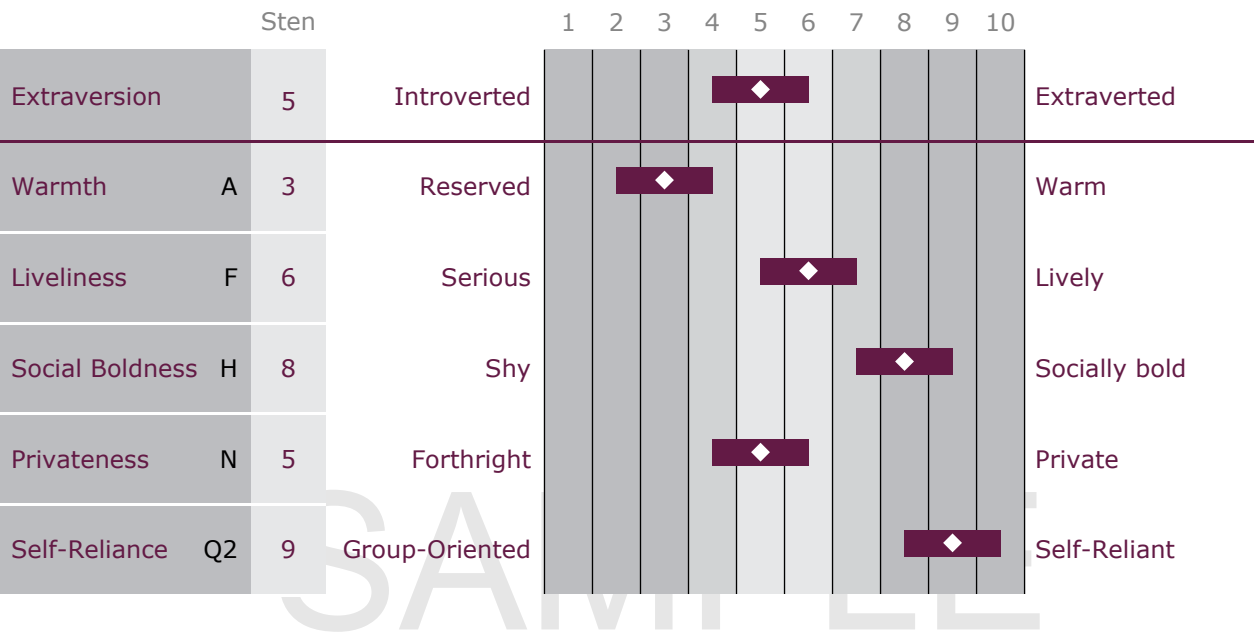
(-) Indicates a negative relationship between the Global and Primary Factor

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.

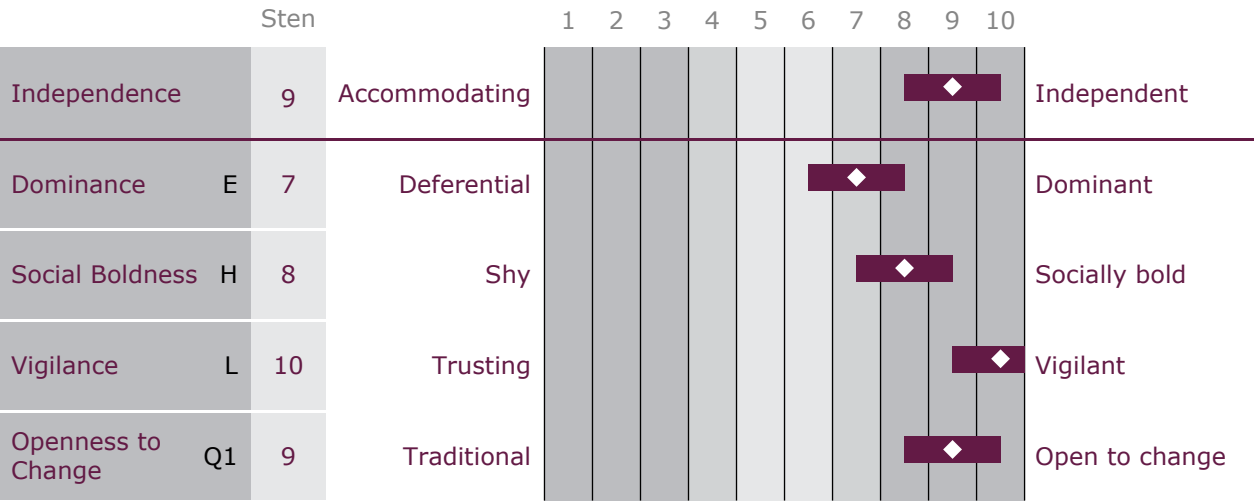
Extraversion



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

- She often appears reserved and may not show personal affection easily. She prefers not to form close attachments with many other people, and may come across as more concerned with tasks or activities than the needs and feelings of others.
- She comes across as lively and enthusiastic in some situations, whilst appearing more cautious and serious in others.
- Ms Explorer is unlikely to feel intimidated in group settings, and will find it easy to talk with new people. She tends to be relatively unafraid of criticism.
- She tends to disclose more about herself to some people than to others. The extent to which she feels comfortable sharing personal matters depends on the situation and the people involved.
- Ms Explorer prefers meeting responsibilities or tackling problems on her own. She may abstain from situations that require working closely with others or may avoid asking others for help.

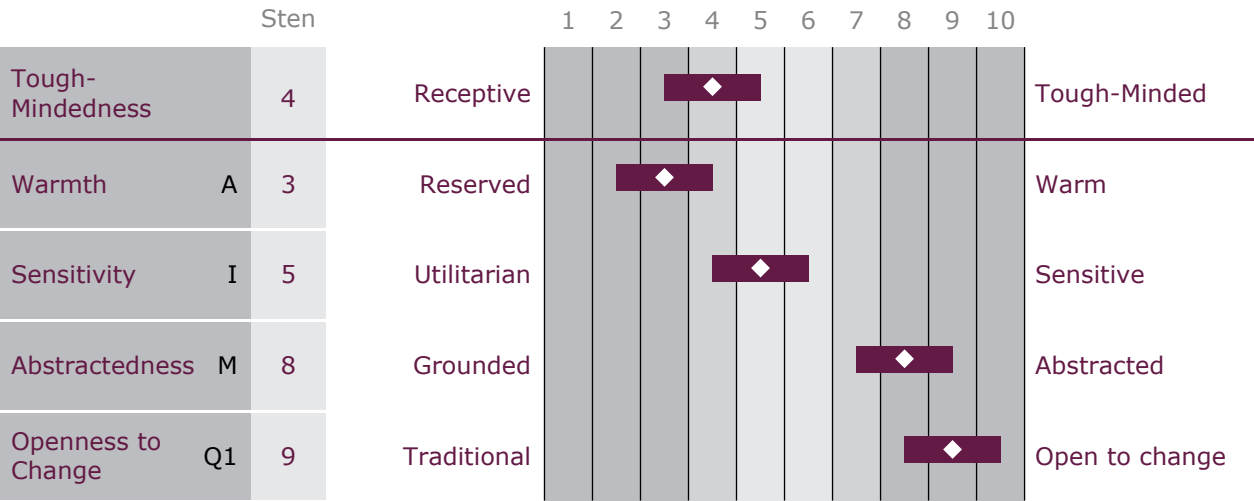
Independence



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

- In interpersonal relationships, she tends to come across as dominant and forceful. She does not hesitate to take charge and may be persistent in getting her 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.
- She tends to question the motives behind what people say and do. She will not always take things at face value, and will tend not to be open to influence from others.
- As an individual, she is open-minded and has an inquiring, critical mind. She tends to question traditional methods and to press for new approaches.

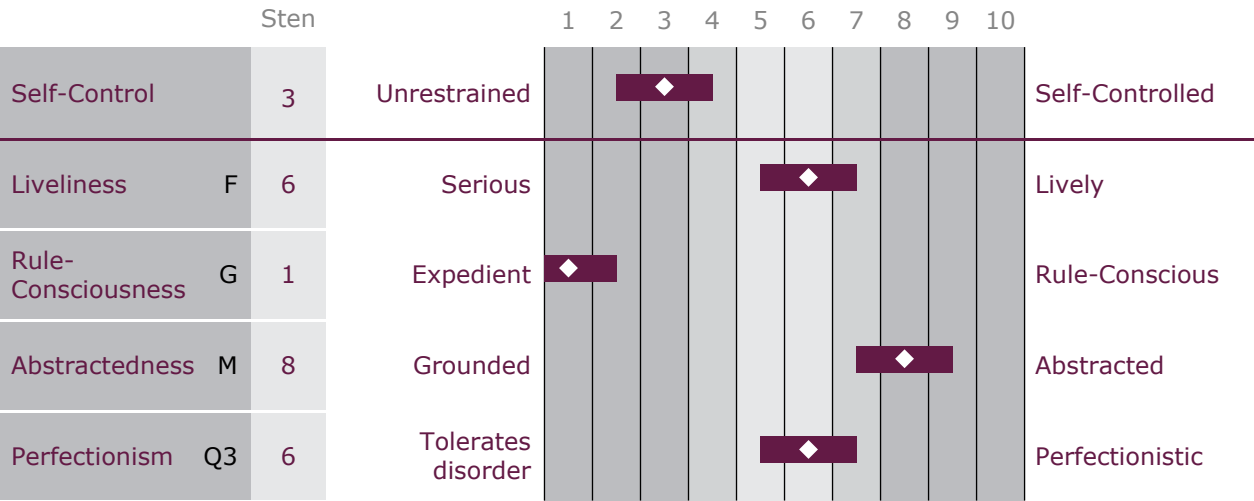
Tough-Mindedness



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

- She may maintain some distance in her relationships, or may pay greater attention to aspects other than people and their feelings.
- Ms Explorer usually balances her personal feelings with logic and objectivity when making decisions.
- She is imaginative and often becomes absorbed in ideas and theories. This may cause more pragmatic issues to be overlooked.
- She is open to change and different opinions, and enjoys pursuing new ideas and experiences.

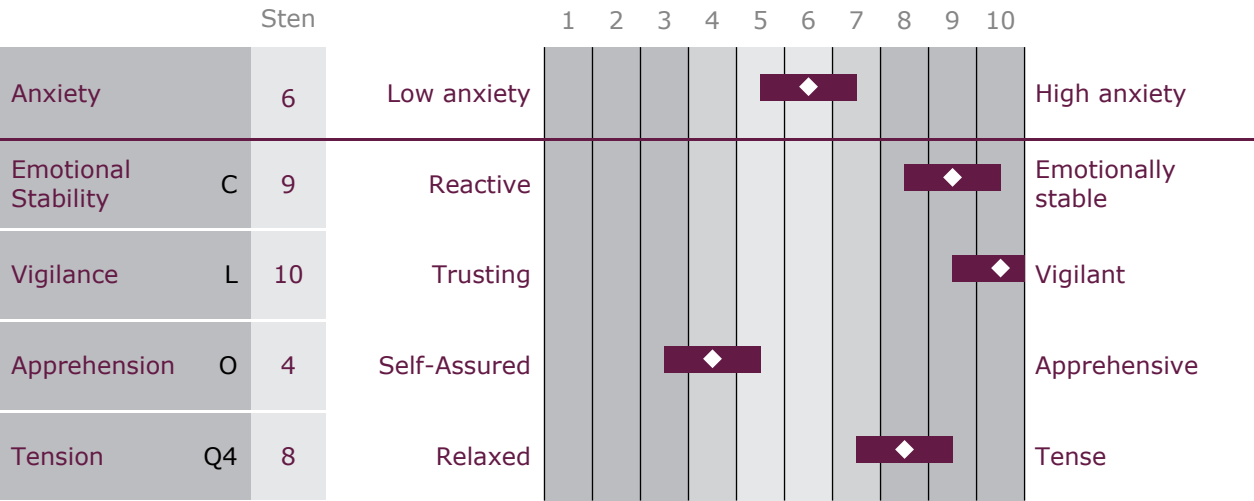
Self-Control



Ms Explorer tends to be expedient and unrestrained. Whilst she may be perceived as flexible and spontaneous, she may indulge in her own wishes at the expense of consideration for practicalities, for other people's needs, or for her own responsibilities.

- She shows levels of spontaneity and of cautiousness that are typical of most people.
- She tends to act according to her own, individual standards or have unconventional values. Her concern for established rules may be low.
- Ms Explorer tends to be preoccupied with ideas and abstracted thoughts. She may not give attention to practical considerations or to the pragmatic aspects of a situation.
- She 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, Ms Explorer describes herself as neither more nor less anxious than most people.

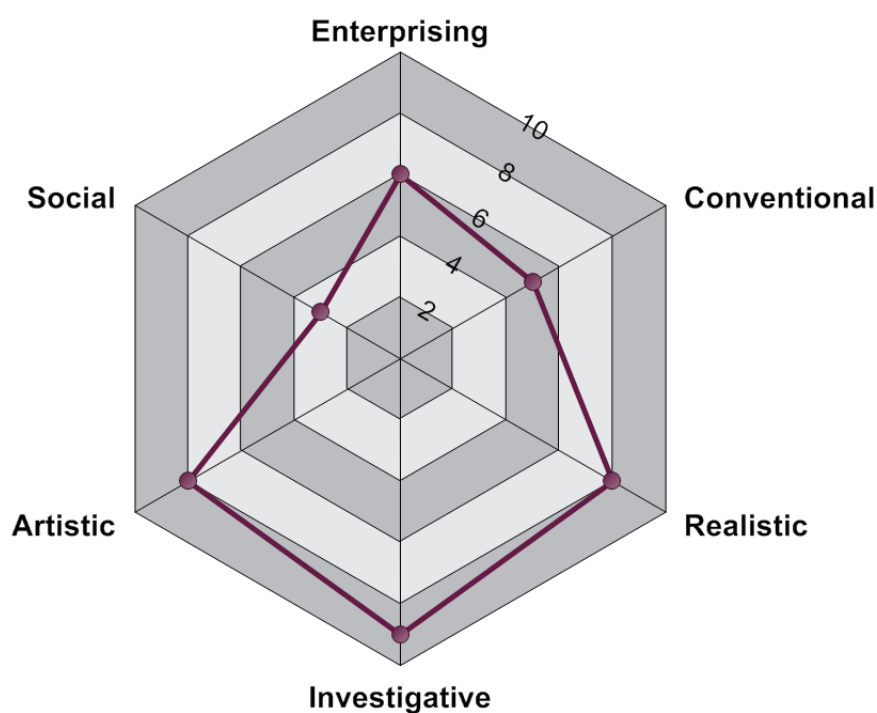
- Ms Explorer meets challenges with calm and inner strength. Overall, she appears to feel in control of life's current demands.
- She may find it difficult to trust other people until she knows them well. She tends to be alert to others' motives and intentions.
- Usually Ms Explorer is poised and unworried, although feelings of self-doubt may occasionally occur.
- At present, Ms Explorer is rather tense and restless, and probably feels some level of frustration or impatience.

Vocational activities

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

Holland Themes



Investigative = 9

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

Occupational fields:

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

Realistic = 8

Ms Explorer 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 Ms Explorer'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

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

Summary statistics:

Number of a-responses	= 75 out of 170 (44%)
Number of b-responses	= 21 out of 170 (12%)
Number of c-responses	= 74 out of 170 (44%)
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	7	13	20	17	13	1	20	11	20	15	12	8	25	20	13	17	12	5	57
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 norms.



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