

# Comprehensive Psychometric Assessment Report

16PF Personality Factor Analysis

Kainat

Meeting Matters HR Management System

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# Executive Summary

Candidate: Kainat

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Assessment: 16PF Complete Assessment (185 Questions)

Completed: 8/17/2025

Time Spent: 18 minutes

**Overall Score: 67/100**

## Assessment Overview

This comprehensive 16PF assessment measures 16 primary personality factors that combine into 5 Global Factors. The results provide insights into personality structure and behavioral predictions for workplace effectiveness.

## Global Factors Summary

**Extraversion: 64.2/100**

Social orientation and assertiveness

**Anxiety: 62.9/100**

Emotional stability and stress response

**Tough-mindedness: 64.9/100**

Practical vs sensitive approach

**Independence: 61.9/100**

Self-reliance and leadership

**Self-Control: 82.7/100**

Discipline and organization

# 16 Primary Personality Factors

Detailed breakdown of individual personality dimensions

## 1. Warmth (A)

66/100

Reserved vs Warm

Moderate expression - balanced approach

## 2. Reasoning (B)

73/100

Concrete vs Abstract

Higher tendency - strong expression of this trait

## 3. Emotional Stability (C)

67/100

Reactive vs Emotionally Stable

Moderate expression - balanced approach

## 4. Dominance (E)

56/100

Deferential vs Dominant

Moderate expression - balanced approach

## 5. Liveliness (F)

58/100

Serious vs Lively

Moderate expression - balanced approach

## 6. Rule-Consciousness (G)

80/100

Expedient vs Rule-Conscious

Higher tendency - strong expression of this trait

## 7. Social Boldness (H)

56/100

Shy vs Socially Bold

Moderate expression - balanced approach

## 8. Sensitivity (I)

56/100

Utilitarian vs Sensitive

Moderate expression - balanced approach

## 9. Vigilance (L)

63/100

Trusting vs Vigilant

Moderate expression - balanced approach

## 10. Abstractedness (M)

71/100

Grounded vs Abstracted

Higher tendency - strong expression of this trait

## 11. Privateness (N)

77/100

Forthright vs Private

Higher tendency - strong expression of this trait

## 12. Apprehension (O)

53/100

Self-Assured vs Apprehensive

Moderate expression - balanced approach

## 13. Openness to Change (Q1)

67/100

Traditional vs Open to Change

Moderate expression - balanced approach

## 14. Self-Reliance (Q2)

78/100

Group-Oriented vs Self-Reliant

Higher tendency - strong expression of this trait

## 15. Perfectionism (Q3)

86/100

Tolerates Disorder vs Perfectionist

Higher tendency - strong expression of this trait

## 16. Tension (Q4)

69/100

Relaxed vs Tense

Moderate expression - balanced approach

# Understanding Your Results

## Scoring System

All scores are on a 0-100 scale:

- 0-30: Lower tendency
- 31-70: Moderate/balanced
- 71-100: Higher tendency

## Global Factors

The 16 factors combine into 5 Global Factors:

- Extraversion: Social orientation
- Anxiety: Emotional stability
- Tough-mindedness: Practical approach
- Independence: Self-reliance
- Self-Control: Discipline

## Workplace Applications

Results help identify:

- Suitable roles and responsibilities
- Team dynamics and collaboration
- Leadership potential
- Communication preferences
- Development areas