

# The 16 Personality Factor Questionnaire

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# 16 Personality Factor Questionnaire



# 16 Personality Factor Questionnaire



History



Format



Scales



Application



Strengths and  
weaknesses



# 16 Personality Factor Questionnaire



Result of scientific  
research

**Multitiered trait structure.**

**Low range**

## 16 Primary Scales

**High range**

**Reserved, impersonal,  
distant**

Warmth

**Warm, participative,  
attentive**

Concrete,  
lower mental capacity

Reasoning

Abstract, bright,  
fast learner

Reserved, impersonal,  
distant

Warmth

Warm, participative,  
attentive

Concrete,  
lower mental capacity

Reasoning

Abstract, bright,  
fast learner

Reactive,  
affected by feelings

Emotional  
Stability

Emotionally stable,  
mature

Concrete,  
lower mental capacity

Reasoning

Abstract, bright,  
fast learner

Reactive,  
affected by feelings

Emotional  
Stability

Emotionally stable,  
mature

Differential, humble,  
avoids conflict

Dominance

Dominant, forceful,  
assertive



Read more: ***[audaciousleap.com/16PF](https://audaciousleap.com/16PF)***





# Multilevel Structure



# Multilevel Structure

## Primary

Global

**Extraversion**

**Anxiety**

**Tough-Mindedness**

**Independence**

**Self-Control**

**Warmth**

**Reasoning**

**Emotional Stability**

**Dominance**

**Liveliness**

**Rule-Consciousness**

**Social-Boldness**

**Sensitivity**

**Vigilance**

**Abstractedness**

**Privateness**

**Apprehension**

**Openness to change**

**Self-Reliance**

**Perfectionism**

**Tension**



# Multilevel Structure

Primary

Global

**Extraversion**

**Anxiety**

**Tough-Mindedness**

**Independence**

**Self-Control**

**Warmth**

**Reasoning**

**Emotional Stability**

**Dominance**

**Liveliness**

**Rule-Consciousness**

**Social-Boldness**

**Sensitivity**

**Vigilance**

**Abstractedness**

**Privateness**

**Apprehension**

**Openness to change**

**Self-Reliance**

**Perfectionism**

**Tension**



Same behavior caused by different reasons



## Format

- ✓ 185 multiple choice items
- ✓ 5th grade reading level
- ✓ 16 primary scales
- ✓ 5 global scales



Reliability



**0.76 primary  
scales**



Reliability



**0.80 test/retest  
2 weeks interval**



# How Employers Use the 16 PF

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Coming up next

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# How Employers Use the 16 PF





Go ahead and  
take the test



[personality-testing.info/tests/16PF.php](https://personality-testing.info/tests/16PF.php)



The test identifies  
your personality



Match you with similar  
career related behaviors



Leadership

- ↑ Extraversion
- ↓ Anxiety
- ↑ Tough-Mindedness
- ↑ Independence
- ↑ Self Control

# Global

↑ Extraversion

Anxiety

↑ Tough-Mindedness

Independence

Self-Control

# Primary Scales

↑ Warmth

Reasoning

Emotional Stability

↑ Dominance

↑ Liveliness

Rule-Consciousness

Social-Boldness

↓ Sensitivity

Vigilance

↓ Abstractedness

Privateness

Apprehension

↑ Openness to change

Self-Reliance

Perfectionism

Tension



## Leadership

# Global

Extraversion

Anxiety

Tough-Mindedness

Independence

Self-Control

# Primary Scales

Warmth

Reasoning

Emotional Stability

Dominance

Liveliness

↑ Rule-Consciousness

Social-Boldness

Sensitivity

Vigilance

Abstractedness

Privateness

Apprehension

Openness to change

Self-Reliance

↑ Perfectionism

Tension



Predictability

# Global

↑ Extraversion

Anxiety

Tough-Mindedness

Independence

Self-Control

# Primary Scales

Warmth

Reasoning

Emotional Stability

Dominance

Liveliness

Rule-Consciousness

Social-Boldness

Sensitivity

Vigilance

Abstractedness

Privateness

Apprehension

Openness to change

Self-Reliance

Perfectionism

Tension



Working style

# Global

Extraversion

Anxiety

Tough-Mindedness

Independence

Self-Control

# Primary Scales

Warmth

↑ Reasoning

Emotional Stability

Dominance

Liveliness

Rule-Consciousness

Social-Boldness

Sensitivity

Vigilance

Abstractedness

Privateness

Apprehension

Openness to change

Self-Reliance

Perfectionism

Tension



Problem solving



↑ Abstractedness

↑ Sensitivity

↑ Openness to change



Imaginative Style

↓ Warmth

↓ Sensitivity

↓ Apprehension



Objective Style



# The Holland Types

# Primary Scales

↓ Warmth	Reasoning
Emotional Stability	Dominance
Liveliness	↑ Rule-Consciousness
Social-Boldness	↓ Sensitivity
Vigilance	Abstractedness
Privateness	Apprehension
Openness to change	Self-Reliance
↑ Perfectionism	Tension



Realistic

# Primary Scales

↓ Warmth	↑ Reasoning
↑ Emotional Stability	↑ Dominance
↓ Liveliness	Rule-Consciousness
Social-Boldness	↓ Sensitivity
Vigilance	Abstractedness
Privateness	Apprehension
↑ Openness to change	↑ Self-Reliance
↑ Perfectionism	Tension



Investigative

# Primary Scales

↓ Warmth	↑ Reasoning
Emotional Stability	Dominance
Liveliness	↑ Rule-Consciousness
↑ Social-Boldness	↑ Sensitivity
Vigilance	↑ Abstractedness
Privateness	Apprehension
↑ Openness to change	↑ Self-Reliance
Perfectionism	Tension



Artistic

# Primary Scales

↑ Warmth	Reasoning
↑ Emotional Stability	Dominance
Liveliness	Rule-Consciousness
↑ Social-Boldness	↑ Sensitivity
↓ Vigilance	Abstractedness
↓ Privateness	Apprehension
↑ Openness to change	↓ Self-Reliance
Perfectionism	Tension



Social

# Primary Scales

↑ Warmth	Reasoning
↑ Emotional Stability	↑ Dominance
↑ Liveliness	↑ Rule-Consciousness
↑ Social-Boldness	↓ Sensitivity
Vigilance	Abstractedness
Privateness	↓ Apprehension
Openness to change	Self-Reliance
↑ Perfectionism	Tension



Enterprising

# Primary Scales

Warmth	Reasoning
Emotional Stability	Dominance
Liveliness	↑ Rule-Consciousness
Social-Boldness	↓ Sensitivity
Vigilance	↓ Abstractedness
Privateness	Apprehension
↓ Openness to change	Self-Reliance
↑ Perfectionism	Tension



Conventional





Although consistent,  
always analyze in context



# Strengths and Weaknesses

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Coming up next

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# Strengths and Weaknesses



## Strengths

- ✓ Strong scientific background
- ✓ Multilevel structure
- ✓ Easy to administer and score
- ✓ Wide range of usage
- ✓ Accessible
- ✓ Constantly improved



## Weaknesses

- ✓ Limited range
- ✓ Focused more on normal “types”
- ✓ **Reasoning** scale too brief
- ✓ Risk of stereotyping



## Key Takeaways

- ✓ Take the test
- ✓ Compare it to other test results
- ✓ Change



# StrengthsFinder

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Coming up next

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