## The 16 Personality Factor Questionnaire



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## 16 Personality Factor Questionnaire



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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

Reactive, afected by feelings

Emotional Stability

Dominance

Emotionally stable, mature



Read more: *audaciousleap.com/16PF* 





Multilevel Structure



### Multilevel Structure

#### Global

Extraversion

**Anxiety** 

**Tough-Mindedness** 

Independence

**Self-Control** 

#### Primary

| 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

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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

Coming up next



## How Employers Use the 16 PF



## Go ahead and take the test



personality-testing.info/tests/16PF.php



The test identifies your personality



Match you with similar career related behaviors



Leadership

- **1** Extraversion
- Anxiety
- Tough-Mindedness
- Independence
- Self Control

Extraversion

**Anxiety** 

Tough-Mindedness

Independence

**Self-Control** 

| 👚 Warmth                 | Reasoning                   |
|--------------------------|-----------------------------|
| Emotional Stability      | 1 Dominance                 |
| Liveliness               | Rule-Consciousness          |
| Social-Boldness          | Sensitivity                 |
|                          |                             |
| Vigilance                | Abstractedness              |
| Vigilance<br>Privateness | Abstractedness Apprehension |
|                          |                             |



Extraversion

**Anxiety** 

**Tough-Mindedness** 

Independence

**Self-Control** 

| Warmth              | Reasoning          |
|---------------------|--------------------|
| Emotional Stability | Dominance          |
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| Social-Boldness     | Sensitivity        |
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| 1 Perfectionism     | Tension            |





**Anxiety** 

**Tough-Mindedness** 

Independence

**Self-Control** 

### Primary Scales

| Warmth              | Reasoning          |
|---------------------|--------------------|
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Working style

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

| Warmth              | Reasoning          |
|---------------------|--------------------|
| Emotional Stability | Dominance          |
| Liveliness          | Rule-Consciousness |
| Social-Boldness     | Sensitivity        |
| Vigilance           | Abstractedness     |
| Privateness         | Apprehension       |
| Openness to change  | Self-Reliance      |
| 1 Perfectionism     | Tension            |





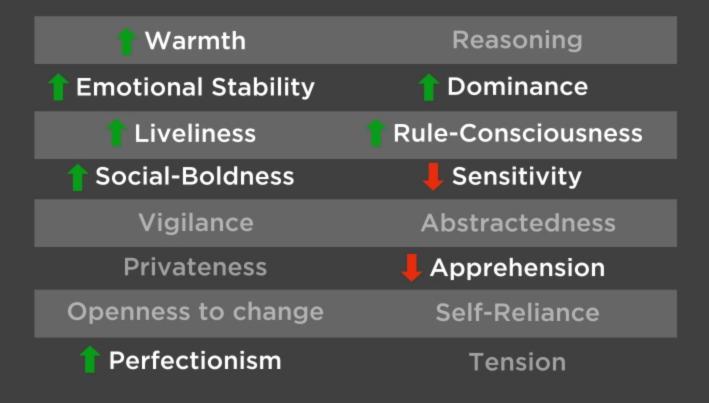






| ↑ Warmth              | Reasoning          |
|-----------------------|--------------------|
| 1 Emotional Stability | Dominance          |
| Liveliness            | Rule-Consciousness |
| † Social-Boldness     | † Sensitivity      |
| Vigilance             | Abstractedness     |
| Privateness           | Apprehension       |
| Openness to change    | Self-Reliance      |
| Perfectionism         | Tension            |







| Warmth              | Reasoning          |
|---------------------|--------------------|
| Emotional Stability | Dominance          |
| Liveliness          | Rule-Consciousness |
| Social-Boldness     | Sensitivity        |
| Vigilance           | Abstractedness     |
| Privateness         | Apprehension       |
| Openness to change  | Self-Reliance      |
| 1 Perfectionism     | Tension            |





Although consistent, always analyze in context



# Strengths and Weaknesses

Coming up next



## Strengths and Weaknesses



Strengths

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



Weaknesses

- **V** Limited range
- Focused more on normal "types"
- **Reasoning** scale too brief
- **8** Risk of stereotyping



Key Takeaways

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



### StrengthsFinder

Coming up next