



# Interpretive Report

**Ian Engineer**

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**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.

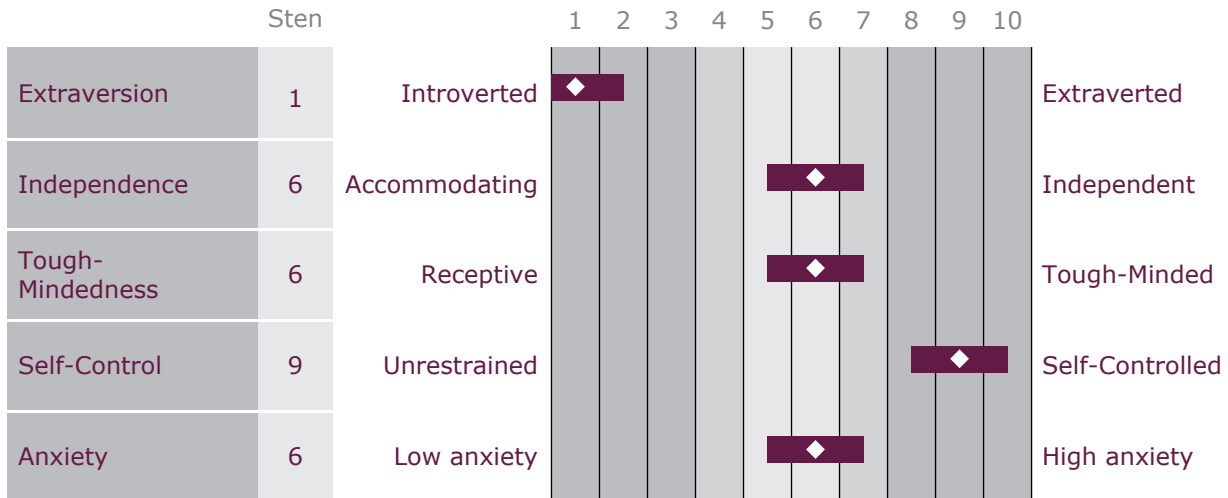
### Acquiescence

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: Privatness (-)  
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

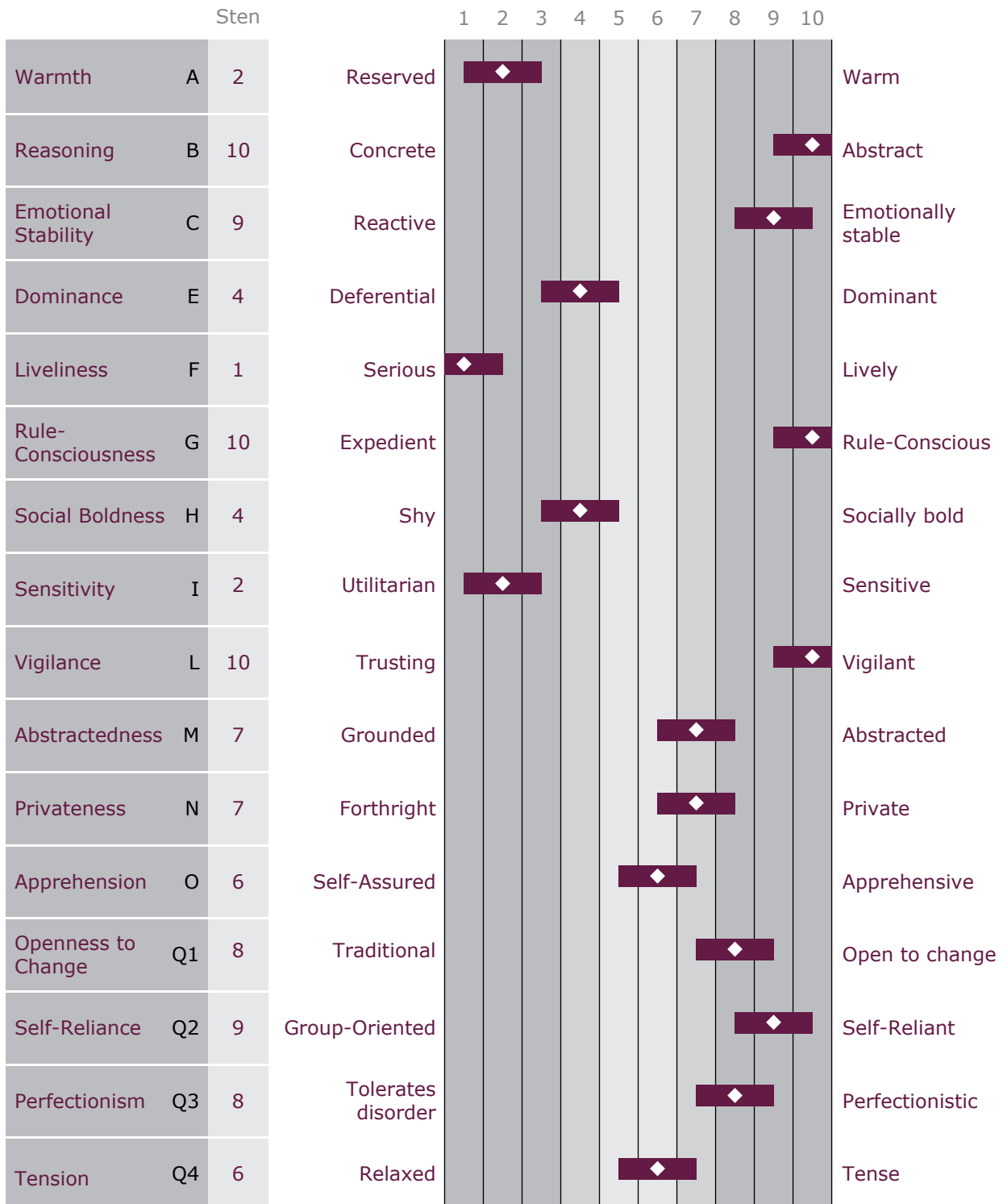
#### Anxiety

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

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

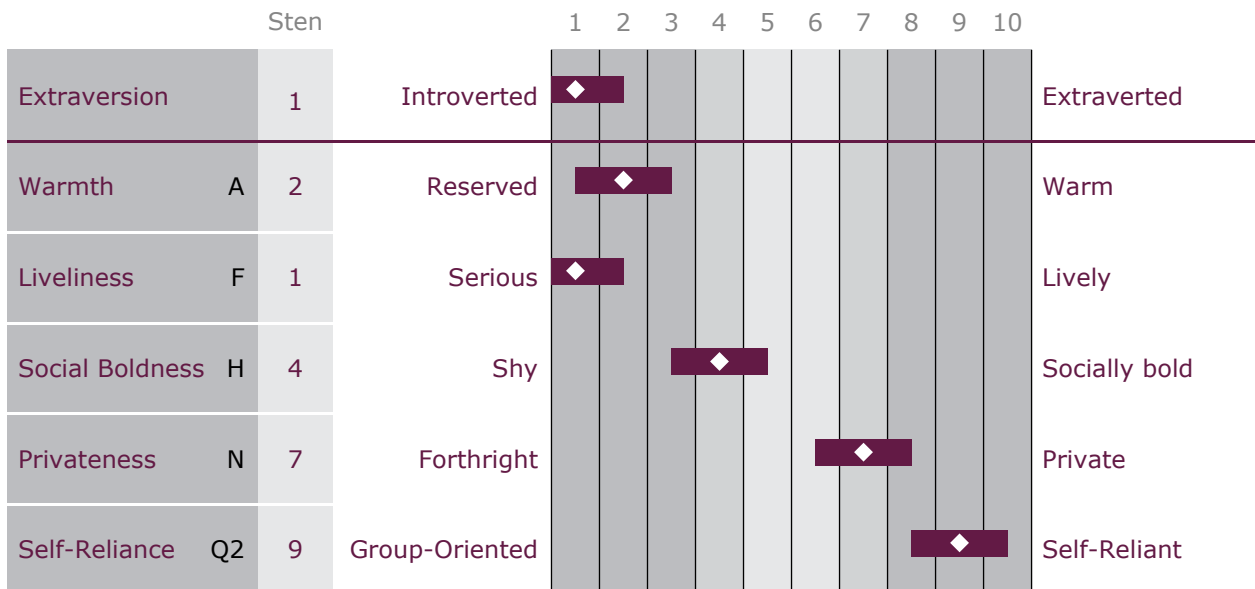
(-) Indicates a negative relationship between the Global and Primary Factor

## 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.

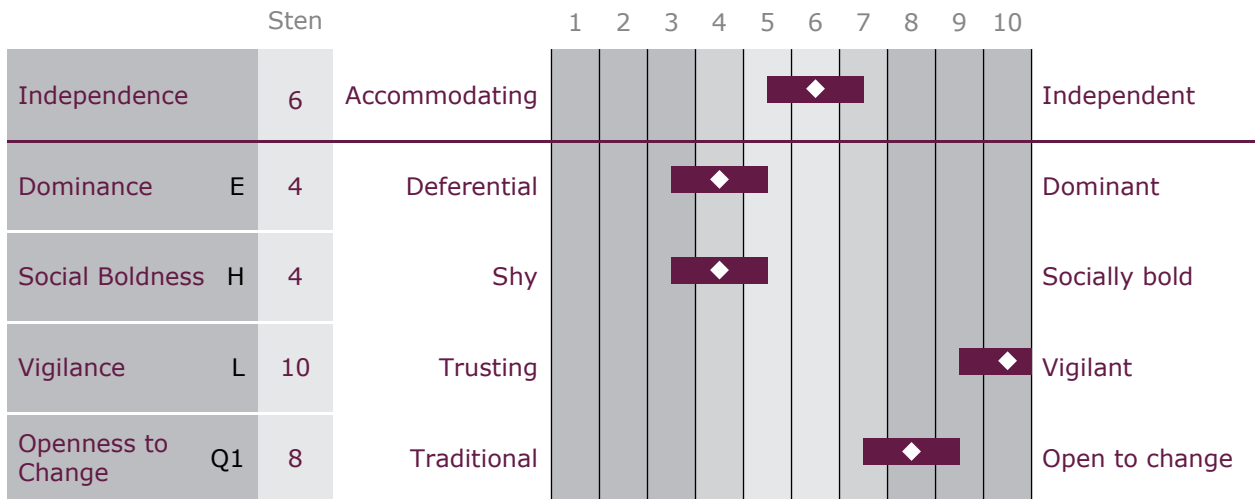
## Extraversion



Mr Engineer's personality is characterised by a high degree of introversion. He is more oriented towards the inner world of thought and ideas, and may avoid activities involving extensive interaction with others.

- He often appears reserved and may not show personal affection easily. He 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.
- His interactions with others are often serious or restrained. He tends to take life seriously and adopt a reflective approach.
- Mr Engineer tends toward shyness and may prefer to avoid being the centre of attention.
- He tends to keep personal matters to himself. It may take others a while to get to know him well.
- Mr Engineer prefers meeting responsibilities or tackling problems on his own. He may abstain from situations that require working closely with others or may avoid asking others for help.

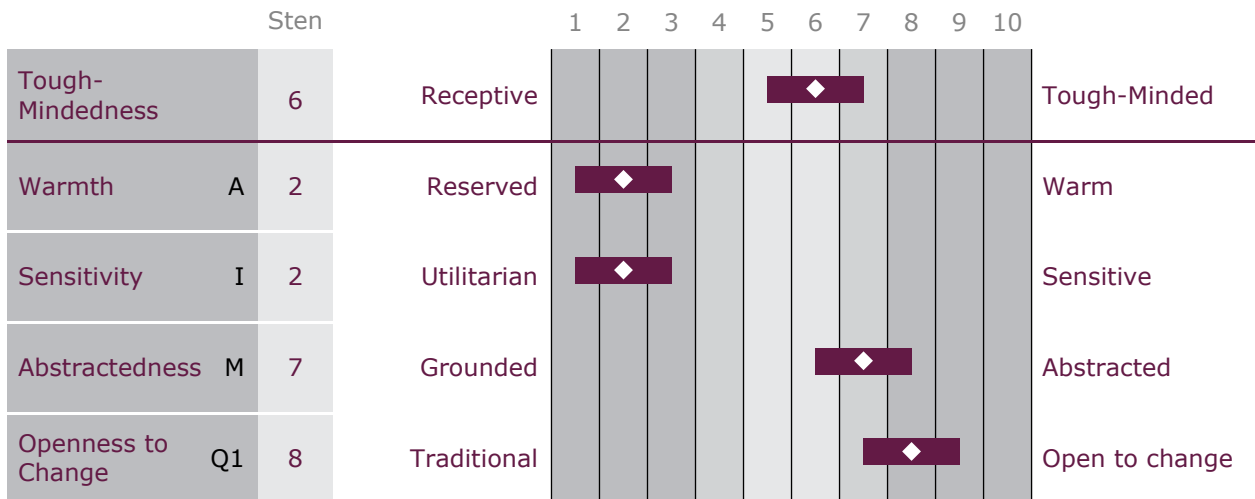
## Independence



Mr Engineer's lifestyle is balanced between the need to exert his will and control his environment versus a willingness to accommodate others' wishes and adapt to his environment.

- In interpersonal relationships, he tends to come across as agreeable and accommodating, and may defer to others rather than exert his own opinion or express his needs.
- Mr Engineer sometimes appears inhibited in social situations, especially those that are unfamiliar to him.
- He tends to question the motives behind what people say and do. He will not always take things at face value, and will tend not to be open to influence from others.
- 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

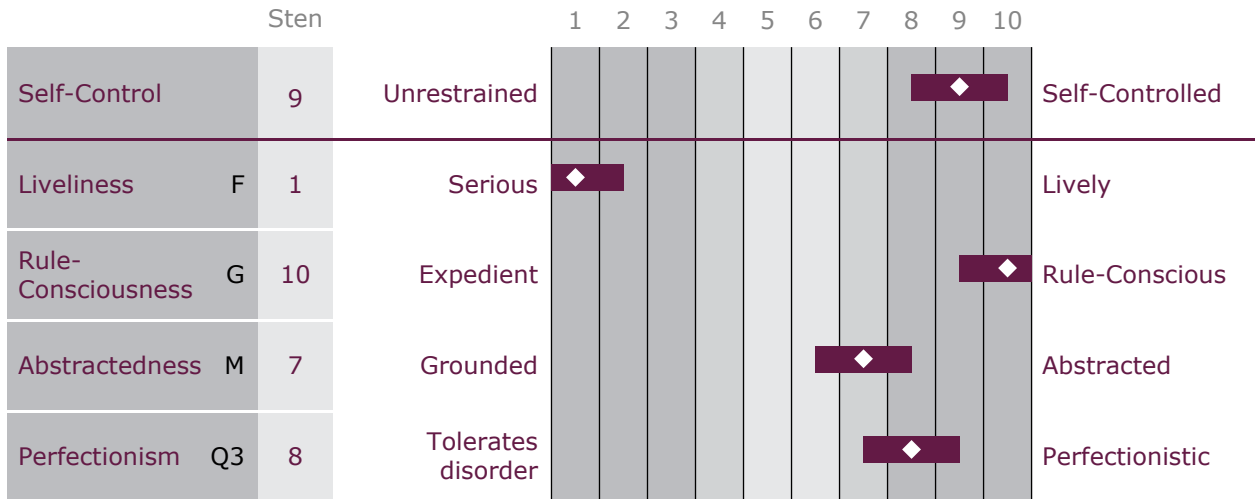


Generally, Mr Engineer tends to balance toughness with sympathy, and resoluteness with receptivity. He may sometimes adhere to his current way of thinking, while at other times he may be open to new approaches and experiences.

- He may maintain some distance in his relationships, or may pay greater attention to aspects other than people and their feelings.
- Mr Engineer focuses on functionality rather than appearance or emotional content. Decisions are based largely on objectivity and the application of logic.
- He regularly gets absorbed in ideas and thought, and is less inclined towards practical matters.
- He is open to change and different opinions, and enjoys pursuing new ideas and experiences.



## Self-Control



Mr Engineer is able to set aside his own wishes and desires in order to meet responsibilities and goals. While he may be perceived as conventional or principled, he may also seem overly restrained or inflexible. He probably favours a setting where guidelines and expectations are clear.

- Characteristically, he is cautious and thinks carefully before speaking or acting. He may appear rather serious and inhibited.
- He shows a high degree of respect for rules and conventions, and exhibits a strong sense of duty.
- Mr Engineer may tend to be more preoccupied with ideas than with the practical aspects of a situation.
- He is a conscientious person who tends to be self-disciplined, planful and organised. These qualities suggest a preference for an ordered and structured environment.

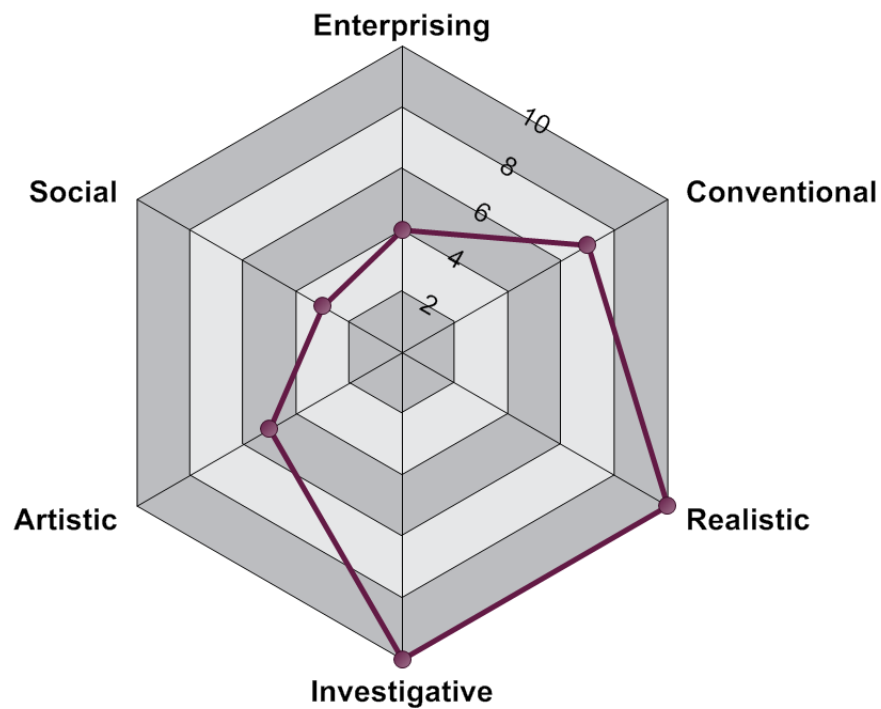


## Vocational activities

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

### Holland Themes



## **Realistic = 10**

Mr Engineer 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 Engineer'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

## **Investigative = 10**

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

### **Occupational fields:**

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

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

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

### Summary statistics:

Number of a-responses	= 84 out of 170 (49%)
Number of b-responses	= 20 out of 170 (12%)
Number of c-responses	= 66 out of 170 (39%)
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	5	15	20	10	2	22	4	4	20	13	17	15	21	20	18	13	12	6	55
Missing items	0	0	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.



OPP Ltd  
Elsfield Hall  
15-17 Elsfield Way  
Oxford OX2 8EP  
UK  
t: +44 (0)1865 404500 (corporate switchboard)  
t: +44 (0)845 603 9958 (client services - UK)  
f: +44 (0)1865 557483  
enquiry@opp.eu.com  
www.opp.eu.com

IPAT Inc.  
PO Box 1188  
Champaign, IL 61824-1188  
USA  
t: +1 217 352 4739  
t: +1 800 225 4728  
f: +1 217 352 9674  
custserv@ipat.com  
www.ipat.com

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