



Interpretive Report

Mike Sale

January 19 2006

This report should be used in conjunction with professional judgment. The statements it contains 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. The 16PF®5 Administrator's Manual contains background information and detailed explanations of the material covered in this report.

RESPONSE STYLE INDICES

Norm group:

GB Combined-Sex



Impression Management

This individual chose more socially desirable responses than is typical. This may reflect an accurate self-portrayal, an overly positive self-concept, or a deliberate presentation of a favourable image. (98 %ile).

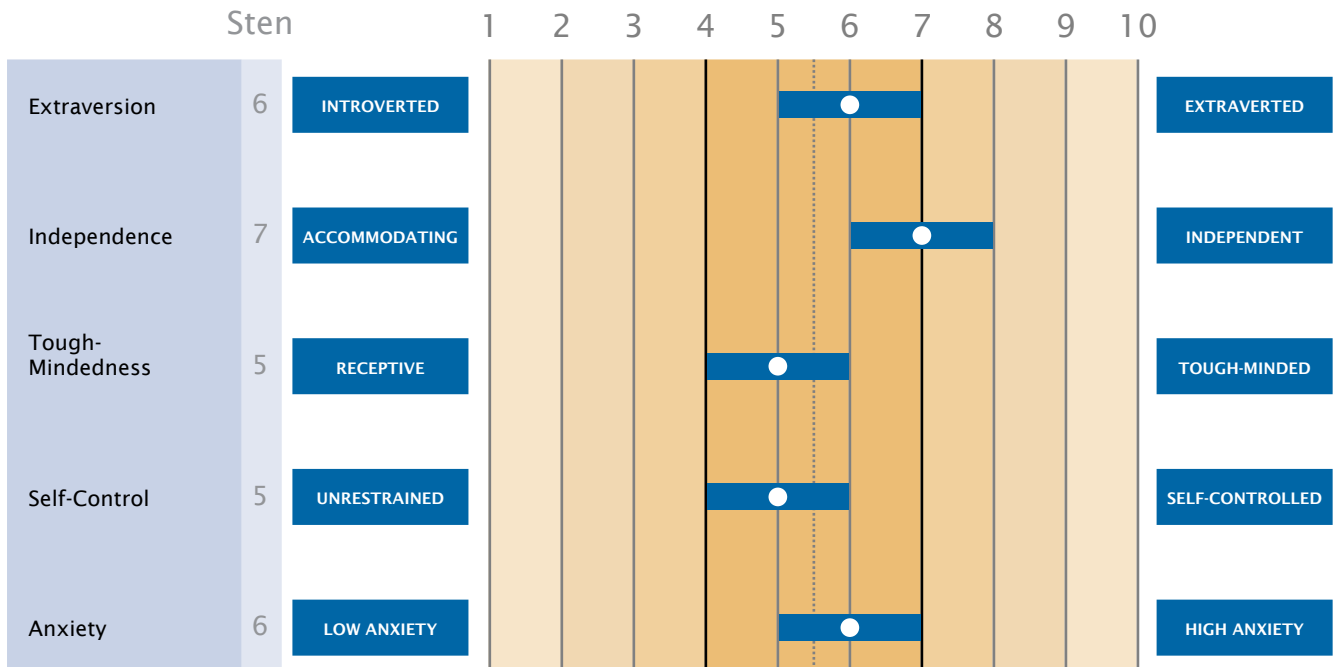
Acquiescence

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. (60 %ile).

Infrequency

The individual has endorsed most items in a way that is similar to other people; it is unlikely that they have responded randomly. (68 %ile).

GLOBAL FACTORS



Global Factor Definitions

Contributing Primary Factors

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 a objective, cognitive level or by using subjective or personal considerations.

A: Warmth (-)
 I: Sensitivity (-)
 M: Abstractedness (-)
 Q1: Openness to Change (-)

Self-Control

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

F: Liveliness (-)
 G: Rule-Consciousness
 M: Abstractedness (-)
 Q3: Perfectionism

Anxiety

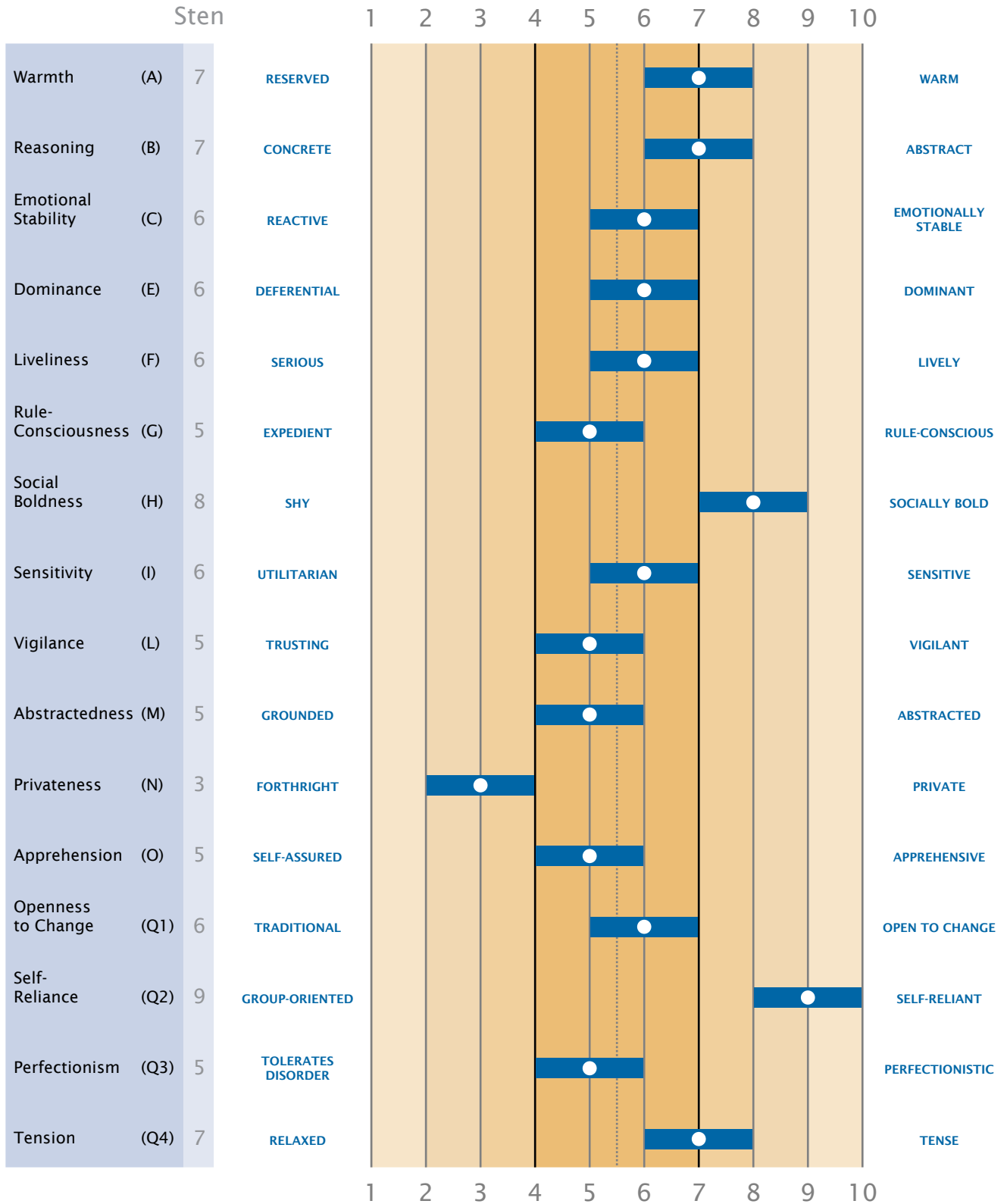
Response to environmental controls on behaviour; internal self-discipline.

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

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

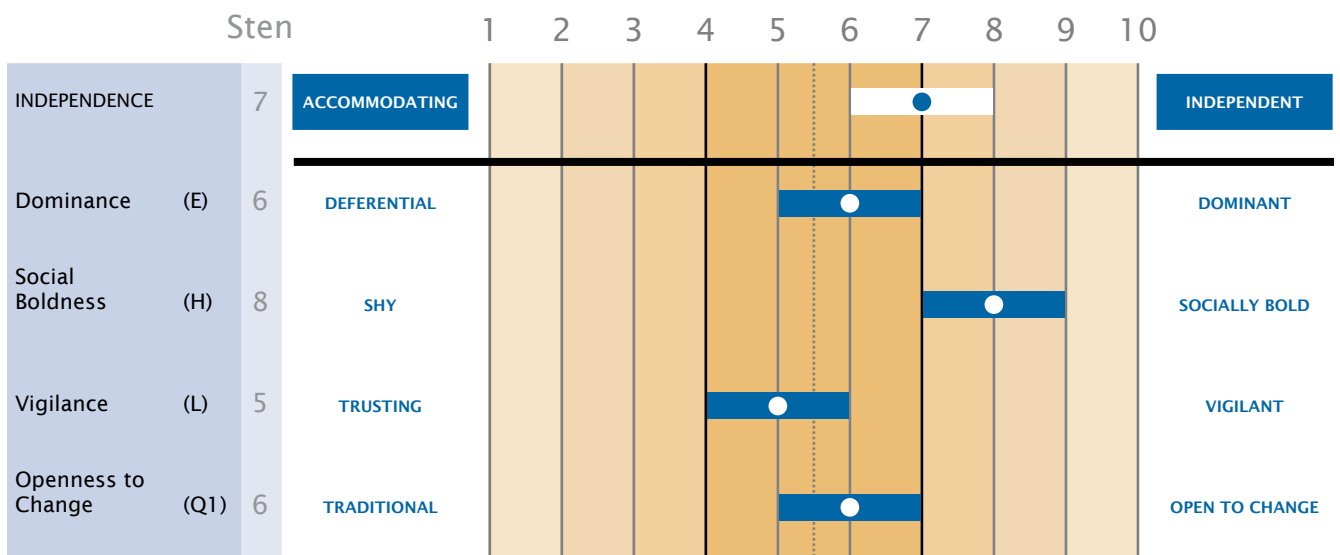


PRIMARY FACTORS



For each profile in this section, 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 test-taker's behaviour reflects such combinations.

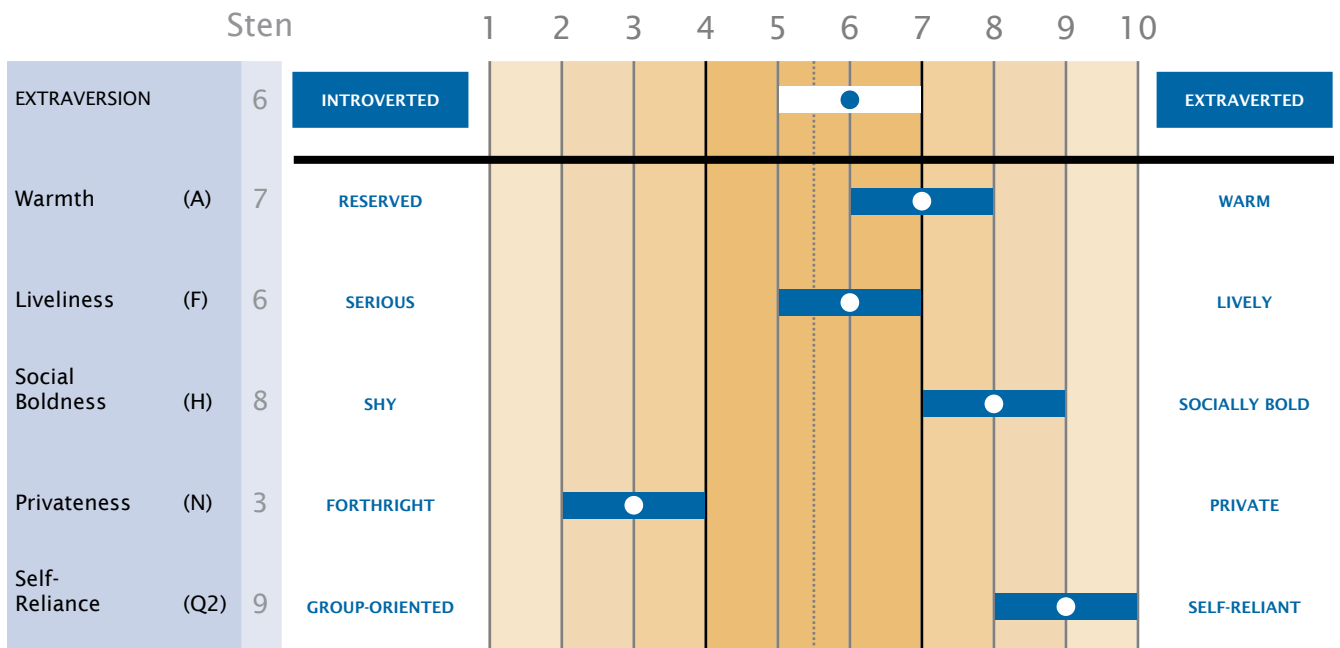
Independence



Independence is high-average. Generally, Ms Sale prefers to lead an independent and self-directed life. Whereas she can sometimes be accommodating to others' wishes, she may often assert control or be persuasive.

- This person is venturesome and self-expressive, especially in front of others. Extreme boldness can sometimes be associated with a high desire for influence and attention.

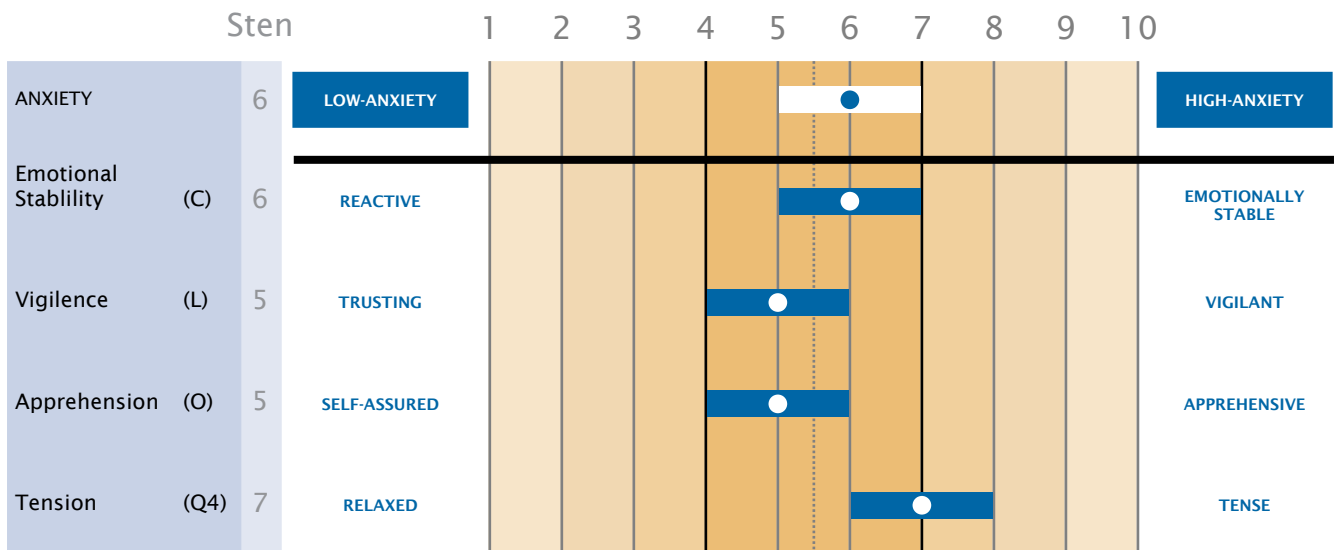
Extraversion



Extraversion is average. Ms Sale would be as interested in social participation as most people. She probably balances solitary activities with those involving social contact.

- Relationships with others tend to be cooperative and warm.
- Because this person is often socially bold, she is unlikely to feel intimidated in group settings. She may be relatively unaffected by insults or threats.
- Ms Sale tends to feel comfortable sharing personal matters with others. She also tends to be forthright and genuine.
- Being self-reliant, Ms Sale 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.

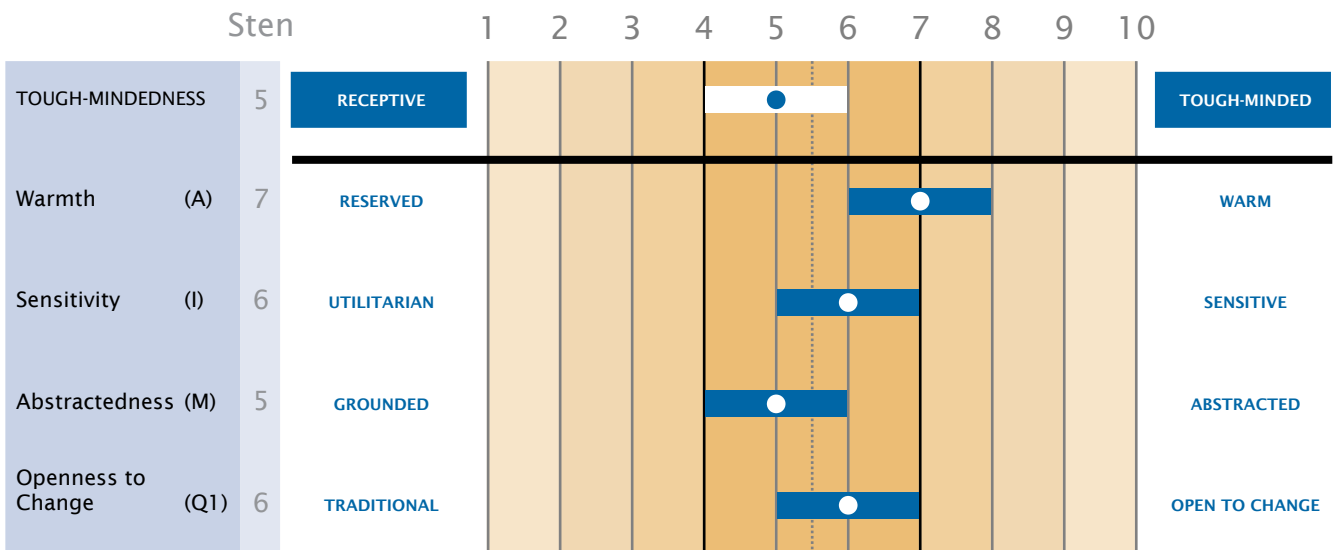
Anxiety



At the present time, Ms Sale presents herself as no more or less anxious than most people.

- At times Ms Sale can be impatient with others, especially in frustrating situations.

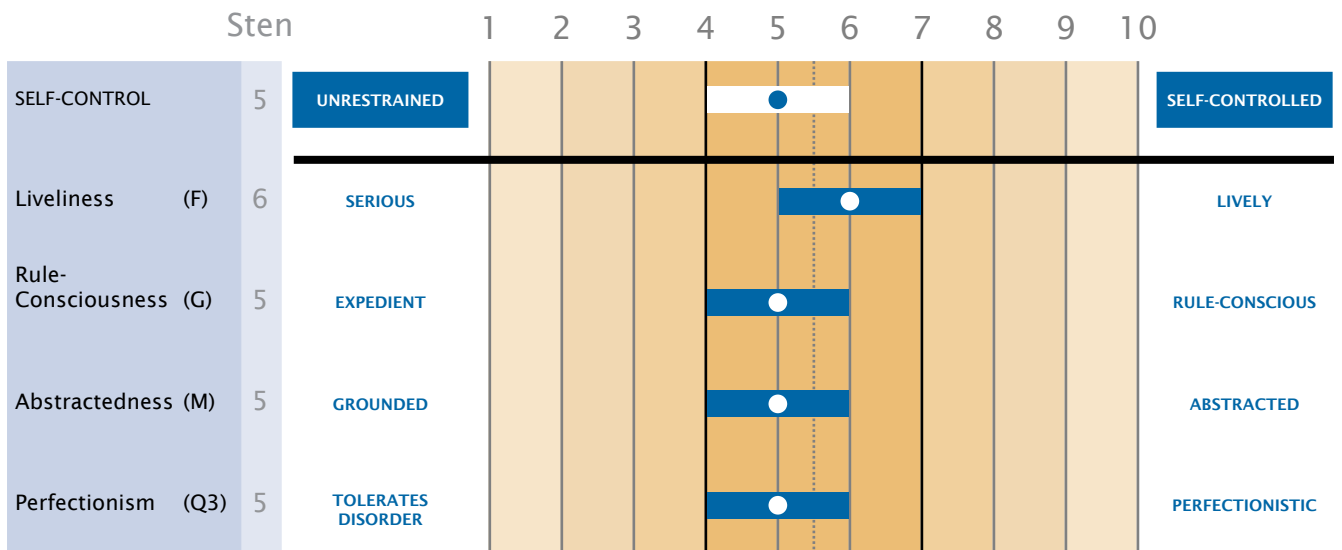
Tough-Mindedness



Tough-Mindedness is average. Generally, Ms Sale tends to balance toughness with sympathy, and resoluteness with receptivity. She may at times adhere to her current way of thinking, while at other times she may be open to new approaches and experiences.

- This individual is generally attentive to others' needs and feelings.

Self-Control



Self-Control is average. At times, Ms Sale may show the self-discipline and conscientiousness needed to meet her responsibilities. At other times, she may be less restrained, following her own wishes.

All primary factor components of this scale are average.

CRITERION SCORES

The following scores are predictions based upon empirical research with the 16PF5 and other criterion measures. This research is discussed in the 16PF5 Administrator's Manual.

Self-Esteem and Adjustment

Self-Esteem

Overall, this individual tends to view herself positively, having a strong sense of self-worth and competence. She is likely to be capable of obtaining most of her personal goals. Self-Esteem is high-average (7).

Emotional Adjustment

The degree of emotional stability shown by Ms Sale is typical of most adults. That is, most of the time she tends to be calm and relaxed, but in demanding situations, she may be reactive or upset. Emotional Adjustment is average (6).

Social Adjustment

Ms Sale generally feels at ease in social gatherings and may take the initiative in making contacts. Generally, she would not hesitate to express what she needs from others. Social Adjustment is high-average (7).

Social Skills

The following seven scales pertain to the ways in which information is communicated in social environments.

The scales are broadly divided into two categories: non-verbal communication (Emotional Scales) and verbal communication (Social Scales). Within each category, communication skills are discussed at three more specific levels: the ability to send information (Expressivity), to receive and interpret messages (Sensitivity), and to control information (Control). Also discussed is the ability to understand how someone else feels (Empathy). Although a person may be more or less skilled in certain areas, overall social competence is reflected in a general balance among the seven scales below.

Emotional Expressivity

Ms Sale's communication is predicted to be demonstrative and forceful. That is, her emotional displays are probably uninhibited and genuine. Her emotions are likely to be easily perceived by others, and thus are likely to influence the emotional states of those around her. Emotional Expressivity is high (9).

Emotional Sensitivity

This person may enjoy observing other people's gestures, moods, and non-verbal interactions. Thus, she may feel comfortable interpreting people's emotional and other non-verbal messages. Emotional Sensitivity is high-average (7).

Emotional Control

At times, Ms Sale may accommodate her emotional displays according to the given situation. At other times, she may be unable to suppress a strongly-felt emotion. Emotional Control is average (5).

Social Expressivity

This person is predicted to be a relatively outgoing individual who makes a good first impression. She may feel comfortable with verbal discourse and probably finds it easy to join discussions – even personal ones. Additionally, this individual may be adept at initiating or guiding the flow of conversations. Social Expressivity is high (8).

Social Sensitivity

Ms Sale shows moderate consideration of appropriate social presentation and behaviour, yet is not overly concerned with other people's perceptions and reactions. Social Sensitivity is average (5).

Social Control

This person projects a comfortable social presence. That is, she probably presents herself well in just about any type of social situation and is likely to participate with any social group. She may consider the appropriateness of when to speak up and when to withhold comment, according to the demands of a given situation. Social Control is high (8).

Empathy

Ms Sale is usually able to understand other people's feelings and points of view. At times, others may seek her out for sympathy and support. Empathy is high-average (7).

Leadership and creativity

In a group of peers, potential for leadership is predicted to be average (6).

At the client's own level of abilities, potential for creative functioning is predicted to be high-average (7). She probably has the sense of venture and imagination instrumental for pursuing creative interests.

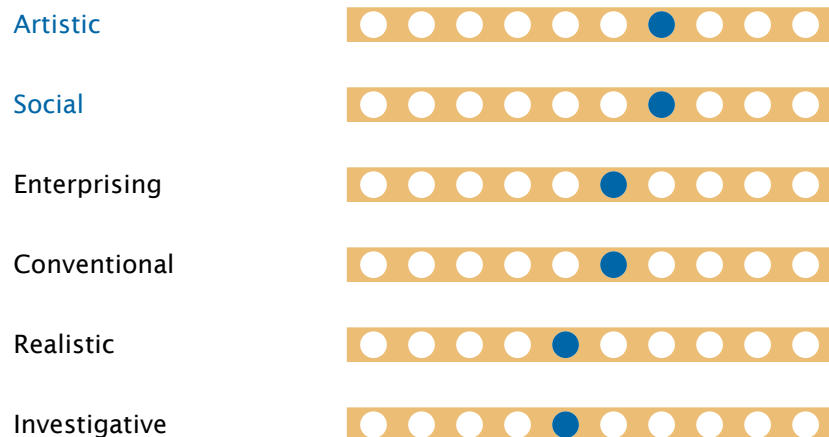
Ms Sale shows characteristics similar to people who invest a lot of time producing novel or original works. Should this individual choose to pursue creative endeavours, her rate of output is predicted to be high (8).

VOCATIONAL ACTIVITIES

Different occupational interests have been found to be associated with personality qualities. The following section compares Ms Sale's personality to these known associations. The information below indicates the degree of similarity between Ms Sale's personality characteristics and each of the six Holland Occupational Themes (Self Directed Search; Holland, 1985). Those occupational areas for which Ms Sale'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 Themes measured by the 16PF questionnaire.

Remember that this information is intended to expand Ms Sale's range of career options rather than to narrow them. All comparisons should be considered with respect to other relevant information about Ms Sale, particularly her interests, abilities and other personal resources.

Holland Themes



Artistic = 7

Ms Sale 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 Sale may be venturesome 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 exploring whether Ms Sale appreciates aesthetics and possesses artistic, design, or musical talents.

Occupational Fields:

Art, Music, Design, Theatre, Writing

Social = 7

Ms Sale shows personality characteristics similar to Social people, who indicate a preference for associating with other people. Such interactions are distinguished by a nurturing, sympathetic quality. Ms Sale may find it very easy to relate to all kinds of people. In addition to being warm and friendly, Social people are typically receptive to different views and opinions. They feel most comfortable in positions that allow for regular social interaction. It might be worthwhile exploring whether Ms Sale enjoys working with others and having them seek her out for advice or comfort.

Occupational Fields:

Teaching, Counselling, Psychology, Social Work, Health Services

Degree of compatibility between top two themes (Artistic and Social):

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.	a	24.	c	47.	c	70.	c	93.	c	116.	c	139.	b	162.	c
2.	a	25.	a	48.	c	71.	c	94.	a	117.	a	140.	a	163.	a
3.	c	26.	a	49.	a	72.	a	95.	c	118.	c	141.	c	164.	c
4.	c	27.	c	50.	c	73.	a	96.	c	119.	c	142.	a	165.	a
5.	a	28.	a	51.	c	74.	a	97.	a	120.	c	143.	a	166.	a
6.	c	29.	c	52.	a	75.	a	98.	a	121.	b	144.	a	167.	c
7.	a	30.	a	53.	c	76.	a	99.	a	122.	a	145.	b	168.	a
8.	a	31.	a	54.	c	77.	c	100.	a	123.	c	146.	c	169.	c
9.	c	32.	c	55.	a	78.	a	101.	c	124.	a	147.	a	170.	a
10.	c	33.	c	56.	c	79.	a	102.	a	125.	c	148.	c	171.	a
11.	c	34.	a	57.	c	80.	c	103.	c	126.	c	149.	c	172.	c
12.	a	35.	c	58.	a	81.	a	104.	c	127.	a	150.	a	173.	c
13.	a	36.	c	59.	c	82.	c	105.	a	128.	a	151.	a	174.	a
14.	a	37.	c	60.	a	83.	a	106.	c	129.	a	152.	c	175.	c
15.	c	38.	a	61.	a	84.	a	107.	c	130.	c	153.	a	176.	b
16.	a	39.	a	62.	c	85.	b	108.	a	131.	a	154.	a	177.	b
17.	c	40.	c	63.	a	86.	a	109.	a	132.	c	155.	a	178.	c
18.	a	41.	c	64.	c	87.	c	110.	a	133.	b	156.	c	179.	c
19.	a	42.	c	65.	a	88.	a	111.	a	134.	c	157.	c	180.	c
20.	c	43.	a	66.	a	89.	a	112.	c	135.	c	158.	c	181.	b
21.	a	44.	c	67.	b	90.	a	113.	c	136.	c	159.	c	182.	b
22.	c	45.	c	68.	a	91.	a	114.	c	137.	a	160.	c	183.	b
23.	a	46.	a	69.	a	92.	a	115.	a	138.	a	161.	c	184.	b
														185.	c

Summary Statistics:

Number of a-responses = 86 out of 170 (50.6%)

Number of b-responses = 6 out of 170 (3.5%)

Number of c-responses = 78 out of 170 (45.9%)

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	17	12	16	16	14	12	20	15	12	8	8	10	16	20	12	16	22	2	59
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 combined-sex norms. OSV:5.2

Copyright © 1994 by the Institute for Personality and Ability Testing, Inc. (IPAT), P.O.Box 1188, Champaign, Illinois 61824-1188. All Rights Reserved. *16PF is a registered trademark of IPAT, Inc. IPAT is a wholly owned subsidiary of OPP Ltd.

© 16PF is a registered trade mark of the Institute for Personality and Ability Testing, Inc (IPAT).
IPAT is a wholly owned subsidiary of OPP® Ltd.

© OPP and the OPP logo are registered trade marks of OPP Ltd.

OPP Ltd
Elsfield Hall
15-17 Elsfield Way
Oxford OX28EP
Tel: +44 (0)8708 728727 (Client Support)
+44 (0)1865 404500 (Main line)
Fax: +44 (0)1865 557483
www.opp.eu.com

