



# Build High Performance Through Better Personality Insights

A reliable, validated tool with decades of data behind it, the 16pf® Questionnaire is one of the most widely recognized tools to assess personality. It is a powerful means of gauging an individual’s work style and strengths, so you can separate the “great” from the “good”.

## 9 Reasons Why HR Managers Choose the 16pf Assessment

### Objective

Delivers objective, empirical measurement of the personality traits that enable you to select and develop the people who will help your organization thrive and succeed.

### Validated

Instills confidence in making the right selection decisions and development investments due to thorough validation and breadth of insight.

### Increases Self-Awareness

Increases self-awareness by measuring an individual’s strengths as well as areas for development.

### Multi-Application

Generates numerous report options from one test administration, making it useful for selection and development applications.

### In-depth

Measures 16 different primary personality characteristics structured around the “Big Five” global factors of personality.

### Global

Facilitates global implementation with online availability in 20+ languages, each individually researched and validated.

### Facilitates Interviews

Encourages structured and insightful interviews with prompts based upon an individual’s 16pf results.

### Predictive

Assesses what a person WILL do, not just what they CAN do.

### Competency-based

Supports competency-based assessment to ensure the right job – and organization – fit.

## Flexible Features & Content for Any Testing Program



## A Versatile Tool on a Powerful Technology Platform

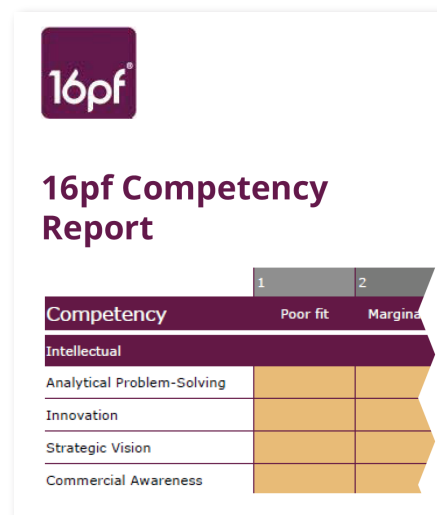
Powered by PSI, the 16pf Questionnaire gives you:

- Exceptional flexibility- combine it with other test items from the PSI catalog to develop customized assessment content.
- The ability to tailor an assessment to match candidates to specific roles and gauge their potential for success.
- Standard reports for selection and placement, onboarding, leadership development, career counseling, and more.
- The ability to brand the portal and reports with your look, your feel, and your logo.

## Make Better People Decisions With the 16pf Competency Report

We've combined empirical research with years of experience to develop a comprehensive assessment framework. Written in straight-forward business language, it's easy for managers and HR professionals to evaluate a candidate across 20 job competencies.

- Analytical Problem-solving
- Strategic Vision
- Clear Written Communication
- Decision-making
- Initiative
- Continuous Learning
- Drive for Excellence
- Reliability
- Integrity & Respect for Others
- Management of Others
- Innovation
- Commercial Awareness
- Technological Orientation
- Flexibility
- Coping with Pressure
- Customer Focus
- Planning and Organizing
- Cooperative Teamwork
- Clear Oral Communication
- Influencing



### Ready for More Reports? Get 16pf Certified!

The 16pf Questionnaire is an outstanding hire-to-retire assessment that can be used to support a multitude of HR functions. Becoming trained to use the 16pf assessment gives you full access to a range of reports that mean you're adding value to your organization through using a proven, world-class tool. PSI's comprehensive training programs set you up to become a confident user of the 16pf Questionnaire even if you have no previous psychometric experience.

## Contact us to access the power of the 16pf assessment today

Streamline your hiring process today.

Contact us to get started.

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