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Interpretive Report

Ella Explorer

11 July 2016

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 (2011)

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.

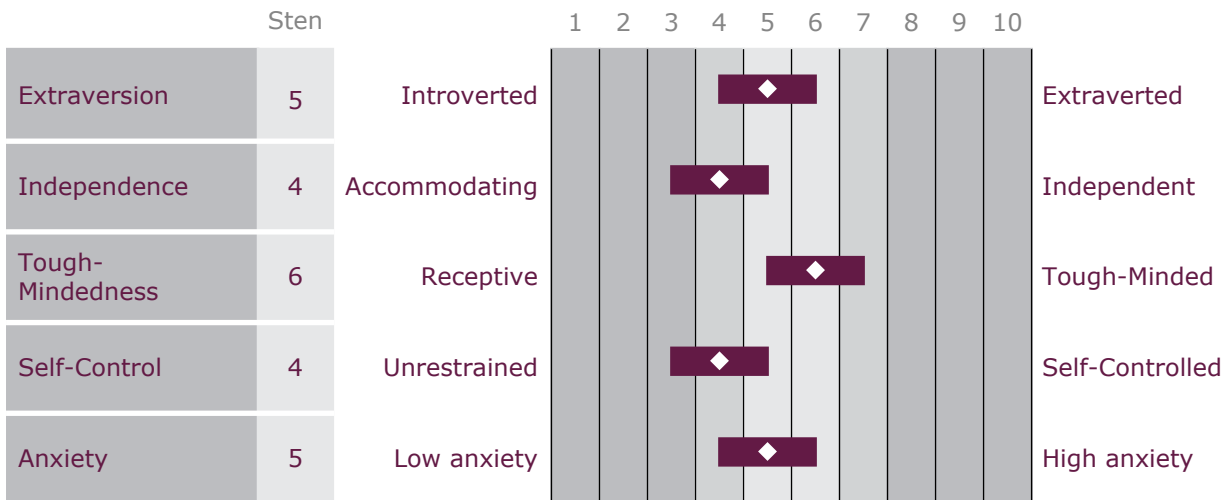
Acquiescence

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

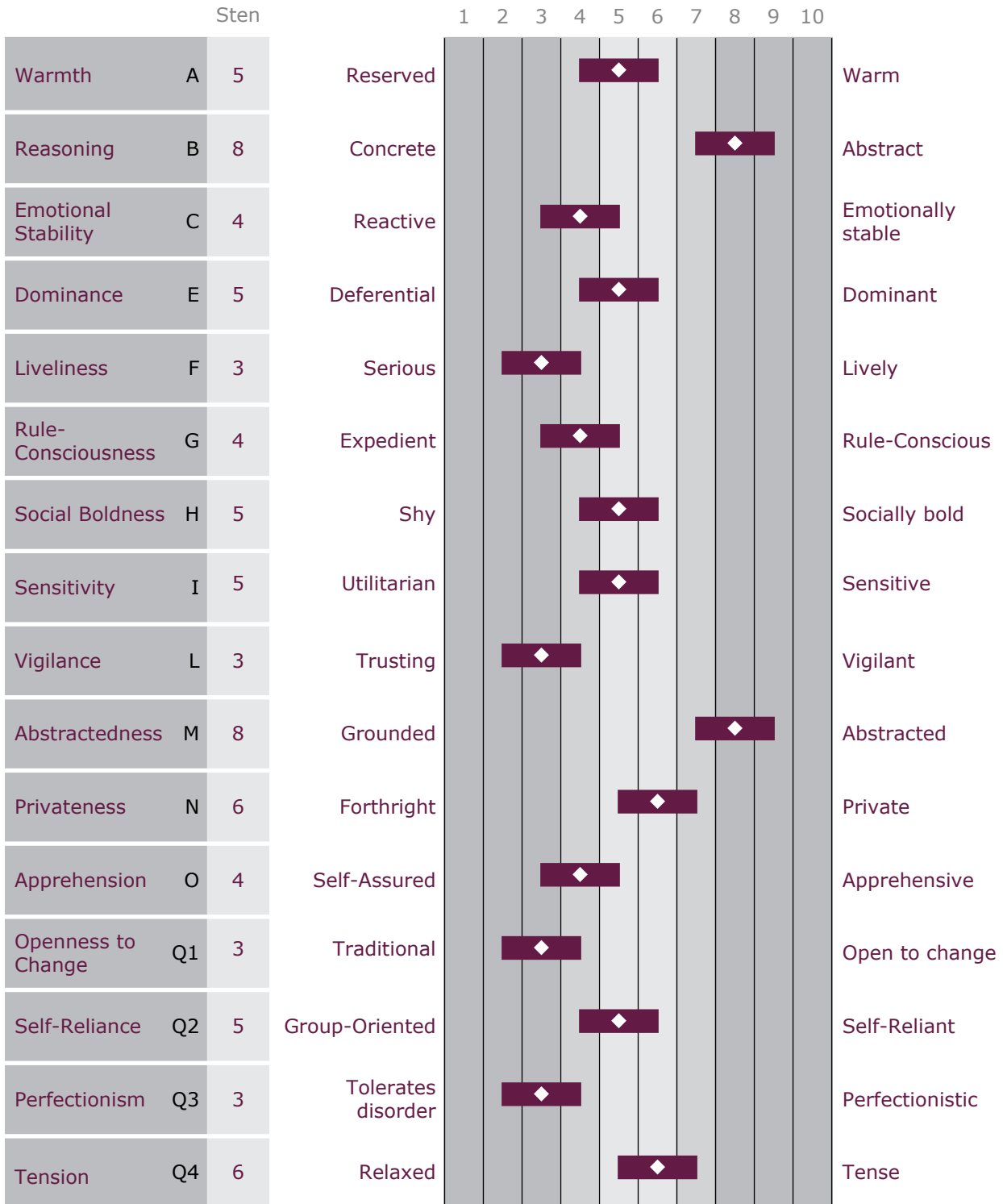
Anxiety

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

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

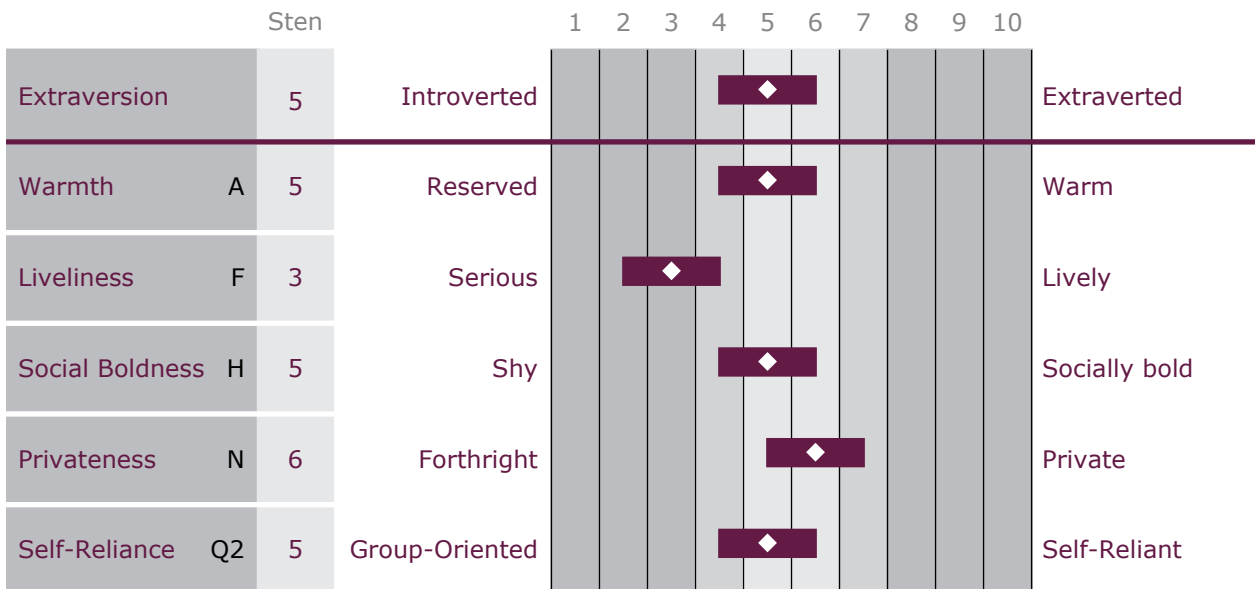
(-) Indicates a negative relationship between the Global and Primary Factor

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.

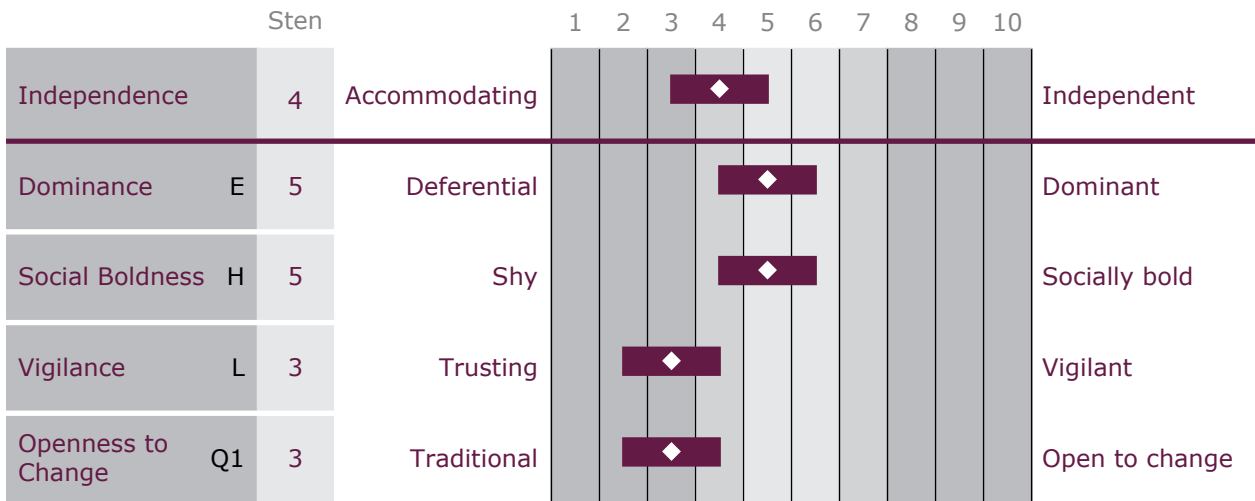
Extraversion



Ms Explorer exhibits a level of extraversion that is typical of many people. She is interested in social participation, but is likely to balance activities involving social contact with those of a more solitary nature.

- She forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- Her interactions with others are often serious or restrained. She tends to take life seriously and adopt a reflective approach.
- Ms Explorer is likely to feel at ease in some social situations, but less comfortable in others. Whilst not always seeking to be the centre of attention, she will not generally appear to be timid or shy.
- She tends to disclose more about herself to some people than to others. The extent to which she feels comfortable sharing personal matters depends on the situation and the people involved.
- Ms Explorer feels comfortable working either alone or as part of a team. She prefers to approach tasks on her own in some situations, whilst taking a more collaborative approach in others.

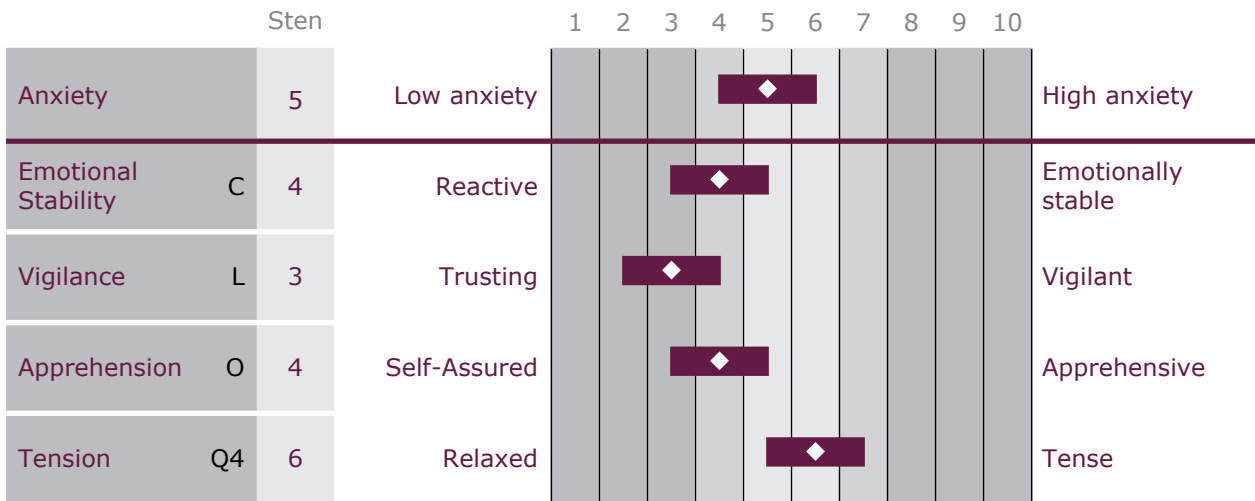
Independence



Generally, Ms Explorer adapts to her environment and accommodates others' wishes. She is more likely to conform to her situation than to be forceful or persuasive.

- In interpersonal relationships, she likes to express her views and opinions on matters, while at the same time valuing input from others and being willing to defer if appropriate.
- Ms Explorer appears comfortable in most social situations. She does not come across as either particularly self-conscious or uninhibited.
- She tends to trust other people's intentions rather than to question them. Her acceptance of others may make her susceptible to people taking advantage of her.
- Rather than questioning traditional views, she is inclined to respect conventions. She may be hesitant to try new ideas or approaches.

Anxiety



At the present time, Ms Explorer describes herself as neither more nor less anxious than most people.

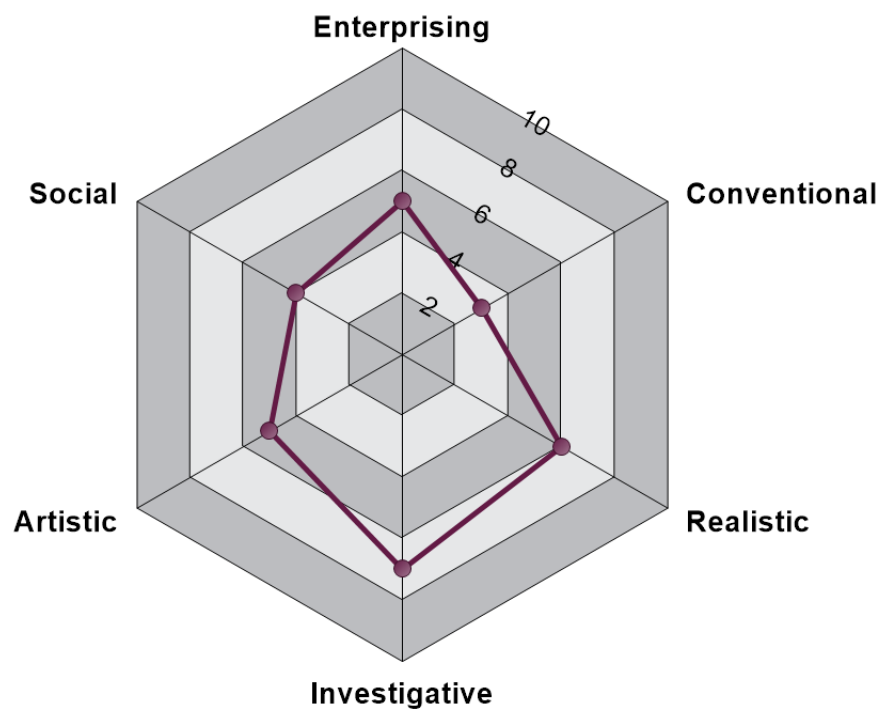
- Ms Explorer may sometimes feel overwhelmed by life's challenges, and may find it difficult to adapt to change or disruption.
- She readily trusts other people. Because she is so accepting of others, she may not think to examine the motives behind their actions or behaviours.
- Usually Ms Explorer is poised and unworried, although feelings of self-doubt may occasionally occur.
- Ms Explorer generally appears composed, but demonstrates enough of a sense of urgency to be able to meet the demands placed on her.

Vocational activities

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

Holland Themes



Investigative = 7

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

Occupational fields:

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

Realistic = 6

Ms Explorer 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 Ms Explorer'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

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

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

Summary statistics:

Number of a-responses	= 82 out of 170 (48%)
Number of b-responses	= 11 out of 170 (6%)
Number of c-responses	= 77 out of 170 (45%)
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	12	13	5	10	6	9	7	10	8	16	14	6	10	8	5	12	9	1	47
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 (2011) norms.



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