

16PF[®] Competency Report



The 16PF Competency Report helps you make consistently better people decisions by providing reliable, personality-based information about an individual's likely "fit" within the organization – and for a particular role within the organization - based upon job-relevant competencies.

Key Features & Benefits

These features contribute to the report's effectiveness in identifying individuals whose personalities align with the competencies identified as essential for on-the-job success.

- Narrative descriptions and bar graphs make it easy to determine whether the person's behavior has a negative, balanced, or positive impact on each competency.
- Probing interview questions help you focus on the potential gaps between the competency requirements and the individual's 16PF profile.
- The *Development Tips* section highlights potential challenges and suggests ways in which to deal with them.
- Generated from the widely-respected 16PF Questionnaire, a valid, reliable, and proven predictor of on-the-job performance.
- Meets all applicable hiring laws including EEOC and ADA compliance.
- Shorter administration time than most personality assessments.
- Report format enables you to easily focus on the relevant competencies.

A Better Fit

Designed to help Human Resource professionals and line managers select the people they need to achieve their organizational objectives, the 16PF Competency Report matches individuals with specific job requirements by converting results from the 16PF personality assessment into scores for 20 widely-used business competencies.

These competencies are organized under the general themes of *Intellectual*, *Drive and Resilience*, and *Interpersonal*, and are based upon global research and years of experience.

The IPAT Competency Model

Intellectual	Drive and Resilience	Interpersonal
Analytical Problem Solving	Drive for Excellent Results	Cooperative Teamwork
Innovation	Customer Focus	Influencing
Strategic Vision	Continuous Learning	Clear Oral Communication
Commercial Awareness	Coping with Pressure	Management of Others
Clear Written Communication	Initiative	Integrity and Respect for Others
Technological Orientation	Flexibility	
	Decision-Making	
	Planning and Organization	
	Reliability	

The 20 competencies in IPAT's model cut across a variety of organizations and jobs. While you can evaluate all of these competencies, we recommend that you focus on the ones that are critical for success in the target role within the organization. Or, we can work with you to create a custom report around a smaller set of organization-specific competencies using either an existing or new competency model.

Applications

Selection, Placement, and Talent Audits

Test Form

Test: 16PF Questionnaire
Test Languages: English and Spanish-American
Report Language: English
Number of Items: 185 (English);
190 (Spanish-American)
Response Format: Multiple Choice

Administration Time

25-35 minutes (online; untimed)

For Ages

16 years and above, or as determined by a psychologist

Test Administration Options

- Online using IPAT's NetAssessSM service (Internet)
- Test Booklet and Answer Sheet

Scoring Options

- NetAssess

Free Trial

Contact IPAT Customer Service to order the 16PF Competency Report or to request a free trial.

"We chose the 16PF Competency Report for its overall simplicity and clear, concise language. It has helped to improve our selection process and our ability to hire top talent into our organization. The personalized interview questions have been a critical component for us; not only do we probe the applicant during the hiring process, we also use this information for employee development and coaching if they join our team."

Irma Long
Director, Global Talent Acquisition
ACCO Brands Corporation

Report Highlights

Overall Summary: A bar graph visually identifies the individual's likely fit on each of the 20 competencies. Results are based upon a 5-point scale ranging from "Poor Fit" to "Excellent Fit".



Competency Results: Each competency profile includes:

- A general definition of the competency and how it is effectively demonstrated in a work setting
- Interpretive statements describing competency-related behaviors that the respondent is likely to demonstrate
- Tailored development suggestions based upon scores on the 16PF factors and the competency fit.

Interview Questions: Standard and profile-specific interview questions save preparation time and ensure consistency of interviews.



ipat
people insights

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