When evaluating an individual’s fitness for duty, a complete personality picture is essential. The 16PF PER is uniquely qualified to do this as it is generated from the 16PF Psychological Evaluation Questionnaire, a combination of the 16PF Questionnaire (a normal personality assessment) and an additional 140 items that screen for psychopathology.

**A Deeper Look at Depression**

The 16PF PER assists in the evaluation of overall functioning, including documentation of the reported presence of symptoms of depression. Over half of the test’s clinical scales assess a facet of depression, a common yet difficult-to-identify diagnosis for individuals in high-risk occupations. In addition, a composite scale, Depressive Characteristics, includes these six scales: Health Concerns, Suicidal Thinking, Anxious Depression, Low Energy, Self-Reproach, and Apathetic Withdrawal.

**Red Flag on Excessive Risk-Taking**

The report also signals where further exploration is warranted in the area of Risk-Taking, with a composite scale score plus scores on the individual scales of Thrill-Seeking and Threat Immunity.
Applications
Fitness-for-duty evaluations; Intake Screenings; General Clinical Assessments; Clinical Counseling

Test Form
Test: 16PF Psychological Evaluation Questionnaire
Test Language: English
Report Language: English
Number of Items: 325
Response Format: Multiple Choice

Administration Time
50-75 minutes (untimed)

For Ages
16 years and above, or as determined by a psychologist

Test Administration Options
- PC administration using IPAT’s OnSite Pro (software)
- Remote PC administration using OnSite Pro’s Offsite option
- Online administration using IPAT’s NetAssess® service (Internet)
- Test Booklet and Answer Sheet

Scoring Options
- Scan answer sheet (using OnSite Pro)
- Hand enter item responses (using OnSite Pro or NetAssess)
- Mail-In

Ordering Information
Contact IPAT Customer Service for additional information and to order the 16PF Psychological Evaluation Report.

Report Highlights

Response Style Indices: Raw scores and percentiles for the three validity scales – Impression Management, Infrequency, and Acquiescence.

Primary Factor Normal Personality Scales: Sten scores and a score profile for the sixteen normal personality scales.

<table>
<thead>
<tr>
<th>Warmth</th>
<th>Social Boldness</th>
<th>Openness to Change</th>
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</thead>
<tbody>
<tr>
<td>Reasoning</td>
<td>Sensitivity</td>
<td>Self-Reliance</td>
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<tr>
<td>Emotional Stability</td>
<td>Vigilance</td>
<td>Perfectionism</td>
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<tr>
<td>Dominance</td>
<td>Abstractedness</td>
<td>Tension</td>
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<tr>
<td>Liveliness</td>
<td>Privateness</td>
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<tr>
<td>Rule-Consciousness</td>
<td>Apprehension</td>
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</tbody>
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Global Factor Normal Personality Scales: Sten scores, a score profile, and interpretive narrative for the five Global Factor scales (Extraversion, Anxiety, Tough-Mindedness, Independence, Self-Control) as well as the contributing Primary Factor scales, if elevated.

Pathology-Oriented Scales: Sten scores and a score profile for twelve scales that screen for pathology-oriented behavioral characteristics.

| Health Concerns | Apathetic Withdrawal |
| Suicidal Thinking | Paranoid Ideation |
| Thrill-Seeking | Threat Immunity |
| Anxious Depression | Alienation & Perceptual Distortion |
| Low Energy State | Obsessional Thinking |
| Self-Reproach | Psychological Inadequacy |

Pathology-Oriented Indices: Score profiles, plus interpretive insights for the scales comprising each of these indices if one or more scores are elevated. In addition, indices are flagged when the composite score suggests that additional assessment is in order.

| QuickEval | Distorted Thought Patterns |
| Depressive Characteristics | Risk-Taking |

Occupational Interests: A sten score profile for the six Holland Occupational Types – Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Occupational areas with the highest degree of similarity with the client’s personality characteristics are identified and an explanation of the similarities is provided.

Item Responses & Omissions: The individual’s response to each item is provided along with Summary Statistics (Raw Scores and Number of Missing Items for each factor).