



# Insights for College and Career Success



## The Link between Personality and Academic Success

Research demonstrates that personality predicts student performance in college over and above achievement test scores and high school grades. Recent findings include:

- A large-scale, independently reviewed analysis indicates that the broad personality factor *Conscientiousness* has consistent ability to predict student grades. Called *Self-Control* in the 16PF® Questionnaire, this factor measures students' self-discipline and respect for policies, procedures, and structure.
- The same 2007 study found that the relationship between personality and grade point average holds up across more than 40 individual studies at colleges and universities in North America, Europe and Australia.
- A second independent and comprehensive analysis of the research into various student characteristics shows that personal factors such as achievement motivation and self-confidence can predict college success and retention. This report summarized findings from more than 100 studies.

These large studies clearly demonstrate the value of personality information for understanding who will perform well academically. In addition, the results are very consistent with the research that demonstrates the value of personality for predicting job performance.

Robbins, S.B., Lauver, K., Le, H., Davis, D., Langley, R., & Carlstrom, A. (2004). Do psychosocial and study skills factors predict college outcomes? A meta-analysis. *Psychological Bulletin*, 130 (2), 261-288.

Trapmann, S., Hell, B., Hern, J., & Schuler, H. (2007). Meta-analysis of the relationship between the Big Five and academic success. *Journal of Psychology*, 215(2), 132-151.

## Introducing the 16PF® Career Success Report

**NEW!**

College students struggle with many unknowns. This often includes uncertainty about what they want to do after college. By helping students understand their unique personal strengths and challenges and using that information to suggest career areas where they are most likely to succeed, the *16PF Career Success Report* facilitates personal and career development.

The companion Student e-Workbook supplements the process by having students examine and challenge the personality feedback to guide them toward a viable occupation.

Armed with a deeper understanding of their personality, students are better able to draw upon their personal resources to meet the academic and personal challenges of college.

## Key Features & Benefits

- **Heightens student satisfaction and boosts the likelihood of success in school:** With increased self-awareness, students can better determine coursework that is aligned with their personality preferences.
- **Accelerates career decisions:** Workbook exercises actively involve students in the career exploration process, enabling them to more quickly identify a career direction.
- **Facilitates lifelong personal and career development:** The e-format of the workbook makes it easy for students to review and update as they progress through college and career.

## Personality-based Strengths & Challenges

This section of the report explores the student's strengths and challenges in five areas, based upon the student's responses to the 16PF Questionnaire.

- **Learning and Problem Solving** - the individual's unique problem-solving resources
- **Coping with Stress** - the student's typical way of dealing with stress and pressure
- **Interpersonal Style** - how the student communicates and relates with others
- **Work Style** - the student's preference for leading (or following) and work settings that will likely be the best fit
- **Maximizing Personal Effectiveness** - a summary of the student's effective behavior in certain situations, as well as potential areas for improvement

Suggestions for improvement are also provided in this section of the report.

## Prospective Occupations

This section explores the career areas and occupations that are most likely to interest the student.

**Career Orientation Areas:** Using the student's 16PF test results, the report highlights career areas to explore through scores on these seven personality-based career orientations.

Influencing	Helping
Analyzing	Adventuring
Organizing	Creating
Producing	

By focusing on the Career Orientation Areas with the highest scores, students are able to refine their search for a realistic and compatible career path.

**Occupational Interests:** To further streamline the career search, for each of the above Career Orientation Areas the report produces a list of typical jobs and the student's Interest Level score for each.

Career Success Report  
Section 1: Personality-based Strengths & Challenges

Sam Student  
September 13, 2012

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### Section 1: Personality-based Strengths & Challenges

#### Learning and Problem-Solving

**This section describes your unique problem-solving resources:**  
What are your overall strengths for solving most problems?  
What approach do you usually take to resolve problems that confront you?  
Does this suit you, or would you like to change how you learn and solve problems?

From your 16PF questionnaire results, it appears that you:

- are more at ease working on problems of a practical nature than those that require a quick grasp of abstract concepts and relationships. It may be that you work best when you can take enough time to think about the issues involved and are able to understand their meaning.
- learn best by doing from practical, first-hand experience. You also seem to prefer short courses or training programs when you want to achieve a specific goal or skill. It is likely that you are usually most comfortable working on problems that relate directly to your base of experience and training.
- you do not show much similarity, however, to people who prefer and enjoy the kind of activities that formal academic training offers. Perhaps, you may have interest in more practical educational situations.
- take an approach to tasks which is usually balanced between getting things done fairly efficiently and having an awareness of the impact of those actions upon others.
- seem to have an active imagination. However, more practical, down-to-earth people who place value on focusing on the situation and its demands may view you as being too preoccupied with your ideas and thoughts.
- are very much an individual. You seldom get overly concerned about what others may think is the practical thing to do. Even though you may see that others are not listening to your ideas, you are not usually bothered by this rejection because you are inclined to be mostly wrapped up in your own thoughts.

Career Success Report  
Section 2: Prospective Occupations

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September 13, 2012

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### Career Orientation: Influencing

**Influencing:** This involves convincing, directing or persuading others to achieve organizational goals and/or financial gain. People with this career interest enjoy working on the sales, marketing, and management aspects of business, or in the professions of consulting, law and politics. They usually enjoy having the opportunity to exercise control over matters important to them, like to have some degree of influence over people, and to work in situations where they can make decisions and persuade others to their viewpoints in efforts to get things accomplished.

Occupations with an <b>Influencing</b> Orientation	Interest Level									
	Low	Medium	High							
	1	2	3	4	5	6	7	8	9	10
Advertising Executive										
Attorney										
Buyer										
CEO/President										
Corporate Trainer										
Elected Public Official										
Financial Planner										
Hotel Manager										
Human Resources Director										
Investment Manager										
Manufacturer's Representative										
Marketing Director										

## 16PF® Career Success - Student e-Workbook

The Student e-Workbook actively involves the student in the career exploration process through a series of questions and exercises based upon the student's personality profile. While the report focuses on the individual's personal strengths, interests, and potential areas for growth and development, the e-workbook helps the student better understand the report by exploring:

- Careers that may be a good fit
- Learning and problem-solving styles
- Coping with stress and pressure
- Ways to interact with and relate to others
- Areas for self-improvement.

Specific e-workbook sections are detailed below.

### Introductory Offer

Complimentary Student e-Workbook with every *16PF Career Success Report*

### Understanding Your Report

A helpful exercise in this section allows the student to identify:

- 1) the report statements that are accurate and fit with their self-perception, and
- 2) the statements that surprise or do not fit with the student's view of self.

### Exploring Your Strengths and Development Needs

A series of questions engage the student by probing his/her typical ways of relating with others, coping with stress, and problem solving. Students are then asked to suggest what could be changed to improve in those areas.

### Exploring Your Career and Professional Interests

The student reflects and responds to questions about his/her preferred work environment and the careers listed in the Prospective Occupations section of the report.

### Developing an Action Plan

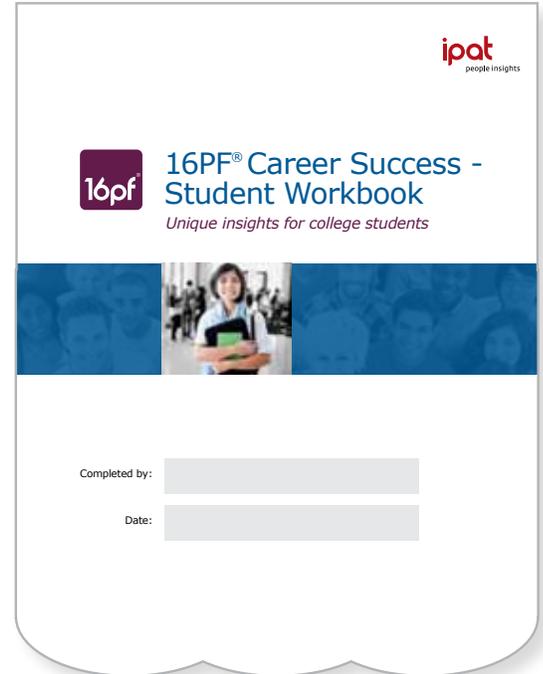
Additional questions are presented for the student to answer for each career of interest, along with suggested exercises and specific action items to help prepare for their future job hunt.

## 16PF® Career Success - Counselor Report

The optional Counselor Report is designed for use in combination with the student's *16PF Career Success Report* and the Student e-Workbook. Ideally, prior to meeting with you, the student will have taken the 16PF Questionnaire, reviewed the report, and completed the e-workbook.

The information in the Counselor Report is unique and not replicated in the *16PF Career Success Report*. It includes Response Style Indices and profiles of the Global Factor scores and the Primary Factor scores to help you explore the source of the ideas presented to the student in the *16PF Career Success Report*.

For your convenience, a copy of the student's *16PF Career Success Report* is provided with your Counselor Report.



## Applications

Career Exploration; Career Transition  
Coaching; Identification of College Major;  
Student Personal Development

## Test Form

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

## Administration Time

25-35 minutes (untimed)

## For Ages

16 years and above

## Test Administration & Scoring

Online using IPAT's NetAssess® service  
(Internet)

## Special Introductory Pricing

Student Report (#920NA) \$10.00  
Student e-Workbook (#930) FREE  
Add for:  
Counselor Report (#925NA) \$10.00

## Ordering Information

Contact IPAT Customer Service for  
additional information and to order the  
16PF Career Success:

- Student Report
- Student e-Workbook
- Counselor Report



## Testimonials

### University Students in Oxford and Coventry, UK

"I found this helped me find a way to direct how I could think about future careers"

"Would recommend it - accurate and insightful. Learned some new things about myself."

"A really good starting point. Opens your mind to career paths you may not have otherwise considered."

"Was very helpful to find out what job suited me according to my personality. Quite impressive!"

"After participating in several other career schemes, I feel this is the best approach used. Nicely analyzes your personal insights, hence better understanding for us."

"Surprisingly insightful and accurate - almost spookily so! Delivery of the report was excellent. Would thoroughly recommend."

"The information was surprisingly accurate and detailed. It has better-structured my career plans."

"Very good for positively articulating who you genuinely are."

### Dr. Keith Puffer, Professor Indiana Wesleyan University

"The key outcomes from using the report have been insight and career information. Integral to this personal knowledge is the ability the tool gives us to recognize our personal traits – both the good and not-so-good ones – and to use this information to inform career choices.

Students are amazed at which careers surface for them, and encouraged by how 'spot on' they feel. The career information helps them confirm what they may already have vaguely identified as a vocation, giving them the confidence to pursue this direction."

### The Finn Group, Consultants

"We have used the 16PF Questionnaire with people of all age groups, from 18 to 72 years and in multiple applications, from coaching to career counseling. The information it provides is useful, accurate, and practical. For years, we have heard the same response: "I can't believe how accurately this report describes me!" As practitioners, the 16PF assessment helps us to better understand people.

What is most important is that it helps people clarify what they already know about themselves and provides them with new and additional insights which help them increase their self-awareness and better plan for their futures."



IPAT, Inc.  
**800 225 4728**  
custserv@ipat.com  
www.ipat.com