Reveal Potential & Predict Performance

Behaviour is the Best Predictor of Performance

A reliable, validated tool with decades of data behind it, the 16pf® Questionnaire is one of the most widely recognised ways to assess personality. It can be a powerful means of gauging an individual’s work style and strengths, so you can separate the “great” from the “good” and help guide millennials into leadership positions to support strategic goals.

In-depth Insights You Can Trust

When Dr. Raymond Cattell published the first edition of his 16 Personality Factor Questionnaire in 1949, it was a revolutionary concept. In the decades since, more than 2,700 peer-reviewed research articles have authenticated the tool.

The current edition has been enhanced and updated and is available in more than 25 languages. The 185 multiple-choice questions take approximately 30 minutes to complete and are designed to comply with EEOC requirements.

The 16pf Questionnaire measures 16 different traits that influence the way individuals work and interact with others. Grouping results by Global Factors that parallel the widely used “Big Five” model provides a broad overview of personality that looks at:

- Extraversion
- Tough-mindedness
- Self-control
- Anxiety
- Independence

The questionnaire also enables you to drill down for deeper insight, and looking at all 16 primary factors provides a more solid base of information for predicting future behaviour and performance.

Understanding Personality Supports Better Performance

The proven 16pF Questionnaire provides comprehensive understanding of the whole personality. The insights it reveals can be useful to both the organization and the individual. Used to help get the right people into the right roles or to identify areas for coaching, this versatile, time-tested assessment can be a powerful tool to support personal and professional growth.

The 16pf Assessment Measures:

- Warmth
- Reasoning
- Emotional stability
- Dominance
- Liveliness
- Rule-consciousness
- Social boldness
- Sensitivity
- Vigilance
- Abstractedness
- Privateness
- Apprehensiveness
- Openness to change
- Self-reliance
- Perfectionism
- Tension

Book your training and get qualified to access the power of the 16pf assessment:

- Email us at 16pfGlobal@panpowered.com
- Call us at +44 (0) 1865 30 40 53
- Visit 16pf.com
- Follow us on twitter @16PF

Flexible Routes to Access the 16pf Assessment

By becoming qualified to use the 16pf Questionnaire, you’ll be understanding how to access the power, breadth and depth of the 16pf Assessment and put the results to work effectively for your clients or your organisation. You can choose the most appropriate route for you:

- Join the comprehensive 16pf Qualifying Programme
- If you already hold the BPS Test User: Occupational, Personality qualification, choose the 16PF Conversion Programme
- If you’re a psychologist then talk to us about our psychologist access policy which means you could be eligible to access the 16pf Assessment without further training

Book your training and get qualified to access the power of the 16pf assessment.

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