



Psychological Profiling: 16PF

The 16PF Questionnaire is used by organizations and human resource professionals to assess the 16 personality factors

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16PF

The 16PF instrument is a valid and robust measure of personality traits. It was developed by Raymond Cattell in 1949 and is available in UK English and many other languages. The current fifth edition represents a controlled, natural evolution of the questionnaire and is based on over 50 years of research and testing. One of the most valid predictors of human behaviour, the 16PF questionnaire assesses an individual's personality against 16 personality factors. This provides a valid and accurate predictor of future behaviour.

The 16 factors are:

Warmth	Desire to develop close relationships with others
Reasoning	Extent to which you can solve numerical and verbal problems
Emotional Stability	How calmly you respond to life's demands
Dominance	Tendency to assert influence and/or control others
Liveliness	How freely and spontaneously you will express yourself
Rule-Consciousness	How much value is placed on externally imposed rules
Social Boldness	How much at ease you feel in social situations
Sensitivity	Extent to which emotions and sentiments influence outlook and judgement
Vigilance	The extent to which you are cautious of others' motives
Abstractedness	How much attention is given to abstract rather than concrete observations
Privateness	How much you like to keep personal information to yourself
Apprehension	How much you are prone to self-criticism
Openness to Change	Extent to which you enjoy new situations and experiences
Self-Reliance	How much you enjoy your own company and trust your own judgement
Perfectionism	Need to rely on structure rather than leaving things to chance
Tension	How easily situations can cause you frustration

Why use 16PF?

Managerial positions involve critical decision-making and a high level of interaction with other employees within your organization. When filling a managerial position you need to consider more than basic skills and aptitude. You need to be sure that the potential manager's personality is also compatible with your organisational culture, objectives and vision. The 16PF is the ideal tool for assessing candidates or current employees at the management or executive level. Through its 187-item personality profile, the 16PF offers insight into critical management characteristics including:

- Creativity.
- Independence.
- Leadership.
- Self Control.

The 16PF looks past the traditional information provided by professional resumes and explores the intangible aspects of a candidate's character, including personality factors, occupational comparisons and vocational observations. After testing, 16PF Interpretive Report provides with enough detailed information for you to choose managers who are the most compatible with the demands of the job.

Use the 16PF to:

- Plan for precise work and career performance objectives.
- Assess management style in recruitment and in management development.
- Provide effective training for career development.



Specialists in **Recruitment, Sales Training, Corporate Development, Performance Coaching, HR Services, and Interim Management & Non-Exec Directorships**

Serving the **Scientific and Technology Markets**

Pan European coverage with **United States** capability for major projects

About You

If in order to meet your personal and business objectives you need to recruit the best people, train and develop your existing team, develop the knowledge and skills of a key manager, raise additional funding or make an acquisition or divestiture we would like to speak with you.

If you are interested in developing your own knowledge and skill set to achieve further success and make the most of your talents with proven coaches we would like to talk.

If you are looking for your next career move or wish to have some impartial and experienced career advice we would like to hear from you

Our Customers

US companies looking to establish themselves in Europe needing to recruit and/or wanting assistance with the associated logistics.

European start up companies looking for additional funding, the recruitment of key staff or assistance with their HR processes.

Established small businesses to the largest international corporations looking to recruit train and develop their existing staff, review their HR processes or make an acquisition or divestiture.

European Distributors looking to recruit and/or train and develop their existing staff.

Venture Capitalists looking to recruit early stage commercial people into companies they have invested in.

Recruitment
Sales Training
Corporate Development
Performance Coaching
HR Services
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