



Interpretive Report

Shelby Leeder

March 23, 2010

CONFIDENTIAL

Introduction

Use of the report

Please note: decision-making using 16PF-derived information should only be undertaken by a fully trained 16PF user, who will interpret an individual's results using their professional judgment. The statements contained in any computer-generated report should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data, and other assessment results. All information in the report is confidential and should be treated responsibly.

It is important to consider that:

- The results are based on the respondent's description of their own personality and behavior, which may not necessarily reflect the way other people see them. The accuracy of the results is therefore dependent on the respondent's openness in answering the questionnaire and upon their level of self-awareness.
- The results are compared against those of a large group of people who have completed the questionnaire.
- The report describes the respondent's likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about their ability.
- There are no absolute rights or wrongs in personality – each style has its advantages and disadvantages, although some temperaments may suit some activities, jobs or interests better than others.
- Results of psychometric questionnaires like this one enable a good prediction of how people will behave in a variety of situations.

The results of the questionnaire are generally valid for 12–18 months after completion, or less if individuals undergo major changes in their work or life circumstances.

Interpreting mid-range scores

A person's behavior is the product of the interaction of their personality characteristics with specific situational opportunities and constraints. This interaction effect is likely to be particularly true of 16PF sten scores in the mid-range on the profile; that is, scores lying at or between stens 4 and 7, and especially those at stens 5 and 6. Therefore, interpretation of these scores can be one of the more challenging aspects when providing feedback. References to situational factors are used in the narrative of this report to remind the professional that interpretations of scores in the mid-range are especially likely to benefit from additional information gathered during the course of the feedback session.

Response Style Indices

Norm group

US Combined-Sex

All of the response style indices are within the normal range: there is no indication that it is necessary to probe any of them further.

Impression Management

The individual has presented a self-image that is neither markedly self-critical nor overly positive.

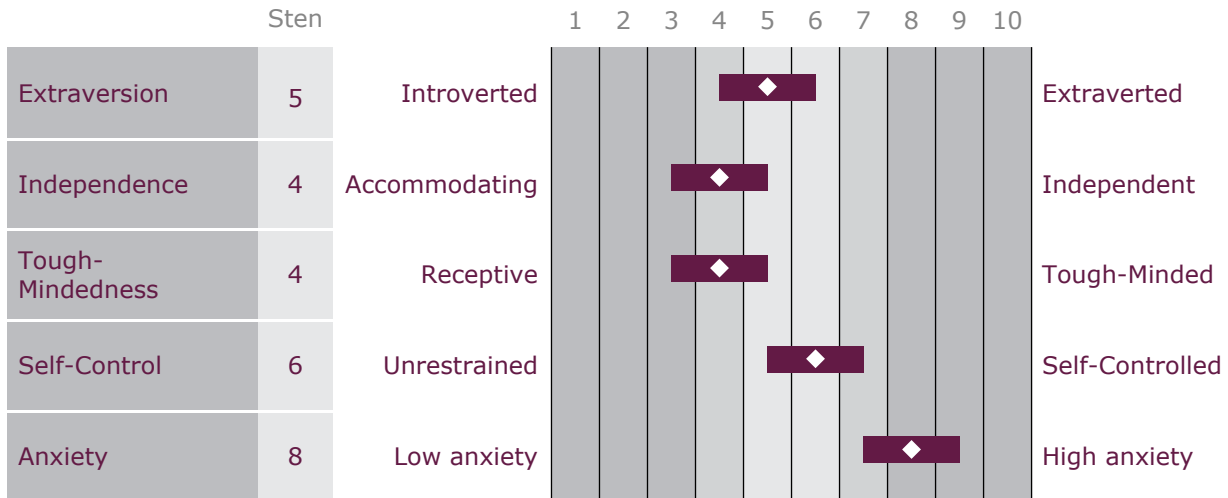
Acquiescence

The individual has responded in a way that is not acquiescent; that is, they have not simply agreed with each statement. However, the style of responding could also be compatible with someone who has endorsed either a majority of 'b' ('?') or 'c' ('false') responses. Therefore the Infrequency index should be carefully examined in order to assess the extent to which their responses may be unorthodox or unusual.

Infrequency

The individual has endorsed most items in a way that is similar to other people; it is unlikely that they have responded randomly.

Global Factors



Global Factor definitions

Extraversion

Social orientation; the desire to be around others and be noticed by them; the energy invested in initiating and maintaining social relationships.

A: Warmth
F: Liveliness
H: Social Boldness
N: Privatness (-)
Q2: Self-Reliance (-)

Independence

The role a person assumes when interacting with others; the extent to which they are likely to influence or be influenced by the views of other people.

E: Dominance
H: Social Boldness
L: Vigilance
Q1: Openness to Change

Tough-Mindedness

The way a person processes information; the extent to which they will solve problems at an objective, cognitive level or by using subjective or personal considerations.

A: Warmth (-)
I: Sensitivity (-)
M: Abstractedness (-)
Q1: Openness to Change (-)

Self-Control

Response to environmental controls on behavior; internal self-discipline.

F: Liveliness (-)
G: Rule-Consciousness
M: Abstractedness (-)
Q3: Perfectionism

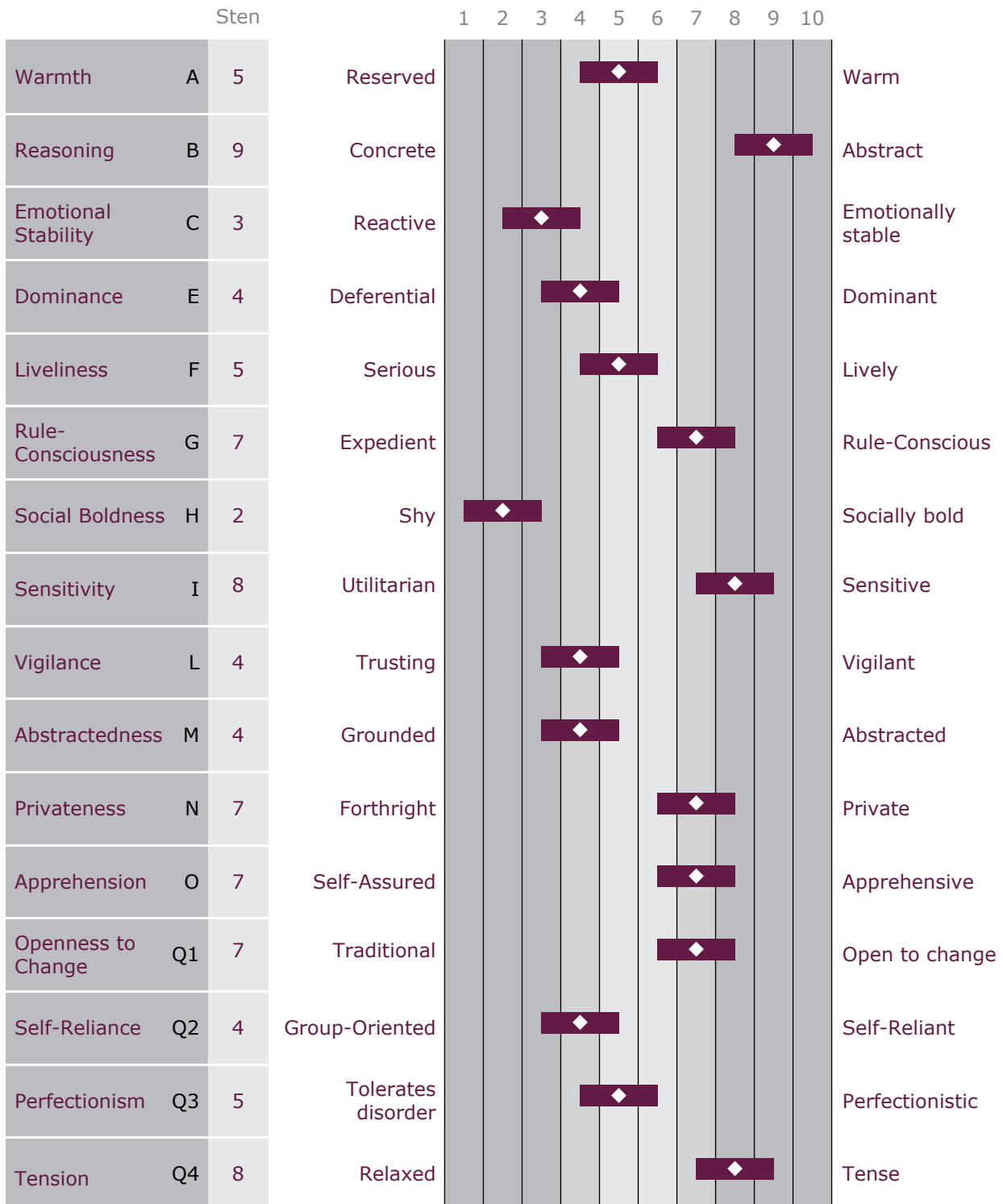
Anxiety

Emotional adjustment; the types of emotions experienced and the intensity of these.

C: Emotional Stability (-)
L: Vigilance
O: Apprehension
Q4: Tension

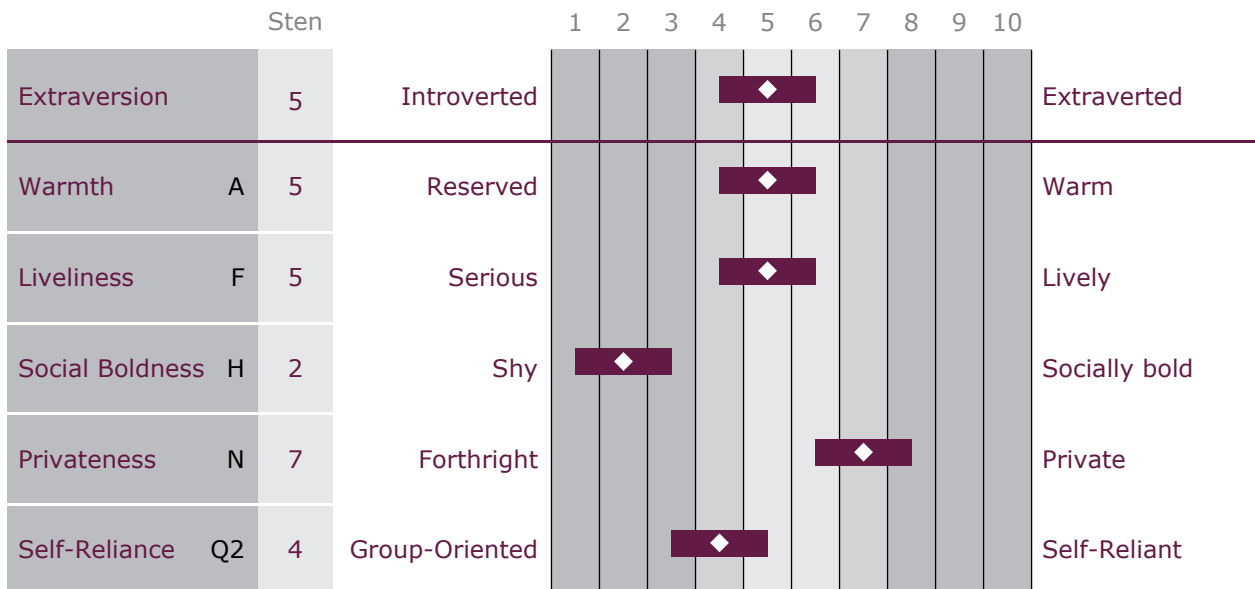
(-) Indicates a negative relationship between the Global and Primary Factor

Primary Factors



For each profile below, several of the 16 primary scales combine to determine the Global Factor score. Sometimes a low score on a primary scale contributes to a high score on a Global Factor, and vice versa. Occasionally, a primary scale score does not fall in the direction expected, based upon the overall Global Factor score. These unusual factor combinations or conflicting scores can be revealing; it may be useful to explore the ways in which the candidate's behavior reflects such combinations.

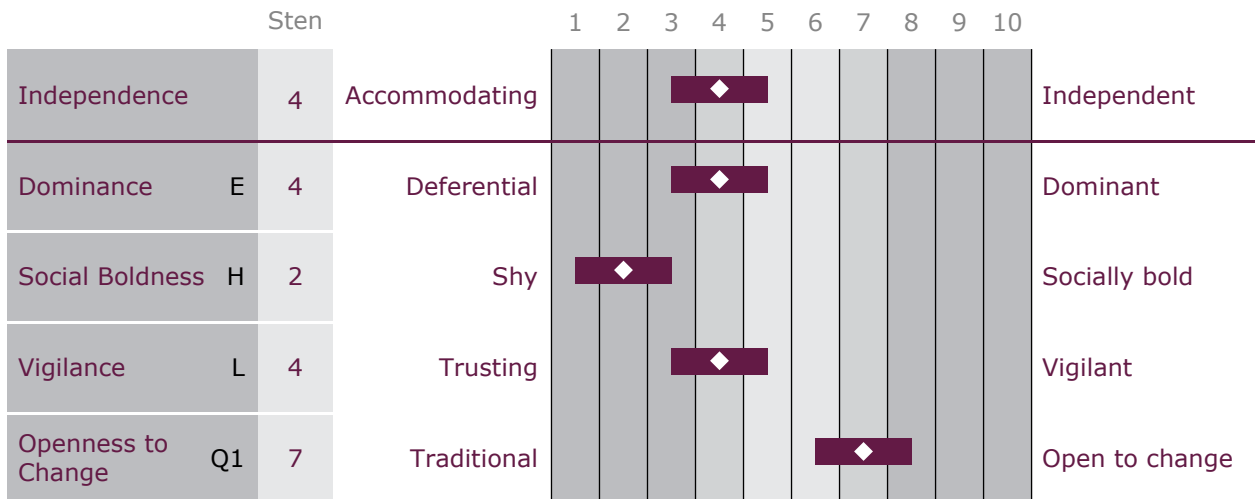
Extraversion



Ms Leeder exhibits a level of extraversion that is typical of many people. She is interested in social participation, but is likely to balance activities involving social contact with those of a more solitary nature.

- She forms close and cooperative relationships in some situations, whilst preferring to remain more detached in others.
- She comes across as lively and enthusiastic in some situations, while appearing more cautious and serious in others.
- Ms Leeder comes across as shy and timid, and may be somewhat sensitive to criticism.
- She tends to keep personal matters to herself. It may take others a while to get to know her well.
- Ms Leeder prefers to make plans and do things with others, rather than on her own.

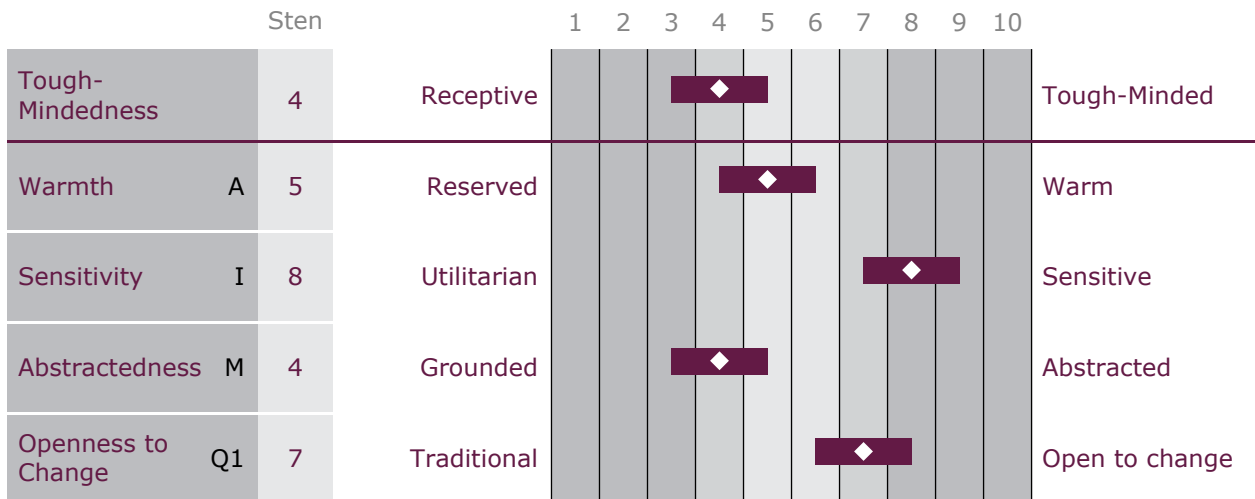
Independence



Generally, Ms Leeder adapts to her environment and accommodates others' wishes. She is more likely to conform to her situation than to be forceful or persuasive.

- In interpersonal relationships, she tends to come across as agreeable and accommodating, and may defer to others rather than exert her own opinion or express her needs.
- Ms Leeder may appear timid in social situations. She may hesitate to express herself in groups, especially where conflict is involved.
- She tends to trust other people's intentions and accept their motives, rather than to question them.
- As an individual she shows willingness to question traditional viewpoints and to remain open to new ideas and experiences.

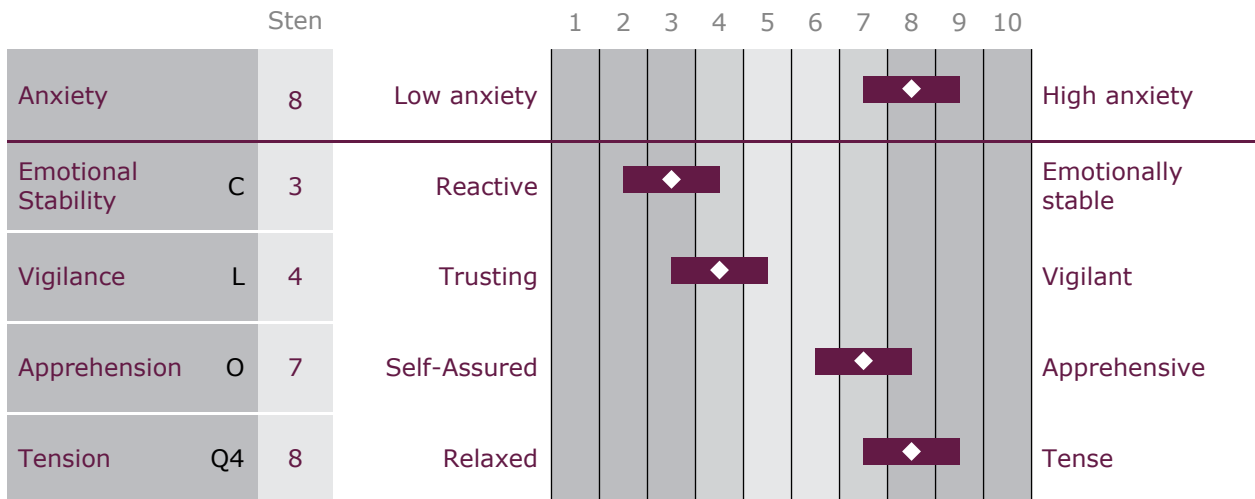
Tough-Mindedness



Generally, Ms Leeder tends toward sympathy and receptivity rather than toughness and resoluteness. When confronting problems, she may be more inclined to consider subjective or emotional aspects and may be open to new approaches.

- When approaching problems, she tends to be attentive to others while retaining a sense of detachment when necessary.
- Ms Leeder is a sensitive, reflective person who is attuned to her feelings. Decisions may be largely based on feelings and emotional content.
- She tends to focus on practical considerations, and is less inclined to consider more abstract matters.
- She shows a willingness to learn about and accept different ideas, opinions, or experiences; however, she can respect the value of tradition.

Anxiety



At the present time, Ms Leeder describes herself as more anxious than most people. This could either reflect a normal reaction to current circumstances or a characteristic style of being worried, reactive, or uneasy. It may be an appropriate topic for exploration and discussion.

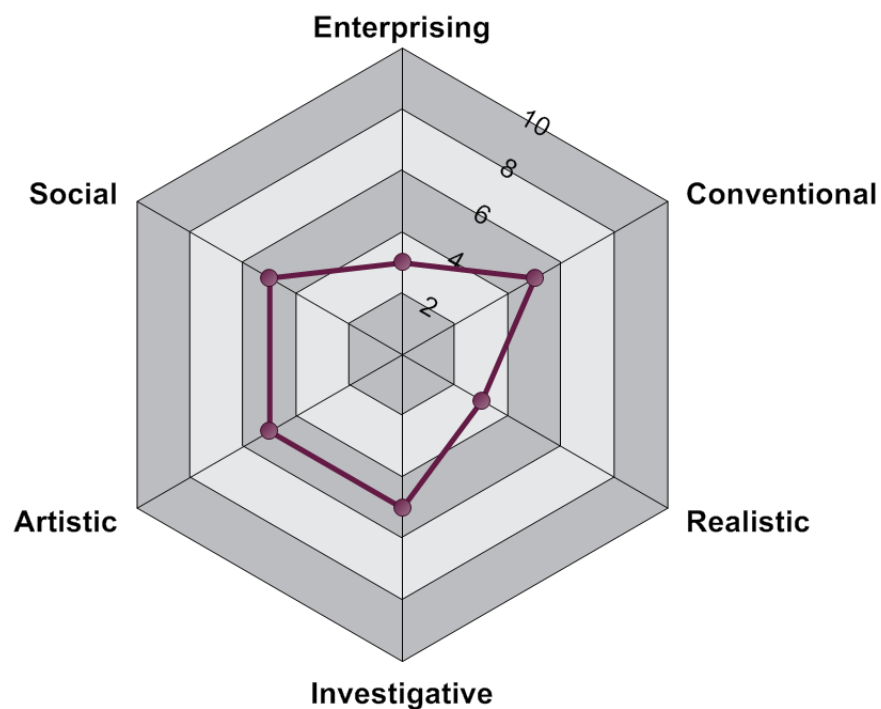
- Ms Leeder may not feel comfortable about her ability to meet life's challenges. Change or disruption may be perceived as stressful and may cause emotional upset.
- She shows a tendency to be trusting and accepting of other people and their motives.
- Like many adults, Ms Leeder may sometimes worry or doubt herself when she feels personally threatened. She may be sensitive to criticism.
- At present, Ms Leeder is rather tense and restless, and probably feels some level of frustration or impatience.

Vocational activities

Different occupational interests have been found to be associated with personality characteristics. The following section compares Ms Leeder's personality to these known associations. The information below indicates the degree of similarity between Ms Leeder's personality characteristics and each of the six Holland Occupational Types (Self-Directed Search; Holland, 1985). Those occupational areas for which Ms Leeder's personality profile shows the highest degree of similarity are described in greater detail. Descriptions are based on item content of the Self-Directed Search as well as the personality predictions of the Holland types as measured by the 16PF.

Remember that this information is intended to expand Ms Leeder's range of career options rather than to narrow them. All comparisons should be considered with respect to other relevant information about Ms Leeder, particularly her interests, abilities, and other personal resources.

Holland Themes



Investigative = 5

Ms Leeder shows personality characteristics similar to Investigative people. Such people typically have good reasoning ability and enjoy the challenge of problem-solving. They tend to have critical minds, are curious, and are open to new ideas and solutions. Investigative people tend to be reserved and somewhat impersonal; they may prefer working independently. They tend to be concerned with the function and purpose of materials rather than aesthetic principles. Ms Leeder may enjoy working with ideas and theories, especially in the scientific realm. It may be worthwhile to explore whether Ms Leeder enjoys doing research, reading technical articles, or solving challenging problems.

Occupational fields:

Science, Math, Research, Medicine and Health, Computer Science

Artistic = 5

Ms Leeder shows personality characteristics similar to Artistic people, who are self-expressive, typically through a particular mode such as art, music, design, writing, acting, composing, etc. Like Artistic people, Ms Leeder may be adventurous and open to different views and experiences. Sometimes she may be preoccupied with thoughts and ideas, which may relate to the overall creative process. She may do her best work in an unstructured, flexible environment. It may be worthwhile to explore whether Ms Leeder appreciates aesthetics and possesses artistic, design, or musical talents.

Occupational fields:

Art, Music, Design, Theatre, Writing

Social = 5

Ms Leeder shows personality characteristics similar to Social people, who indicate a preference for associating with other people. Such interactions are distinguished by a nurturing, sympathetic quality. Ms Leeder may find it very easy to relate to all kinds of people. In addition to being warm and friendly, Social people are typically receptive to different views and opinions. They feel most comfortable in positions that allow for regular social interaction. It might be worthwhile to explore whether Ms Leeder enjoys working with others and having them seek her out for advice or comfort.

Occupational fields:

Teaching, Counseling, Psychology, Social Work, Health Services

Conventional = 5

Ms Leeder shows personality characteristics similar to Conventional people, who tend to be methodical, systematic and extremely precise. Such individuals may prefer working in a highly structured environment. Conventional people focus on practical issues and do not tend to lose track of reality. They often have excellent organizational skills, clerical ability, and/or office skills. It may be worthwhile to explore whether Ms Leeder enjoys dealing with facts and figures or is adept at organizing information.

Occupational fields:

Accounting, Administrative Occupations, Clerical Occupations, Banking, Finances

Degree of compatibility between top two themes (Investigative and Artistic):

The first two themes are highly compatible, and jobs that involve both areas should be common.

Item summary

This page of 16PF scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

Item responses

1	a	25	a	49	a	73	c	97	a	121	c	145	c	169	a
2	a	26	a	50	a	74	a	98	c	122	a	146	c	170	c
3	a	27	c	51	c	75	a	99	a	123	a	147	c	171	a
4	c	28	a	52	c	76	a	100	a	124	c	148	a	172	c
5	a	29	c	53	a	77	a	101	a	125	a	149	a	173	a
6	a	30	a	54	a	78	a	102	a	126	a	150	a	174	a
7	a	31	c	55	a	79	a	103	c	127	a	151	c	175	c
8	c	32	a	56	a	80	a	104	a	128	c	152	a	176	a
9	c	33	a	57	a	81	a	105	a	129	c	153	c	177	b
10	a	34	a	58	a	82	c	106	c	130	a	154	c	178	c
11	c	35	c	59	c	83	c	107	a	131	a	155	a	179	c
12	c	36	a	60	c	84	a	108	a	132	a	156	a	180	c
13	c	37	a	61	a	85	a	109	a	133	c	157	a	181	b
14	c	38	a	62	a	86	c	110	a	134	c	158	a	182	b
15	c	39	a	63	a	87	a	111	c	135	c	159	c	183	b
16	a	40	a	64	a	88	a	112	c	136	a	160	c	184	b
17	a	41	a	65	a	89	c	113	a	137	c	161	c	185	b
18	c	42	a	66	c	90	a	114	a	138	c	162	c		
19	a	43	a	67	a	91	c	115	a	139	a	163	a		
20	c	44	a	68	a	92	a	116	a	140	c	164	c		
21	c	45	a	69	a	93	a	117	a	141	a	165	c		
22	a	46	a	70	a	94	c	118	c	142	c	166	c		
23	a	47	a	71	a	95	c	119	c	143	a	167	a		
24	c	48	c	72	c	96	a	120	a	144	c	168	a		

Summary statistics:

Number of a-responses	= 106 out of 170 (62%)
Number of b-responses	= 0 out of 170 (0%)
Number of c-responses	= 64 out of 170 (38%)
Number of missing responses	= 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw scores	14	15	8	10	10	20	0	20	6	2	16	16	22	2	12	18	10	0	62
Missing items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using 16PF Fifth Edition Questionnaire US Combined-Sex norms.



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