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# 16PF<sup>®</sup> Protective Services Report

**David A Sample**

**October 11, 2011**

**CONFIDENTIAL**

## Introduction

This report was designed specifically for use in protective services. In reviewing this report, keep in mind that it considers only the results of a normal personality assessment. As such, it represents only one component of a comprehensive evaluation. Moreover, the PSR should only be used by qualified professionals.

This report is intended to be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of job-related data. All information in this report should be treated confidentially and responsibly.

The paragraphs that accompany the graphs for each Protective Services dimension are individually tailored. Even when someone shows overall high performance in an area, some cautionary statements may still appear. Similarly, some positive-sounding statements can appear even when the individual obtains a low score in an area.

This report was processed using 16PF 5th Edition combined-sex norms.

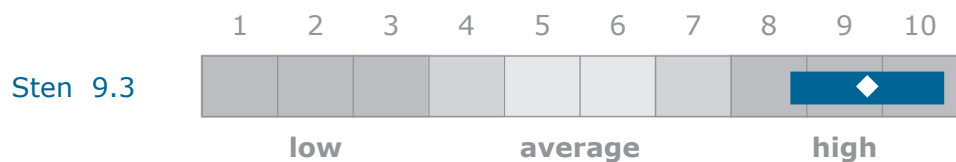
## Protective Services Dimensions Interpretation

### Response Style Indices:

Mr. Sample's score on the Impression Management scale is within the average range. Thus, his responses don't appear to either greatly exaggerate or deny socially desirable attributes. The Infrequency index was within expected limits, suggesting that Mr. Sample read and understood the items.

### Dimension 1: Emotional Adjustment

This section of the report addresses the way Mr. Sample adjusts to challenging situations, including those that are emotionally challenging. In particular, this section addresses his most likely tendencies related to acting calmly and suitably in uncertain or stressful situations.

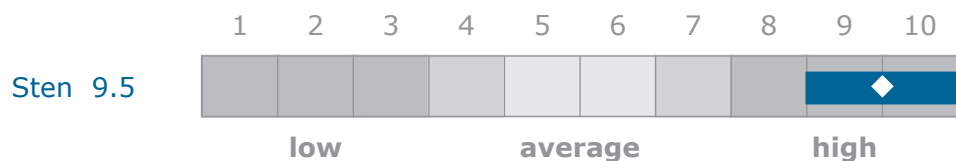


Given what is known about Mr. Sample's personality, he scores very high on this dimension.

At the present time, Mr. Sample reports a relatively low level of general anxiousness, as compared with the general population. He reports that he is typically relaxed and composed; if this self-report is accurate, he probably experiences relatively few feelings of frustration and impatience. At the same time, it must be considered that he might be under-reporting his level of tension, given the setting in which he completed the questionnaire. He approaches problems in a calm way. He reports that he rarely reacts to challenging situations in a reactive way. Mr. Sample's conscientiousness and adherence to rules should serve as a good resource for exercising good judgment in situations that might be ambiguous. Mr. Sample's perfectionism and self-discipline may well serve as a good resource for him, provided that he does not let his own high expectations lead him to be judgmental of others who may have different standards than his own. Mr. Sample's score on the problem-solving scale suggests that he has the ability to generate good solutions in problem-solving situations. Moreover, Mr. Sample's solutions tend to be practical, and concretely tied to solving the problem at hand.

### Dimension 2: Integrity/Control

This section of the report addresses whether Mr. Sample is likely to act in a dependable, conscientious, and self-controlled manner.



Given what is known about Mr. Sample's personality, he scores very high on this dimension.

Mr. Sample typically has an above-average level of personal resources for acting responsibly and

controlling his impulses. Most of the time, he is able to deal with situations in a self-controlled fashion. In fact, Mr. Sample's score on this dimension is very high.

Resources that probably contribute to Mr. Sample's self-control include rule-consciousness, perfectionism, practical focus, emotional stability, and low levels of tension and impatience. He generally tends to respect rules and group standards. He will tend to value solutions that are based on rules, so long as he believes the rules have merit. In fact, his level of rule-consciousness is very high. Mr. Sample tends to be self-disciplined and perfectionistic. He generally tends to be playful and organized. In fact, his level of perfectionism is high. He tends to be concrete and practical. He is not likely to get so absorbed in his ideas that he will be prone to mistakes or accidental oversights. Given his below-average level of tension and impatience, he may not feel driven to take unconsidered action because of frustration. Assuming that his emotional stability score accurately reflects his tendency to react calmly to demanding situations, this quality will serve as a resource for self-control.

### Dimension 3: Intellectual Efficiency

This section of the report analyzes Mr. Sample's typical style of decision making and the factors that Mr. Sample typically considers in making decisions. This section also addresses Mr. Sample's ability to reason and solve verbally presented problems.



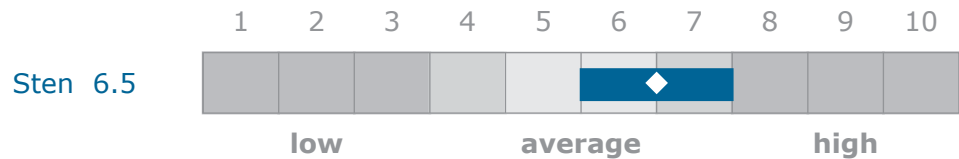
Given what is known about Mr. Sample's personality, he scores average on this dimension.

With regard to intellectual, verbal functioning, he is on a par with the rest of the population. Mr. Sample is a practical, no-nonsense person who makes decisions based on objective, bottom-line considerations, rather than subjective considerations such as people's values and feelings. Combined with this, Mr. Sample's score on the Integrity/Control dimension is above average. Given his tough-mindedness, Mr. Sample typically sorts out the facts and uses them to make up his own mind. Given Mr. Sample's self-control, he is likely to keep his own wishes from taking control of his actions. However, these qualities in combination may result in his being more concerned with results than methods. If he finds himself in a leadership role, this combination may alienate the people he is trying to influence.

While Mr. Sample's tendency to prefer activities and decision making that involves others can strengthen his bonds with them, it may make it difficult for him to take independent action when it is called for.

## Dimension 4: Interpersonal Relations

This section of the report describes Mr. Sample's style of relating to others and his typical preferences for solitude and independence versus interaction and cooperation.



Given what is known about Mr. Sample's profile, he scores average on this dimension.

In general, Mr. Sample is probably quite comfortable in most situations that involve interactions with others. Mr. Sample may feel most comfortable in situations that involve teamwork and cooperative efforts, rather than situations that involve commanding, controlling or dominating others. Overall, he has a balance between the need to control his life and the need to work and adapt to what is happening around him.

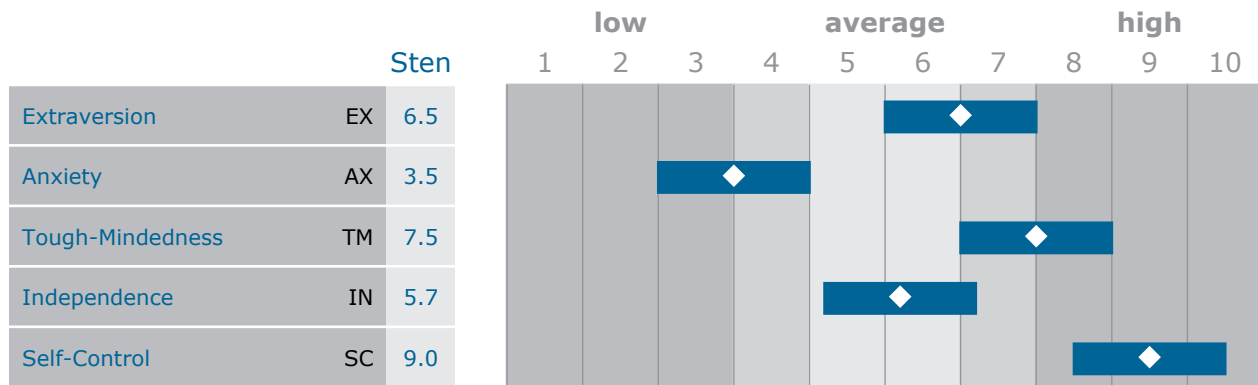
## Profile Summary

This is a record of the scores used to generate the preceding narrative.

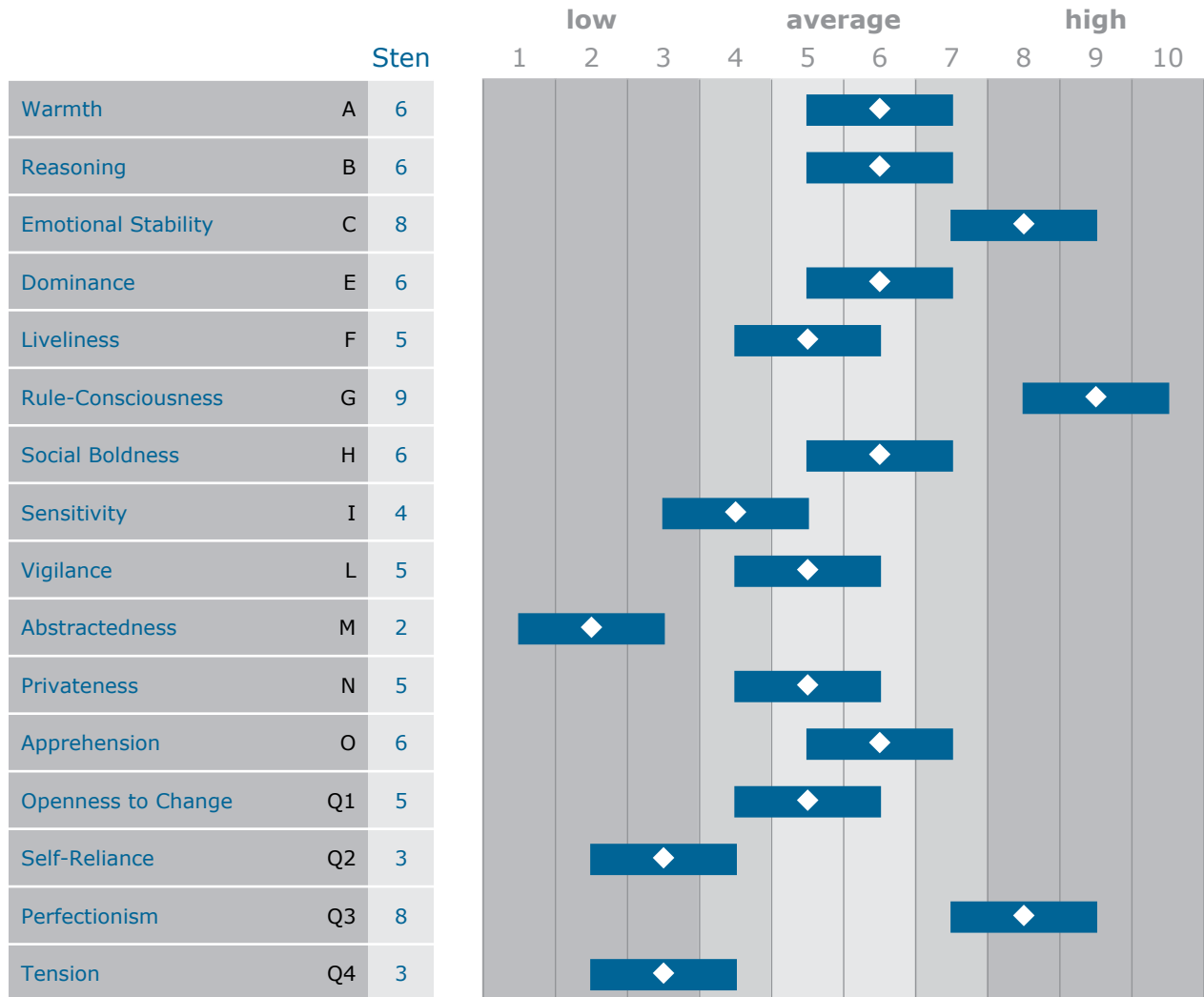
**THIS TECHNICAL SUMMARY IS INTENDED TO BE VIEWED BY QUALIFIED PROFESSIONALS ONLY.**

Response Style Indices	Raw Score	Percentiles	
Impression Management	14	64%	within expected range
Infrequency	0	55%	within expected range
Acquiescence	54	36%	within expected range

## Global Factor Patterns

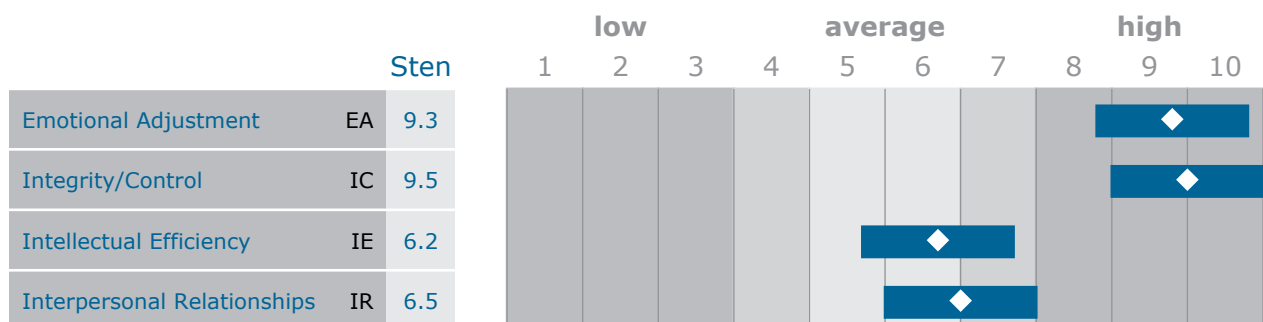


## 16PF Primary Factor Profile



## Protective Services Dimensions

The following composite scores are based on normal personality scores only.



## Item Summary

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

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

### Summary Statistics:

# of a-responses = 90 out of 170 (53%)      # of c-responses = 65 out of 170 (38%)  
 # of b-responses = 15 out of 170 (9%)      # of missing responses = 0 out of 185 (0%)

Factors	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	16	11	20	16	12	22	15	8	8	0	9	11	14	1	18	3	14	0	54
Missing Items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

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