

16PF® Questionnaire



Key Features & Benefits

- **Comprehensive.** Analyzes 16 different normal personality traits (Primary Factors), in addition to 5 Global Factors, providing more in-depth information about an individual than instruments that only measure the Big Five dimensions.
- **Proven Reliability & Validity.** Authenticated by over 2,700 independent, peer-reviewed research articles, the 16PF Questionnaire is a highly reliable, valid, and accurate predictor of future behavior and likely success.
- **Legally-compliant.** Questions are non-invasive and designed to meet EEOC requirements related to the Civil Rights Act of 1990 and the Americans with Disabilities Act. This ensures test results that minimize the risk of adverse impact for protected groups. With combined gender norms matched to the U.S. Census, the 16PF Questionnaire is appropriate for use in human resource applications.
- **Versatile.** A number of 16PF interpretive reports are available for use in a variety of contexts, such as selection and placement, onboarding, leadership development, career counseling, and screening and selection for high-risk Public Safety and Security occupations.
- **Customizable.** A tailored report maps 16PF factors to a particular role or to your own competency framework, enabling you to focus on the concepts most important to your organization.
- **Global.** Available online in more than 20 languages.

The 16PF Questionnaire is a robust, reliable, and comprehensive measure of 16 personality traits that describe and predict a person's behavior in a variety of contexts, revealing potential, confirming capacity to sustain performance in a larger role, and helping to identify development needs.

16PF Primary Factors

Left Meaning	16PF Primary Factor	Right Meaning
Reserved, Impersonal, Distant	A Warmth	Warm, Outgoing, Attentive to Others
Concrete	B Reasoning	Abstract
Reactive, Emotionally Changeable	C Emotional Stability	Emotionally Stable, Adaptive, Mature
Deferrential, Cooperative, Avoids Conflict	E Dominance	Dominant, Forceful, Assertive
Serious, Restrained, Careful	F Liveliness	Lively, Animated, Spontaneous
Expedient, Nonconforming	G Rule-Consciousness	Rule-Conscious, Dutiful
Shy, Threat-Sensitive, Timid	H Social Boldness	Socially Bold, Venturesome, Thick-Skinned
Utilitarian, Objective, Unsentimental	I Sensitivity	Sensitive, Aesthetic, Sentimental
Trusting, Unsuspecting, Accepting	L Vigilance	Vigilant, Suspicious, Skeptical, Wary
Grounded, Practical, Solution-Oriented	M Abstractedness	Abstracted, Imaginative, Idea-Oriented
Forthright, Genuine	N Privateness	Private, Discreet, Non-Disclosing
Self-Assured, Unworried, Complacent	O Apprehension	Apprehensive, Self-Doubting, Worried
Traditional, Attached to Familiar	Q₁ Openness to Change	Open to Change, Experimenting
Group-Oriented, Affiliative	Q₂ Self-Reliance	Self-Reliant, Solitary, Individualistic
Tolerates Disorder, Unexacting, Flexible	Q₃ Perfectionism	Perfectionistic, Organized, Self-Disciplined
Relaxed, Placid, Patient	Q₄ Tension	Tense, High Energy, Driven

16pf Fifth Edition Questionnaire

Michel Hersen



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Essentials of 16PF Assessment Heather E. P. Cattell, James M. Schuerger, 2003-09-19 Complete coverage of the widely used 16PF measure of personality. Essentials of 16PF Assessment is a valuable guide to administering scoring and interpreting this popular measure of normal personality. Using the proven Essentials format, Cattell and Schuerger clearly describe how to use the instrument, provide critical information about its validity and reliability, and include helpful guidelines for using the instrument effectively with individuals, couples, and families in settings ranging from clinical and forensic to corporate environments and other workplaces. Essentials of 16PF Assessment provides comprehensive coverage of test administration, scoring, and interpretation. As well, this informative resource provides expert assessment of the method's relative strengths and weaknesses, valuable advice on its clinical applications, and illuminating sample cases. Like all the volumes in the Essentials of Psychological Assessment series, this book is designed to help busy professionals quickly acquire the knowledge and skills they need to make optimal use of a major psychological assessment instrument. Each concise chapter features numerous callout boxes highlighting key concepts, bulleted points, and extensive illustrative material, as well as test questions that help you gauge and reinforce your understanding of the information covered.

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workplaces Essentials of 16PF Assessment provides comprehensive coverage of test administration scoring and interpretation As well this informative resource provides expert assessment of the method s relative strengths and weaknesses valuable advice on its clinical applications and illuminating sample cases Like all the volumes in the Essentials of Psychological Assessment series this book is designed to help busy professionals quickly acquire the knowledge and skills they need to make optimal use of a major psychological assessment instrument Each concise chapter features numerous callout boxes highlighting key concepts bulleted points and extensive illustrative material as well as test questions that help you gauge and reinforce your understanding of the information covered

16PF Fifth Edition Questionnaire Manual Mary T. Russell,Darcie L. Karol,Institute for Personality and Ability Testing,2009 Comprehensive Handbook of Psychological Assessment, Volume 2 Mark J. Hilsenroth,Daniel L. Segal,2004-04-19 Comprehensive Handbook of Psychological Assessment Volume 2 presents the most up to date coverage on personality assessment from leading experts Contains contributions from leading researchers in this area Provides the most comprehensive up to date information on personality assessment Presents conceptual information about the tests *Comprehensive Handbook of Psychological Assessment: Personality assessment* Michel Hersen,2004 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice *The 16PF Fifth Edition Technical Manual* Steven R. Conn,Mark L. Rieke,1994 Foundations of Psychological Testing Leslie A. Miller,Sandra A. McIntire,Robert L. Lovler,2011 The Third Edition of this text offers a straight forward and clear introduction to the basics of psychological testing as well as to psychometrics and statistics for students new to the field The authors focus on relating core ideas to practical situations that students will recognize and relate to They provide a variety of pedagogical tools that promote student understanding of the underlying concepts required to interpret and to use test scores Primarily concerned with preparing students to become informed consumers and users of tests the text also features a final section focusing on how tests are utilized in three important settings education clinical and counseling practice and organizations Intended Audience This is a scholarly informative applicable and appropriate undergraduate and graduate textbook ideal for introductory courses such as Psychological Testing Psychological Tests and graduate programs in psychology industrial organizational psychology and counseling Application of the Sixteen Personality Factor Questionnaire Eric B. Jacobson,2004 *Tests and Test Use in Vocational Evaluation and Assessment* Judith M. Siefker,1996 This document is a 1996 revision and update of several earlier publications Its purpose is to help professionals identify tests which may be useful to them It describes 71 tests which a sample of vocational evaluation professionals found to be useful in their work Included

are information about testing and test resources **Psychological Testing and Assessment** Lewis R. Aiken, 2003 A proven classic in the field Psychological Testing and Assessment has been completely updated offering extensive coverage of new tests inventories and scales and the methods used in constructing administering scoring and interpreting these psychometric instruments Revisions in the content and format of college entrance examinations new editions of various tests and renewed interest in the politics of intelligence testing drive Aiken's eleventh edition Greater attention has also been given to adaptive testing item response theory the use of computers in psychological testing neuropsychological and developmental testing and applications of tests in various contexts This is an essential text for any student who is planning to construct administer and make decisions based on test scores in clinical or educational settings **Tests in Print** Oscar Krisen Buros, 2006 The SAGE Handbook of Personality Theory and Assessment Gregory John Boyle, Gerald Matthews, Donald H. Saklofske, 2008 About theories models and assessment methods used for understanding the many facets of human personality and individual differences It constitutes an essential resource for shaping the future of the scientific foundation of personality research measurement and practice The Clinician's Handbook Robert G. Meyer, Sarah E. Deitsch, 1996 Changes in the widely used DSM IV Diagnostic and Statistical Manual of Mental Disorders and MMPI 2 Minnesota Multiphasic Personality Inventory are covered in depth In fact coverage of the DSM IV and MMPI 2 is so complete that this volume can serve as a primary reference on these topics as well as a general diagnostic assessment and treatment resource *Measuring Up* Janet E. Wall, Garry Richard Walz, 2004 This intense handbook covers a variety of issues from best standardized testing procedures to evaluating student achievement through performance standards Included are special topics like the assessment of students with mental or behavioral problems helping students with limited English proficiency and ethnic differences incorporated into testing The role of the educator or counselor is studied while reporting test results to parents or social service agencies facilitating career development and designing needs assessment for individuals or programs *Tests in Print V* Linda L. Murphy, James C. Impara, Barbara S. Plake, 1999 *Counselor's Guide to Clinical, Personality, and Behavioral Assessment* Bradley T. Erford, 2006 This combined textbook and reference guide identifies the three major types of psychological assessment clinical personality and behavioral and provides a survey of current theory and an expert review of the most commonly used assessment instruments tests in each area The book concludes with three representative case studies that demonstrate the uses of various assessment instruments in practice The text includes reviews of the seventeen most commonly used clinical personality and behavioral testing instruments how to use them and their application to the assessment process Chapter 3 presents a workable framework to help students assimilate the DSM IV TR system Three case studies in Chapter 7 demonstrate how various instruments are used as a battery to gather diagnostic and assessment information *Tests in Print* Linda L. Murphy, 1999 *Personality Assessment* Lewis R. Aiken, 1999 This highly regarded book is a survey of concepts methods procedures and materials concerning the assessment of personality It emphasizes the

means and methods of assessment but theories research and issues concerning human personality that have influenced psychological assessment are also considered The book is designed primarily for use in a one semester course on personality assessment at the upper undergraduate or beginning graduate level It is also appropriate to combine the book with lectures or readings on personality theories and research or with material on cognitive assessment Further more it can be used in courses on personality or in a comprehensive course on psychological testing and assessment

Psychological Testing and Assessment Ronald Jay Cohen, Mark E. Swerdlik, Suzanne M. Phillips, 1996

16pf Fifth Edition Questionnaire: Bestsellers in 2023 The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have captivated audiences this year. The Must-Read : Colleen Hoovers "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. 16pf Fifth Edition Questionnaire : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and suspenseful novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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