

# 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	<b>A Warmth</b>	Warm, Outgoing, Attentive to Others
Concrete	<b>B Reasoning</b>	Abstract
Reactive, Emotionally Changeable	<b>C Emotional Stability</b>	Emotionally Stable, Adaptive, Mature
Deferrential, Cooperative, Avoids Conflict	<b>E Dominance</b>	Dominant, Forceful, Assertive
Serious, Restrained, Careful	<b>F Liveliness</b>	Lively, Animated, Spontaneous
Expedient, Nonconforming	<b>G Rule-Consciousness</b>	Rule-Conscious, Dutiful
Shy, Threat-Sensitive, Timid	<b>H Social Boldness</b>	Socially Bold, Venturesome, Thick-Skinned
Utilitarian, Objective, Unsentimental	<b>I Sensitivity</b>	Sensitive, Aesthetic, Sentimental
Trusting, Unsuspecting, Accepting	<b>L Vigilance</b>	Vigilant, Suspicious, Skeptical, Wary
Grounded, Practical, Solution-Oriented	<b>M Abstractedness</b>	Abstracted, Imaginative, Idea-Oriented
Forthright, Genuine	<b>N Privateness</b>	Private, Discreet, Non-Disclosing
Self-Assured, Unworried, Complacent	<b>O Apprehension</b>	Apprehensive, Self-Doubting, Worried
Traditional, Attached to Familiar	<b>Q<sub>1</sub> Openness to Change</b>	Open to Change, Experimenting
Group-Oriented, Affiliative	<b>Q<sub>2</sub> Self-Reliance</b>	Self-Reliant, Solitary, Individualistic
Tolerates Disorder, Unexacting, Flexible	<b>Q<sub>3</sub> Perfectionism</b>	Perfectionistic, Organized, Self-Disciplined
Relaxed, Placid, Patient	<b>Q<sub>4</sub> Tension</b>	Tense, High Energy, Driven

# 16pf Fifth Edition Questionnaire

**Bradley T. Erford**



## 16pf Fifth Edition Questionnaire:

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. **Essentials of 16PF**

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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 **Application of the Sixteen Personality Factor Questionnaire** Eric B. Jacobson,2004

**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

**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

**Japanese 16PF Fifth Edition Questionnaire Technical Manual Supplement** Institute for Personality & Ability Testing, Incorporated, 2007-05-01 Provides supporting information regarding the Japanese version of the 16PF fifth edition questionnaire its development how to interpret the results norm sample data and reliability and validity studies

**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

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