

# 16pf<sup>®</sup> Candidate Feedback

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Ella Explorer | June 4, 2019 | Confidential



## Core Personality Insights

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## Introduction

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All information in this report is confidential and intended only for the person who completed the questionnaire.

This report contains an interpretation of your responses to the 16pf questionnaire that you completed recently. The purpose of the report is to give you meaningful feedback about your results.

Your responses have been compared with those of a large number of people who have also taken the questionnaire. The statements about you therefore summarize how you answered the questions, but they also reflect how people who responded in similar ways have described themselves.

Please note:

- ▶ The results are based on your own description of your personality and behavior, which may not necessarily reflect how other people would describe you.
- ▶ The report describes your likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about your abilities.
- ▶ 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 you undergo major changes in your work or life circumstances.

If you require further information about this report, please contact the individual who provided it; they should be qualified in the interpretation of the 16pf questionnaire.

## Candidate Feedback

### Relating to Others

You show a moderate level of attentiveness and interest in others; you may find that you pay notably more attention to the people you find most interesting. You are likely to sometimes show caution and at other times spontaneity, depending on the situation. At times you will appear more serious and cautious, but when you feel more relaxed you may be happier to act in a less controlled way. You may feel confident in situations that are familiar to you, or where you are not worried about the impression that you make. There are also situations in which you feel less comfortable, particularly where you are trying to make a good impression. In these situations you may come across as less confident and may be less resilient to criticism. You are probably open with information about yourself in some situations, sharing deeper aspects of your thoughts and feelings. At other times you will feel more comfortable withholding this information and relating on a more superficial level. You will probably enjoy both collaborating toward a common goal and being free to work more independently, adopting these different approaches according to the situation, needs or time.

### Influence & Collaboration

You appear to seek some influence and control over the world around you, at times seeking leadership opportunities or expressing clear opinions. In other situations you will be more accommodating, deferring to the influence of others when you respect them or when you wish to avoid conflict. You may find it comfortable to express your opinions in familiar settings, or among people with whom you feel at ease. In less familiar settings, or where you are aware of the need to impress, you will feel less comfortable. You are likely to be trusting in some settings and with some people; in particular you are most likely to trust those that you have gotten to know over time. However, some settings or people will evoke more caution from you, and here you will question people's motives, or expect them to prove themselves before you are willing to trust. At times you will prefer to try out new ideas or approaches, and may challenge the status quo. However, in other situations you will prefer to rely on what has been previously well established.

### Thinking Style

With your typical level of interest in people, you will attempt to combine both detachment and consideration for others in your thinking. In some settings you will be concerned for the feelings of others, whereas in others you will be less emotionally involved. You are likely to consider both the logical and emotional aspects of decisions. In some situations you may favor a more detached, objective approach, whereas in others you will consider the importance of your feelings and values. You will probably focus on a mixture of immediate practicalities and broader issues. In some situations you will be more comfortable focusing on the details of what is real and actual, whereas at other times you will prefer to consider the broader concepts of possibilities and links between ideas.

At times you will be eager to try out new ideas or approaches, and you will look for opportunities to improve upon established ideas. However, you will also want to maintain established solutions that you think are effective. Your responses to the reasoning questions indicate that you are likely to prefer working on problems of a practical nature rather than those that require an understanding of abstract concepts and relationships. You probably work best when you can take enough time to think about and understand the meaning of the issues involved.

## Structure & Flexibility

In some situations you are probably considerate and careful in your decision-making, tending to avoid risks. At other times you will be more spontaneous, acting more quickly or taking more risks. You may be most comfortable when you do not feel bound by external rules or procedures. You will tend to be expedient, circumventing or breaking rules that feel unfair or irrelevant, although there are some rules that you would not break. You will probably work well in situations where it is important to be flexible. You will focus on immediate practicalities, but will also consider the implications and possibilities associated with your actions. In some situations you will be more focused on the task at hand, whereas at other times your attention may shift to broader considerations. You are likely to be relatively organized, but are also able to tolerate shifting priorities or requirements. You will put some plans or structure in place, but you will also be willing to adapt to changes in circumstances.

## Management of Pressure

You see yourself as often reacting emotionally to the obstacles that you encounter in life. You will tend to express how you feel, demonstrating positive or negative feelings. When things go well this may be inspirational, but your negative reactions may be seen as overly emotional by some people. At times you will question others' motives, or the reasons for their actions, whereas at other times you will be more trusting. You may wish to consider in what situations you would be more or less wary of others. You may be self-assured in some situations, feeling confident in your abilities. In other settings you may experience more self-doubt, and feel that you have not said the right things or performed as effectively as you could have done. You are likely to be relaxed at times, feeling calm and patient, although in some situations you will feel more tense and driven to act. You may wish to consider what situations or people would make you feel more impatient.



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