The 16pf® Assessment: An Empirical Approach to Navigating Work-Life Decisions

Gulf Coast SPE Members in Transition
September 29, 2017
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Some Points

You have a **personality pattern.** It has an impact on behavior and choices.

Your behavior can change...
Know where you are and where you truly want to be.

Use information to build a growth and renewal mindset into your life.
What is the 16pf® Assessment*?

*pf=Personality Factor

1. A research-based map of human personality
2. A valid predictor of “personality, ability, motivation”
3. May be the only major psychometric test developed using 100% empirical research
4. A well-established test with 1000s of publications behind it
Some Uses of the 16pf®?

- Work-Life (Career) insight and development
- Personal effectiveness coaching and counseling
- Relationship counseling
- Job interviewing, selection, onboarding, etc.

In Transition: Credible Information to Navigate Toward Renewal.
How does the 16pf® inform work-life choices?

Preference for
- Leadership (&, potential)
- Predictability in work
- Working alone or with others
- Manner of problem solving
- Management of pressure
The “16pf® Psychometric Test”: Background Please!

Scientific insight for living the renewable life, developed over 50 years research.
Distinctive History of the 16pf® and Raymond B. Cattell

- B.Sc.(Hons) degree 1st-class honors at age 19 (‘24)
- PhD in psychology at Kings College, London (‘29)
- Witnessed major inventions and world wars
- Used rigorously scientific approach to psychological work
- Chosen by the APA for its "Gold Medal Award for Lifetime Achievement in the Science of Psychology (‘97, age 92)
“[Personality is]... that which tells what a person will do when placed in a given situation.” - Cattell
# Concept for 16pf®: Periodic Table

<table>
<thead>
<tr>
<th>Periodic Table</th>
<th>Non metals</th>
<th>Transitional metals</th>
<th>Metalloids</th>
<th>Halogens</th>
<th>Nobel Gasses</th>
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<td>Alkaline Earth</td>
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<td>Alkali Metals</td>
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<td>Other metals</td>
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- **Alkaline Earth**
  - H (Hydrogen)
  - Li (Lithium)
  - Be (Beryllium)
  - Mg (Magnesium)
  - Ca (Calcium)
  - Sr (Strontium)
  - Ba (Barium)
  - Ra (Radium)

- **Alkali Metals**
  - Sc (Scandium)
  - Y (Yttrium)
  - La (Lanthanum)
  - Ce (Cerium)
  - Pr (Praseodymium)
  - Nd (Neodymium)
  - Pm (Promethium)
  - Sm (Samarium)
  - Eu (Eurpium)
  - Gd (Gadolinium)
  - Tb (Terbium)
  - Dy (Dysprosium)
  - Ho (Holmium)
  - Er (Erbium)
  - Tm (Thulium)
  - Yb (Ytterbium)
  - Lu (Lutetium)
  - Ac (Actinium)
  - Th (Thorium)
  - Pa (Protactinium)
  - U (Uranium)
  - Np (Neptunium)
  - Pu (Plutonium)
  - Am (Americium)
  - Cm (Curium)
  - Bk (Berkelium)
  - Cf (Californium)
  - Es (Einsteinium)
  - Fm (Fermium)
  - Md (Mendelevium)
  - No (Nobelium)
  - Lr (Lawrencium)

- **Non metals**
  - B (Boron)
  - C (Carbon)
  - N (Nitrogen)
  - O (Oxygen)
  - F (Fluorine)
  - Ne (Neon)
  - Al (Aluminium)
  - P (Phosphorus)
  - S (Sulfur)
  - Cl (Chlorine)
  - Ar (Argon)
  - K (Potassium)
  - Ca (Calcium)
  - Sc (Scandium)
  - Ti (Titanium)
  - V (Vanadium)
  - Cr (Chromium)
  - Mn (Manganese)
  - Fe (Iron)
  - Co (Cobalt)
  - Ni (Nickel)
  - Cu (Copper)
  - Zn (Zinc)
  - Ga (Gallium)
  - Ge (Germanium)
  - As (Arsenic)
  - Se (Selenium)
  - Br (Bromine)
  - I (Iodine)
  - Xe (Xenon)

- **Transitional metals**
  - Bi (Bismuth)
  - Po (Polonium)

- **Metalloids**
  - Hg (Mercury)

- **Halogens**
  - He (Helium)
  - Li (Lithium)
  - Na (Sodium)
  - K (Potassium)
  - Rb (Rubidium)
  - Cs (Caeesium)
  - Fr (Francium)

- **Nobel Gasses**
  - Ne (Neon)
  - Ar (Argon)
  - Kr (Krypton)
  - Xe (Xenon)

- **Other metals**
  - Al (Aluminium)
  - Si (Silicon)
  - Ge (Germanium)
  - As (Arsenic)
  - Se (Selenium)

- **Rare Earth**
  - Ln (Lanthanides)

- **Actinium Series**
  - Ac (Actinium)

- **Lanthanide Series**
  - Ln (Lanthanides)
The 16pf® - Primary Factors Profile

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4,500 Behavior Descriptions
That’s a lot of descriptions!

171 Personality Traits
That is a long list of traits!

16 Stable Building Blocks of Human Personality
Total research success! 185 Item Questionnaire, 45 minutes. Lie scale included, responses not intuitive.
The 16pf®—Five Global Factors

Global Factors

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<tr>
<th>Factor</th>
<th>Sten</th>
<th>Introverted</th>
<th>Accommodating</th>
<th>Receptive</th>
<th>Unrestrained</th>
<th>Low anxiety</th>
<th>Extraverted</th>
<th>Independent</th>
<th>Tough-Minded</th>
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The five Global Factors

1. Extraversion
   Relating to Others

2. Independence
   Influence and Collaboration

3. Tough-Mindedness
   Thinking Style

4. Self-Control
   Structure and Flexibility

5. Anxiety
   Management of Pressure
The 16pf®—Five Global Factors
The sten scale

What do scores between 1 and 3 mean?

What do scores between 4 and 7 mean?

What do scores between 8 and 10 mean?
16pf score bands

Note:
- All scales have distinct definitions for both ends (bi-polar).
- Both high and low ends have both strength and weaknesses depending on the situation.
- Scores of 4 or 7 lie broadly in the mid-range, but may indicate a slight tendency towards the ‘left-hand’ or ‘right-hand’ description respectively.
- Scores of 5 or 6 may only show some degree of the behavior
What are the 16 Factors?

A “topographical map” for navigating your road to renewal.
**Warmth (A)** How important is emotional connection and closeness with others?

- **Low:** Less preference or need for emotional connection and closeness. Not too worried about congeniality.

- **High:** High attentiveness and interest in others. High preference for emotional connection. High preference for congenial, appreciative setting.

Mark a hypothesis of your likely pattern on your handout.
Reasoning (B)  
What is your ability for academic problem-solving?

**Low:** Prefers concrete problem-solving tasks, of a practical rather than abstract nature. Concrete thinking and learning.

**High:** Preference for more abstract academic problems (logical, numerical, and verbal reasoning).

Mark a hypothesis of your likely pattern on your handout.
Emotional Stability (C)  How calmly do you handle everyday life and its challenges?

**Low:** Deals less calmly than most others, with life’s demands right now.

**High:** Deals more calmly than most others, with life’s demands right now.

Mark a hypothesis of your likely pattern on your handout.
Dominance (D)  *How keen are you to express your opinions and influence others?*

- **Low:** Prefers to avoid conflict, tending to accommodate the needs and wishes of others.
- **High:** Likes to influence others, tending to express views more strongly than most.

Mark a hypothesis of your likely pattern on your handout.
Liveliness (F)  How spontaneous, expressive, and lively are you?

■ **Low**: More likely to be serious and prudent in relating to others.

■ **High**: Likely to be more energetic and exuberant than most in interacting with others.

Mark a hypothesis of your likely pattern on your handout.
Rule Consciousness (G)  How strongly do you embrace external rules & standards?

- **Low**: Less likely to feel bound by rules and regulations; more expedient.
- **High**: More likely than most to accept and follow externally imposed rules.

Mark a hypothesis of your likely pattern on your handout.
Social Boldness (H) How comfortable are you standing out in social situations and life in general?

■ Low: Feels less at ease than most in social settings; more likely to hold back from expression.

■ High: More socially confident than most; likely to be confident in expressing opinions.

Mark a hypothesis of your likely pattern on your handout.
Sensitivity (I)  

To what degree do you base judgments on feelings, versus facts and logic?

**Low:** Prefers decisions based on logic and objectivity.

**High:** Places more emphasis than most on subjective impressions when evaluating issues.

Mark a hypothesis of your likely pattern on your handout.
Vigilance (L) *To what degree do you question others motive, versus naturally trusting them?*

- **Low:** Accepts and trusts that people are genuine and sincere than most, less likely to read between the lines. Likely to be tolerant and expect fair treatment.

- **High:** More likely to question the motives behind what people say and do and to think strategically about others' intentions. Less likely to trust others.

Mark a hypothesis of your likely pattern on your handout.
Abstractedness (M)  Do you like to focus on ideas and associations, or on practical, down to earth matters?

- **Low:** Attends to details; prefers to act rather than theorize and think about things; likes to focus on what is immediately necessary.

- **High:** Less focused on detail; prefers a broader view and to reflect beyond the information presented; less focused on detail or what is immediate.

Mark a hypothesis of your likely pattern on your handout.
Private-ness (N)  Do you like to keep personal information to yourself or discuss it?

- **Low**: More willing than most to disclose information about themselves
- **High**: Less likely than most to disclose personal information.

Mark a hypothesis of your likely pattern on your handout.
Apprehension (O) How much doubt or self-criticism do you engage in?

- **Low**: Less self-critical and worrisome than most
- **High**: More self-critical and worrisome than most

Mark a hypothesis of your likely pattern on your handout.
Openness to Change (Q1)  Do you like to explore new ideas, or stick to traditional ways?

Low: More likely to accept other people’s ideas and methods; less likely to seek out new experiences. More interested in tried and tested ideas

High: Likely to experiment with new and different solutions to problems, oriented towards enquiry and critical thinking; seeks and welcomes change.

Mark a hypothesis of your likely pattern on your handout.
Self-Reliance (Q2)  To what extent do you make your own decisions, versus seek group input?

- **Low:** Prefers to make decisions consultatively and be part of a team.
- **High:** Prefers freedom to make own decisions and choices independently of team.

Mark a hypothesis of your likely pattern on your handout.
Perfectionism (Q3)  

To what degree do you prefer to live in an organized and plan-ful way?

- **Low**: Less concerned with planning; leaves more to chance.
- **High**: Higher than average concern to plan and behave in an organized manner.

Mark a hypothesis of your likely pattern on your handout.
Tension (Q4)  How much restless energy is typical for you, right now?

- **Low:** Lower level of tension than most; more relaxed and tranquil
- **High:** Experiences a higher level of tension than most; more impatient and hard driving.

Mark a hypothesis of your likely pattern on your handout.
What are the 5 Global Factors?

A summary view of work-life patterns and preferences.
16pf Five Global Factors

1. Extraversion / Relating to Others
   - Warmth (A+)
   - Liveliness (F+)
   - Social Boldness (H+)
   - Privateness (N-)
   - Self-Reliance (Q2-)

2. Independence / Influence and Collaboration
   - Dominance (E+)
   - Social Boldness (H+)
   - Vigilance (L+)
   - Openness to Change (Q1+)

3. Tough-Mindedness / Thinking Style
   - Warmth (A-)
   - Sensitivity (I-)
   - Abstractedness (M-)
   - Openness to Change (Q1-)

4. Self-Control / Structure and Flexibility
   - Liveliness (F-)
   - Rule-Consciousness (G+)
   - Abstractedness (M-)
   - Perfectionism (Q3+)

5. Anxiety / Management of Pressure
   - Emotional Stability (C-)
   - Vigilance (L+)
   - Apprehension (O+)
   - Tension (Q4+)
4. 

How can the 16pf® inform my transition?

Insight into your patterns, preferences and fullest potential.
Scores for:

- 16 Primary Factors
- 5 Global Factors
- 3 Response Style Indices
- Narrative statements
- Vocational interests along Holland’s Occupational Interest Themes
Holland’s Occupational Interest Themes

Realistic
Interest in orderly, mechanical, manual, outdoor activities. Carpenter, electrician, mechanic, farmer.

Investigative
Interest in science and mathematics, problem solving and conceptual skills. Scientist, computer analyst, physician.

Artistic
Interest in things of beauty as well as graphic, musical, literary, or performing arts. Tend to be nonconformist. Art teacher, writer, musician, illustrator

Social
Interest in helping or caring for others and encouraging them to live fuller, more satisfying lives. Counselor, teacher, nurse, camp director.

Enterprising
Interest in organizing, persuading or leading people; interest in others characterized by dominance rather than nurturance. Marketing manager, salesman, executive, attorney.

Conventional
Interest in accomplishing tasks or managing projects through organized, orderly, and efficient procedures. Accountant, payroll clerk, credit investigator.
Let’s Reflect

**Interpretation.** Which of the 16 patterns most aid your work-life goals? Any patterns you wish to shift?

**Actions.** What are your next steps, actions, commitments??
Some Points

You have a personality pattern. It has an impact on behavior and choices.

Your behavior can change...
Know where you are and where you truly want to be.

Use information to build a growth and renewal mindset into your life.
Thanks!

Credits
- Susan Howes, Ashish Fatnani and Tissy Anandita
- Dr. Keith Owen
- PSI / PAN Certification instructor and colleagues
- YOU!!

Questions? You can find me at
- Kim@labyrinthleader.org - (925)895-6072
- Labyrinthleader.org website to be released
- Lets connect on LinkedIn!! Kim Kristenson-Lee
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