Talent Insight Revealed

ASSESSMENT INFORMATION BRIEF

16 Personality Factors Questionnaire
MEASURE
The unique characteristics that underlie and influence a person’s behaviour

PREDICT
Work behaviour, communication and future performance.

TIME
30 minutes, untimed

QUESTIONS
170 questions

ASSESSMENT INFORMATION BRIEF

16 PERSONALITY FACTORS QUESTIONNAIRE

Measure person-team fit

Analysing the personalities of different people can benefit your business in many ways.

This assessment provides insight into personality types. Since personality remains relatively consistent throughout a person’s life, it can be reliably measured to help you make predictions about potential new employees’ behaviour at work, and how they may perform in different roles.

A personality assessment can shed light on both sides of the coin: the good and the not-so-good. You might:

• identify a characteristic that makes one applicant stand out from the crowd
• discover an area that will need further development to help them succeed in a particular role.

Either way, you will be one step closer to offering that job to the most appropriate person.
WHAT IS PERSONALITY?

Personality is a term used to describe the unique characteristics of an individual that underlie and influence their behaviour. Definitions of personality vary, but generally give reference to:

- Key dimensions that give rise to specific behaviour
- Behaviour that remains consistent from one time to another
- Behaviour that may be different from that of others, even when in the same situation.

Personality is said to remain relatively consistent or stable throughout one’s life and, as a result, can be reliably measured to help make predictions regarding an individual. The 16PF questionnaire is a tool designed to measure the personality dimensions that underlie individual behaviour. Using a common framework that can be applied to all individuals, the 16PF questionnaire predicts how people are likely to behave in certain situations and interact with others.

WHY USE THE 16PF?

The 16PF questionnaire measures core personality traits that influence one’s behaviour. In providing an accurate prediction of an individual’s behaviour across a range of workplace situations, it has a wide range of applications within the realm of recruitment, selection and development.

These include:
- To predict a candidate’s future workplace behaviour and potential across a range of competencies
- To gain knowledge of a candidate that will assist in informing the selection interview
- To develop ‘danger-zone’ profiles of an existing position that highlight potential areas of concern in candidate profiles
- To allow for individual goal setting (e.g., identifying potential areas for development)
- To strengthen relationships among internal team members
- To gain insight into how best to manage and motivate an employee
EXAMPLE QUESTION

The 16PF is a self-report measure of personality, comprised of Global and Primary Factors that influence individual behaviour. It consists of 170 multiple choice questions and, although untimed, takes approximately 30 minutes to complete. An example 16PF item is displayed below.

16PF

This questionnaire is designed to find out what sort of person you are. It asks about various subjects, such as your attitudes to other people, what you like doing, and how you would feel in particular situations. There are no right or 'wrong' answers, just give the answers that are true to you.

Read the two example questions below and think about how you would answer them.

I often like to watch team games

True [ ] Unsure [ ] False [✔]

I prefer friends who are

Quiet [✔] Unsure [ ] Lively [ ]
THE GLOBAL FACTORS

The 16PF questionnaire is made up of both Global and Primary Factors. The five Global Factors of the 16PF offer a broad understanding of an individual’s personality and are presented in the table below. A brief description of each Global Factor, and their associated Primary Factors, are also provided. Please note that some Primary Factors contribute to multiple Global Factors and therefore appear more than once in the table below.

<table>
<thead>
<tr>
<th>GLOBAL FACTOR</th>
<th>DESCRIPTION</th>
<th>CONTRIBUTING PRIMARY FACTOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relating to Others</td>
<td>Indicates the extent to which an individual’s time and energy are focused on interpersonal relationships, as opposed to seeking more time alone and working independently on tasks</td>
<td>• Warmth</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Liveliness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Social Boldness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Privateness*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Self Reliance*</td>
</tr>
<tr>
<td>Influence and Collaboration</td>
<td>Indicates the extent to which an individual has a forceful, assertive and independent influence on their environment, or a more cooperative, collaborative style of functioning</td>
<td>• Dominance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Social Boldness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Vigilance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Openness to Change</td>
</tr>
<tr>
<td>Thinking Style</td>
<td>Indicates the tendency to have an intuitive, creative thinking style, or a more objective, realistic way of thinking</td>
<td>• Warmth*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Sensitivity*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Abstractedness*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Openness to Change*</td>
</tr>
<tr>
<td>Structure and Flexibility</td>
<td>Indicates the tendency for self-discipline and self-control, or adopting a more unrestrained, flexible approach</td>
<td>• Liveliness*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Rule-Consciousness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Abstractedness*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Perfectionism</td>
</tr>
<tr>
<td>Management of Pressure</td>
<td>Indicates different styles of coping with pressure, disappointments, challenges, setbacks and other stressful circumstances</td>
<td>• Emotional Stability*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Vigilance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Apprehension</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Tension</td>
</tr>
</tbody>
</table>

(*) Indicates a negative relationship between the global and primary factor
THE PRIMARY FACTORS

The Primary Factors measured by the 16PF are shown in the table below along with a brief description. The Primary Factors provide a detailed framework for describing and predicting behaviour more precisely than the Global Factors. It is recommended that greatest emphasis be placed on the Primary Factor scores when interpreting a candidate’s 16PF profile.

<table>
<thead>
<tr>
<th>PRIMARY FACTOR</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warmth</td>
<td>The degree of importance an individual places on emotional cues and contact with others</td>
</tr>
<tr>
<td>Emotional Stability</td>
<td>How calmly a person tends to adapt to the demands life makes upon them</td>
</tr>
<tr>
<td>Dominance</td>
<td>The extent to which an individual is keen to assert their views and influence others</td>
</tr>
<tr>
<td>Liveliness</td>
<td>The degree of spontaneity in an individual’s behaviour and decision-making</td>
</tr>
<tr>
<td>Rule-Consciousness</td>
<td>The degree to which a person adheres to externally imposed rules and standards</td>
</tr>
<tr>
<td>Social Boldness</td>
<td>An individual’s level of comfort and confidence in social situations</td>
</tr>
<tr>
<td>Sensitivity</td>
<td>An individual’s preference for using feelings and values in decision-making</td>
</tr>
<tr>
<td>Vigilance</td>
<td>The extent to which an individual questions others’ motives</td>
</tr>
<tr>
<td>Abstractedness</td>
<td>An individual’s tendency to think about abstract ideas or more practical matters</td>
</tr>
<tr>
<td>Privateness</td>
<td>The degree to which an individual will keep information about themselves private</td>
</tr>
<tr>
<td>Apprehension</td>
<td>An individual’s level of self-doubt and tendency to be self-critical</td>
</tr>
<tr>
<td>Openness to Change</td>
<td>An individual’s preference for exploring new ideas and embracing change</td>
</tr>
<tr>
<td>Self-Reliance</td>
<td>An individual’s preference for making decisions independently</td>
</tr>
<tr>
<td>Perfectionism</td>
<td>The degree of importance an individual places on living in a planned and organised way</td>
</tr>
<tr>
<td>Tension</td>
<td>The extent to which an individual experiences nervous tension and restless energy</td>
</tr>
</tbody>
</table>

Please note that the Reasoning Factor, a Primary Factor of the 16PF Questionnaire, is not included in this report. The Reasoning Factor is concerned with reasoning ability rather than temperament or personality, and does not contribute to any of the Global Factors. For these reasons, this factor has been excluded from this questionnaire.
RESPONSE STYLE INDICES
The 16PF questionnaire includes three scales that provide insight into candidates’ test-taking attitudes and response styles. This information is important to consider when interpreting and confirming the accuracy of candidate reports. A brief description of these scales is presented below.

IMPRESSION MANAGEMENT (IM)
The Impression Management scale measures the extent to which an individual has presented themselves in an overly positive fashion. A response style that is too positive (high IM scores) can indicate that undesirable attitudes or tendencies have been suppressed by the candidate. Conversely, this scale also flags people with low IM scores. Individuals with low scores on this scale may either have been willing to admit undesirable attributes or behaviours or they may see themselves in a negative light.

ACQUIESCENCE (ACQ)
The Acquiescence scale measures the extent to which an individual has responded in agreement to most questions, regardless of the content. An acquiescent response style indicates that an individual has tended to respond with ‘yes’ or ‘true’ to a large number of questions rather than choosing answers based on question content. This may indicate that the respondent did not read the questions carefully, did not understand the questions, or was unable or unwilling to describe themselves honestly.

INFREQUENCY (INF)
The Infrequency scale measures the extent to which an individual has responded to a large number of items in a way that is different to most people. High scores on this scale may indicate a random or careless response style, the candidate was unable to decide between options, they did not understand what the item was asking or they were trying to avoid making the wrong impression.
NORMATIVE GROUP

When completing the 16PF Questionnaire, a candidate’s responses are compared to the responses of others who have also completed this questionnaire. As a result, an understanding of their personality can be gained through this comparison. The specific form of the 16PF Questionnaire adopted by Revelian is the 16PF Fifth Edition Australian Version (16PF5-AUS) with Australian norms.

The following information relates to the most recent normative data update, compiled in 2002 for this particular version of the 16PF.

An original sample of 1400 16PF5-AUS Questionnaire records were obtained between the years 1997 and 2001. The following is a summary of the demographic characteristics of this sample:

- Size of the norm sample is 1000: 500 males and 500 females (50% males and 50% females).
- The sample comprises of individuals born in the following areas: Oceania and Antarctica (70.4%), Africa (excluding North Africa) (0.7%), Europe and the former USSR (11.9%), Middle East and North Africa (1.7%), Northeast Asia (1.7%), Southeast Asia (7.3%), Southern Asia (4.8%), and The Americas (1.5%).
- Ages range from 17 through to 62 with a mean age of 30.
- Education levels range from incomplete secondary school through to Post Graduate with the average education level being Under Graduate.

In general, the sample is well matched to the general Australian population for gender and country of birth however, is relatively younger and more highly educated. This normative data group therefore more closely reflects the type of individual who would commonly be requested to complete the 16PF5-AUS.
REPORTING RESULTS

When an individual completes the 16PF questionnaire they are given a score on each of the Global and Primary Factors. The 16PF questionnaire uses a “sten” score system (1-10 scale); with sten being an abbreviation for “standard ten”. The sten score looks at how different an individual score is from the average score in the normative comparison group.

Each factor on the 16PF is ‘bipolar’ indicating that each end of the scale (left and right side) has a distinct definition and meaning. For example, a sten score of 5 or 6 is considered to fall in the middle and indicates an individual is similar to the majority of the comparison group. A sten score of 1-3 or 8-10 on the other hand means the individual is distinctly different from an average or typical individual.

Candidate scores on the Global and Primary Factors are presented in the report together, with associated interpretation around the Primary Factors. A summary of all scores is also provided in an Appendix at the end of each report.
Examples of how these scores are presented in the report is shown below. The General Overview provides a brief interpretation around the five Global Factors all together, while more detailed interpretations are provided for the Global and Primary Factors.

**GENERAL OVERVIEW**

- Katherine sees herself as someone who enjoys her own company rather than that of others, and is highly likely to enjoy autonomy to focus time and energy on her own activities.
- She will generally prefer to cooperate with others and accommodate their wishes, rather than assert her will.
- When considering Katherine’s approach to thinking, she is likely to balance an interest in theories and concepts with a practical, logical focus.
- She also tends towards a controlled and structured approach; however she will occasionally take a more flexible stance.
- Katherine sees herself as generally calm and relaxed.

<table>
<thead>
<tr>
<th>GLOBAL FACTOR</th>
<th>STEN</th>
<th>LEFT-SIDE</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>RIGHT-SIDE</th>
</tr>
</thead>
<tbody>
<tr>
<td>RELATING TO OTHERS</td>
<td>1</td>
<td>Introverted, socially inhibited</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Extroverted, socially participating</td>
</tr>
<tr>
<td>INFLUENCE AND COLLABORATION</td>
<td>4</td>
<td>Accommodating, agreeable, selfless</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Independent, persuasive, willful</td>
</tr>
<tr>
<td>THINKING STYLE</td>
<td>5</td>
<td>Receptive, open-minded</td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Tough-minded, resolute</td>
</tr>
<tr>
<td>STRUCTURE AND FLEXIBILITY</td>
<td>6</td>
<td>Unrestrained, follows urges</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Self-controlled, inhibits urges</td>
</tr>
<tr>
<td>MANAGEMENT OF PRESSURE</td>
<td>5</td>
<td>Relaxed, unperturbed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Anxious, worrisome</td>
</tr>
</tbody>
</table>

Note: There is a chart in the Appendix of this report with all primary scores and check-boxes to help identify the appropriate factors for the target role.

Katherine’s scores on the primary factors that comprise Relating to Others are presented in the table below. The tick indicates the sten score Katherine received on each of these factors based on her responses to the assessment.

<table>
<thead>
<tr>
<th>GLOBAL FACTOR</th>
<th>STEN</th>
<th>LEFT-SIDE</th>
<th>1</th>
<th>2</th>
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<th>8</th>
<th>9</th>
<th>10</th>
<th>RIGHT-SIDE</th>
</tr>
</thead>
<tbody>
<tr>
<td>RELATING TO OTHERS</td>
<td>1</td>
<td>Introverted, socially inhibited</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Extroverted, socially participating</td>
</tr>
</tbody>
</table>

- Katherine’s score on the Relating to Others factor suggests that generally she has a strong tendency to spend time alone rather than in the company of others.
- She is unlikely to devote a great deal of time or effort to developing and maintaining social relationships and her reactions will be cautious and serious.
- Katherine is very likely to demonstrate a tendency to think independently and deliberate in most situations.
ONLINE SECURITY

Like all Revelian assessments, the 16PF can be completed remotely over the internet under unsupervised conditions. This provides a high level of flexibility and convenience for the candidate. When testing is conducted under unsupervised conditions, however, it is possible that the candidate may have had assistance in completing the assessment, and it is essential to protect the security of the assessments. Revelian adopts the following best practice strategies to ensure online security, and reduce the likelihood of cheating.

MOTIVATING CANDIDATES TO COMPLETE HONESTLY
Prior to completing the Revelian assessments, all candidates are required to electronically endorse a short statement, indicating that they:
• Will not receive help from others when answering assessment questions; and
• Will be honest, accurate and perform at the best of their ability.

SECURE ASSESSMENT DELIVERY
Our online testing engine is delivered using secure web technology, which allows us to ensure that assessment security and integrity is maintained and that assessment time is tracked accurately.

DETAILED ASSESSMENT SESSION LOGGING
From the moment the candidate logs on to the Revelian website, to the moment they finish their assessments, Revelian creates detailed test logs of the candidates testing session, including time spent answering questions, and internet connectivity. Should the candidate indicate that their internet connection dropped out, or that they were disturbed while completing the assessment, then assessment logs can be consulted to verify the candidate’s claims.

CANDIDATES CAN ONLY COMPLETE THE ASSESSMENT ONCE WITHIN A 12 MONTH PERIOD
Candidates can get better at specific assessments through practice. In order to ensure that all candidates can be compared against one another fairly, Revelian restricts candidates to one assessment within a 12 month period. To facilitate this, we gather identification details from candidates at a number of stages of the application and assessment process, so that new candidates can be compared against candidates in our database. If a candidate has been tested within the previous 12 months, then they are not able to sit the assessment again. Rather, they are provided with the opportunity to “release” their previous results to the new employer. This strategy eliminates candidate practice effects, resulting in fairer and more accurate assessment scores.
VALIDATION OF THE ASSESSMENT

The development of the 5th Edition of the 16PF questionnaire was undertaken to enhance its psychometric properties as well as to ensure the assessment adequately reflected current cultural trends. These psychometric properties are summarised below.

• Test-retest reliabilities of the Primary Factors ranged from 0.75 (Emotional Stability) to 0.87 (Social Boldness) within a two-week period of administration. The Global Factors ranged from 0.84 (Influence and Collaboration; Management of Pressure) to 0.91 (Relating to Others) within this same period. Test-retest reliabilities of the Primary Factors ranged from 0.56 (Vigilance) to 0.79 (Social Boldness) within a two-month period of administration. The Global Factors ranged from 0.70 (Management of Pressure) to 0.82 (Thinking Style) within this same period. These results offer evidence of the stability over time of the traits measured by the 16PF.

• Internal consistencies of the Primary Factors ranged from 0.64 (Openness to Change) to 0.85 (Social Boldness), indicating that items on each of these individual scales are measuring the same construct.

• Construct validity of the 16PF questionnaire has been established through confirmatory factor analysis, revealing 16 distinct personality factors. Intercorrelations between Primary Factors further provide support for the 5 higher-order global factors (Cattell, 1994; Conn, 1994). An examination of correlations with the PIN-POINT questionnaire offer further evidence of both convergent and divergent validity for the 16PF questionnaire.

• The 16PF questionnaire has also demonstrated strong criterion validity. It has been found to predict:
  • Sales performance within a financial services environment, with significant correlations between Primary Factors and performance ranging from 0.2 (p<.05) to 0.31 (p<.01)
  • Self-esteem using the Coopersmith Self-Esteem Inventory, with significant correlations between Primary Factors and self-esteem ranging from 0.28 (p<.0001) to 0.64 (p<.0001)
  • Social, emotional and occupational adjustment as measured by Bell’s Adjustment Inventory, with significant correlations between Primary Factors and adjustment ranging from 0.18 (p<.01) to 0.79 (p<.01)
  • Social skill as measured by the Social Skills Inventory, with significant correlations between Primary Factors and social skills ranging from 0.17 (p<.01) to 0.78 (p<.01)
### CONSTRUCTS

<table>
<thead>
<tr>
<th>REVELIAN ASSESSMENTS</th>
<th>WHAT IS MEASURED</th>
<th>WORKPLACE OUTCOMES</th>
</tr>
</thead>
</table>
| **Aptitude, cognitive ability** | • Cognify  
• Cognitive Ability Test (RCAT)  
• Separate ability tests | • General cognitive and problem-solving ability | • Better job performance  
• Reduced turnover (involuntary)  
• Improved training outcomes  
• Increased productivity |
| **Behaviour and personality** | • Behavioural Profile (RBP)  
• 16 Personality Factors* | • Style and behaviour at work | • Team understanding  
• Team effectiveness  
• Reduced turnover (voluntary)  
• Improved communication and teamwork |
| **Emotional intelligence** | • Emotify  
• Emotional Intelligence Test (MSCEIT) | • Identifying, understanding and using emotions at work | • Improved leadership performance and customer satisfaction  
• Improved communication and teamwork |
| **Work-related values** | • Values Inventory (RVI) | • Organisation and cultural fit | • Improved organisational commitment, engagement and tenure  
• Reduced turnover (voluntary) |
| **Preferences** | • Work Preferences Profile (RWPP) | • Person-job fit | • Reduced turnover (voluntary)  
• Increased job satisfaction and engagement |
| **Safety behaviour** | • Work Safety Assessment (RWSA) | • Safety attitudes and behaviours | • Improved safety motivation and participation  
• Reduced LTIs, MTIs and work cover claims |
| **Integrity and reliability** | • Work Reliability Scale (RWRS) | • Attitudes to counterproductive behaviours | • Reduced incidence of behaviours such as fraud, theft, dishonesty, shrinkage, absenteeism |
| **Skills Tests** | • Basic Skills Test  
• Computer Literacy & Internet Knowledge  
• Microsoft Excel  
• Microsoft Word  
• Microsoft PowerPoint  
• Typing Test  
• Ten Key Test | • Skills and abilities | • Reduced training requirements  
• Increased productivity |

*The 16 Personality Factors assessment is only available in Australia and New Zealand  
**Available in 2021
Discover what lies below the surface.

revelian.com