

the 16PF[®] instrument

inspiring insight into people

One of the world's leading personality questionnaires

With over 50 years of research and application behind it, the 16PF, developed by Raymond B. Cattell, is the original tool from the 'Big Five' school of thought. It has become internationally well known and respected as the world's most extensively validated trait-based instrument.

What is the 16PF instrument?

The 16PF personality questionnaire measures a set of 16 traits that describe and predict a person's behaviour in a variety of contexts. In a selection or development context, the 16PF[®] can reveal potential, confirm capacity to sustain performance in a larger role and help identify development needs. It provides a highly accurate prediction of future behaviour and likely success, based on 16 resonant personality factors.

The popularity of the 16PF around the world has led to the development of numerous language versions of the instrument and the 16PF's strong research foundation provides practitioners with confidence when applying the tool in a variety of settings.

How does this tool improve my work?

This objective, empirically based questionnaire is a comprehensive measure of an individual's whole personality, not just of those traits they may display at work. This *depth and breadth* of insight is especially important for reducing the risk in decisions about key roles and promotions, and for major development investments, at all levels.

Unlike other similar tools, the 16PF provides a really rounded view of individuals, so that managers can select, develop and motivate people based on this 'full picture'. It provides a highly accurate prediction of future behaviour and likely success, based on 16 resonant personality factors.

In the hands of a trained practitioner, the 16PF helps individuals achieve personal insight into their own strengths, potential and career fit – now and in the future.

Who is the tool suitable for?

The 16PF questionnaire works well at all levels within an organisation.

16PF



How do I get started?

You'll need to complete one of the following qualifications:

- 16PF Qualifying Programme
- 16PF Conversion Programme
- OPP's Level B (Intermediate Plus) Programme

How can I use the instrument?

The 16PF works well for:

- Graduate recruitment
- Executive selection
- Executive coaching
- Assessment for potential
- Line manager coaching
- Leadership development
- Development planning
- Succession planning
- Outplacement
- Career transition and planning
- Career guidance

The Big Five model

The Big Five is a widely accepted model that uses five broad factors to describe an individual's personality. Cattell was the first to propose this type of five-factor structure of personality, and other researchers later reached consensus in agreeing that these five factors were the core elements underlying all personality.

In addition to the Primary Factors, the 16PF also measures five Global Factors that relate directly to the Big Five model.

Here's how the Primary Factors map onto the Global Factors/Big Five:

Relating to Others (Extraversion):

*Warmth, Liveliness, Privateness,
Self-Reliance, Social Boldness*

Influence and Collaboration (Independence/Agreeableness):

*Dominance, Social Boldness,
Openness to Change, Vigilance*

Thinking Style (Tough-Mindedness/Openness):

*Sensitivity, Openness to Change,
Abstractedness, Warmth*

Structure and Flexibility (Self-Control/Conscientiousness):

*Rule-Consciousness, Perfectionism,
Abstractedness, Liveliness*

Management of Pressure (Anxiety/Neuroticism):

*Emotional Stability, Apprehension,
Tension, Vigilance*

What formats are available?

The questionnaire is available in two different formats, through OPPassessment and paper and pencil, and in a wide range of languages. Using OPPassessment means you can quickly and easily generate a whole range of professional reports.



OPPassessment

OPPassessment is the online system for administering and scoring OPP's portfolio of instruments. It offers a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.

16PF expert reports

Sample reports are available from our website at www.opp.eu.com/samples.

16PF Practitioner Report

Designed for organisational use, the 16PF Practitioner Report offers information for three different audiences: the practitioner, the candidate and the manager.

16PF Interpretive Report

This report provides a thorough explanation of personality factors and makes predictions about related interpersonal, vocational and behavioural patterns, providing a solid basis for 16PF feedback discussions.

16PF Career Development Report

This report is an ideal resource for in-depth discussions around career development. It provides the detail needed to move the respondent's thinking forward about career options and motivations in a highly constructive way.

16PF Management Potential Report

This report provides key insights for practitioners about the respondent's management potential, describing personal strengths and identifying areas for growth and development.

16PF Profile and Manager Feedback Report

Perfect for supporting managers and other untrained audiences wanting to find out more about aspects of their direct report's personality and how this might impact on job role.

16PF Profile Report

This entry-level report provides practitioners with the fundamental elements of respondent information for independent interpretation.

16PF tailored and bespoke reporting

In response to client demand, we have created the 16PF Competency Report Suite to give practitioners and selection specialists the flexibility and precision they need to design specific assessments for particular job roles.

How can I buy?

Visit our online shop at www.opp.eu.com/shop.

To start using OPPassessment email enquiry@opp.eu.com or phone our Customer Service team on 0845 603 9958.

For any enquiry about training programmes, products and services visit our website at www.opp.eu.com or contact our Customer Service team at enquiry@opp.eu.com or 0845 603 9958.