



# Candidate Feedback

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**CONFIDENTIAL**

## Introduction

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 summarise 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 behaviour, 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 see yourself as someone who prefers to maintain a professional rather than personal relationship with others. You are likely to be selective, only developing closer relationships with those you find most interesting. You are likely to show a mixture of caution or 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 will probably find most social situations comfortable and could be seen as confident and composed. You are likely to seek out stimulation from challenging situations. You are unlikely to be particularly concerned by others' reactions to you, which could mean that criticisms or challenges will not be taken to heart. 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 are likely to value the freedom to think and act independently. You probably seek to take decisions on your own, and enjoy having responsibility for yourself. This will be a distinct advantage in situations where you have to work alone, or where swift, decisive action is required.

### Influence and Collaboration

You appear to seek opportunities to influence the world around you and will be resolute in your views and ideas. You will enjoy situations where you feel you have control over events or people. You may be willing to defer when you do not have a strong opinion, or when you respect someone in a leadership role. You are likely to appear very confident in your own opinions and judgments. There are very few situations where you would feel ill at ease; therefore you will typically feel comfortable expressing your views and opinions regardless of the situation or audience, without worrying too much about the impression you are creating. You are likely to question the motives of others and will seek to uncover their real intentions, which implies that it will be difficult for them to take advantage of you. As you will seek to understand people's ulterior motives, it will take a long time to win your trust or to influence you. You will probably be seen as sceptical, and your low level of trust is likely to be reciprocated by others. You prefer ideas that challenge the status quo and offer opportunities for improvement. You may get frustrated in slow-moving environments and could potentially overlook what is currently good in traditional, established methods.

### Thinking Style

You see yourself as someone who is detached; for you, reaching the right answer may be prioritised over attending to the feelings of others. You will tend to pursue your ideas even in the face of disapproval or rejection, as you may be more concerned with being right than being popular. You are likely to consider both the logical and emotional aspects of decisions. In some situations you may favour a more detached, objective approach, whereas in others you will consider the importance of your feelings and values. You will probably be interested in and excited by abstract theories and possibilities. You may take a broad, future-focused and conceptual view of problems, which means that finding links between facts or concepts will come easily to you. However, you may overlook the more immediate aspects of some situations.

You prefer to look at the world in new or different ways. You are constantly looking to improve upon current ways of thinking or working. You will probably find it difficult to work in environments where there is little opportunity to improve upon the way things are done. Your responses to the reasoning questions indicate that you are likely to be at ease with problems that involve abstract reasoning and conceptual thinking.

## Structure and 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 are unlikely to feel bound by external rules and guidelines. You probably take an expedient approach, circumventing or breaking rules that you see as irrelevant or unnecessary. As a result, you will perform well in situations where achieving the goal justifies the means. However, there is a risk that others could see you as rebellious or disruptive. It is possible that you reject rules in general, or that you govern your behaviour with unconventional rules or morals. You enjoy considering the broader view. Your thoughts will often turn to the possibilities or implications of a situation. This will be an advantage in situations where it is important to consider a broad setting, but you may become distracted, or lost in your own thoughts. You are likely to be relatively organised, 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 able to cope with the obstacles that you encounter in life. You are unlikely to respond emotionally to the ups and downs in your life, and will be seen as mature and calm. However, you may not be willing to admit to yourself that you are affected emotionally by events, and others may see this calm approach as a lack of engagement. You question the motives of others, and will spend a great deal of time and energy considering the causes of their actions. As a result you will be alert to potential unfairness or attempts to take advantage of you, but you will possibly be seen as distrustful or wary by others. You may generally appear self-assured and unworried. You are relatively confident in your abilities and performance, feeling apprehensive in very few situations. You may not fully attend to negative feedback, which could reduce your opportunities for learning. You are likely to be tense and driven, with a great deal of energy. You have a low tolerance for frustration and this will lead you to take action to address the source of your concerns. You will perform most effectively in an environment where immediate activity is rewarded, although you could be impatient in your need for action.



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