

# 16PF<sup>®</sup> Qualifying Programme

## About the 16PF<sup>®</sup> instrument

### One of the world's leading selection questionnaires

The 16PF<sup>®</sup> instrument is a robust measure of personality traits. It was developed by Raymond Cattell in 1949 and is available in UK English and many other languages. The current fifth edition is one of the most valid predictors of human behaviour and based on over 50 years of research and testing.

The questionnaire assesses an individual's personality against 16 personality factors. This provides a valid and accurate predictor of future behaviour, and is ideally suited for selection, development, executive coaching and teambuilding. The instrument is suitable for employees at all levels, including board level.

## Who can attend?

This programme is open access, which means that no previous knowledge or experience is required to attend. It is particularly beneficial for:

- Human resources professionals
- Training and organisational development specialists.

## Programme dates

Please visit our website to view our training dates at [www.opp.eu.com/calendar](http://www.opp.eu.com/calendar).

## Fee

Please visit our website to view our full price list at [www.opp.eu.com/pricelist](http://www.opp.eu.com/pricelist).

## How to book

### By telephone

Call our Learning Operations team on **0845 603 9958**.

### Online

Book online at [www.opp.eu.com/shop](http://www.opp.eu.com/shop).

### By email

Send an email including course and participant details to [learning@opp.eu.com](mailto:learning@opp.eu.com).

### By fax

Complete the programme booking form and fax to **01865 511222**.

### By post

Complete the programme booking form, enclosing a cheque or credit card details and send it to the address at the end of this info sheet.

## Duration

Part One: 3 days

Part Two: 1 day

## Locations

Oxford, Dublin, London

Also available in other European countries – please see [www.opp.eu.com](http://www.opp.eu.com) for details. Also available as an in-house programme for organisations with several delegates (see below).

## Programme outline

The programme uses a variety of learning methods, including interactive exercises, group work, presentations and real-life practice sessions that are observed by experienced 16PF professionals.

Some pre-work is required, including completing the 16PF personality questionnaire and receiving feedback from an experienced 16PF practitioner.

Delegates must successfully complete the practical assessments, demonstrate their competence through fieldwork and attend Part Two of the workshop to gain the 16PF qualification.

The programme covers the following areas:

### Part One

- Understanding personality theory and assessment
- Background to the instrument and introduction to the scales
- Administration, scoring and understanding profiles
- Interpretation and feedback skills
- Ethical use of the instrument

### Part Two

- Review of fieldwork
- Practice in interpreting the profiles
- Business applications of the instrument

## Benefits for you and your organisation

On completion of this programme, you will:

- become a qualified practitioner of the 16PF instrument, allowing you to purchase and administer the questionnaire, access a range of professional reports, interpret the results and conduct feedback sessions with clients
- be able to apply your knowledge of the 16PF instrument to deal with a range of situations, including assessment and development
- be able to integrate the 16PF instrument into HR practices, using the instrument within talent management, succession planning and management development programmes.

## OPP<sup>®</sup> Ltd

With expertise in applied business psychology, OPP<sup>®</sup> enables organisations, teams and individuals to improve their effectiveness. Client solutions are delivered through the capabilities of our consultancy and learning services and a portfolio of world-renowned psychometric instruments. OPP works with companies in the UK and the whole of Europe through a network of regional partners and offices. Visit [www.opp.eu.com](http://www.opp.eu.com), email [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or call one of the national-rate numbers listed below for information on the full range of OPP products and services.

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### Do you have six or more people who wish to attend? Why not try one of our in-house programmes?

OPP has many years' experience of providing 'in-house' programmes for clients, where one of OPP's renowned psychometric programmes is run exclusively for your employees at a venue of your choice. Benefits include:

- Flexibility – date and venue to suit you, and tailored to your organisation's needs.
- Value – cost per participant significantly less, relevant to your organisation and its issues.
- Quality – increase employee motivation and improve teamwork within your organisation.

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