

# 16PF<sup>®</sup>

## SIXTEEN PERSONALITY FACTORS



## Get the full picture with the world's most comprehensive personality tool

The 16 Personality Factors (16PF<sup>®</sup>) questionnaire is a robust, reliable measure of personality traits that is used to select, develop and motivate the people who make organisations thrive. The insights it provides are authenticated by over 2,700 independent, peer-reviewed research articles, making it a highly reliable, accurate predictor of future behaviour and likely success.

The 16PF's pioneering author Raymond Cattell was the first to identify the broad dimensions of personality known as the Big Five, a widely accepted theory upon which many instruments are now based. Using the original and superlative measure of personality brings you the confidence and credibility you need to make important people decisions.

The 16PF instrument provides an unrivalled breadth of insight, helping you to understand objectively who people are by getting a view of their whole personality, not just the behaviour they exhibit in professional contexts. This reduces the risk in decisions about key roles and promotions, at all levels, providing a perspective that is difficult to obtain from interview alone.

The assessment can also act as a point of reference throughout a career, identifying development needs so that a person's full potential can be realised.

Revealing 16 personality factors that people recognise immediately, and providing a range of accessible reports that can be tailored to your organisation's needs, the 16PF instrument is indispensable in making your people the catalyst for success.

“ We chose the 16PF over other trait-based tools because the language used and the way the information is presented is accessible and engaging, and because the theory and results are very resonant with people, even if they know nothing of psychometrics. ”

Emma Rush, Head of Training, Finers Stephens Innocent LLP

### Benefits

- > Improve business results by selecting and developing the people who make your organisation thrive
- > Be certain of making the right selection and development decisions with this thoroughly validated assessment
- > Carry out more probing and insightful interviews with structured prompts
- > See the whole picture with a tool that measures personality in both professional and personal life – unlike other assessments
- > Reduce the risk in decisions about key roles and major development investments with great breadth of insight

### Key features

- > Provides solid calibration with over 2,700 published research articles supporting the instrument's validity
- > Reveals 16 different personality characteristics, structured around five widely accepted global factors of personality
- > Gives access to objective, empirical measurement of traits that accurately predict behaviour
- > Offers a range of comprehensive reports, as well as a service to tailor these reports to your organisation's needs
- > Available online in over 20 languages

### Applications

- > Selection and assessment
- > Leadership and management development
- > Coaching
- > Career development
- > Succession planning
- > Outplacement



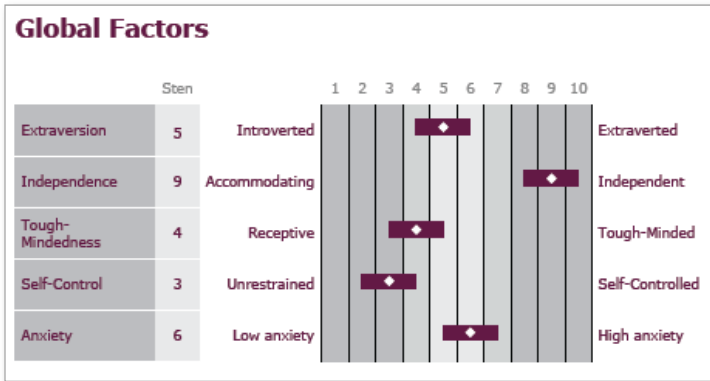
### Easy online administration

OPP's online administration platform OPPassessment provides a quick, convenient way to administer the 16PF tool and to generate a comprehensive range of application reports.

### Powerful personality profiling

#### Practitioner Report (English only)

Provides a ready-made interpretation and interview guide for the 16PF facilitator, with an overview and in-depth interpretation for each Global and Primary Factor, sections on strengths and development tips and incisive feedback prompts that are personalised according to the individual's scores



#### Management Potential Report (English only)

Provides a springboard for impactful leadership development, identifying what type of manager a person will make based on their personality, and how successful they may be in crucial areas such as interacting with others, making decisions and taking the initiative



#### Career Development Report (English only)

Facilitates personalised career development, showing the types of industry and working environment most likely to suit an individual, and how their 16PF results may affect the way they problem-solve, cope with stressful conditions and interact with others

#### 16PF Interpretive Report

Makes an excellent basis for multi-language development work, with 20 different languages available; gives 16PF scores along with interpretations organised by Global Factor and an insight into which vocational areas would suit the individual

#### Tailored reporting

Gain compelling insight into the concepts most important to your organisation with OPP's job analysis and bespoke reporting service. A tailored report can be created by mapping the 16PF scoring onto a particular role or your own competency framework, all managed by one of our expert psychologists.

“ As an interviewer, the 16PF is an excellent tool. It's objective and valid, so eliminates the making of assumptions. You can be certain that you've gained an insight into someone's motivations and drivers – a really in-depth understanding of where that person's coming from. ”

Mark Akehurst, Consultancy Manager, Pursuit International

#### Language availability

OPP provides 16PF assessments and reports in many languages, and is continually expanding this availability. Please visit [www.opp.eu.com/languages](http://www.opp.eu.com/languages) for details.

#### 16PF qualification training

Successful delivery and the provision of feedback on 16PF assessments requires a foundation level of knowledge and support. 16PF practitioner training is available to anyone and is a pre-requisite for purchasing and using 16PF reports.\*

**3+1 days** ➤ **16PF Qualifying Program**  
No previous experience necessary

\* NB if you have at least a Masters degree or equivalent in Psychology, you may not need to undertake training. Check our 16PF Open Access Policy for details.