



Profile Report

Ima M Leeder

July 7, 2016

CONFIDENTIAL

Introduction

This report should be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data and other assessment results. All information in the report is confidential and should be treated responsibly. The 16PF® Fifth Edition Questionnaire Manual contains background information and detailed explanations of the material covered in this report.

Response Style Indices

Norm Group

US Combined-Sex

All of the response style indices are within the normal range: there is no indication that it is necessary to probe any of them further.

Impression Management

The individual has presented a self-image that is neither markedly self-critical nor overly positive.

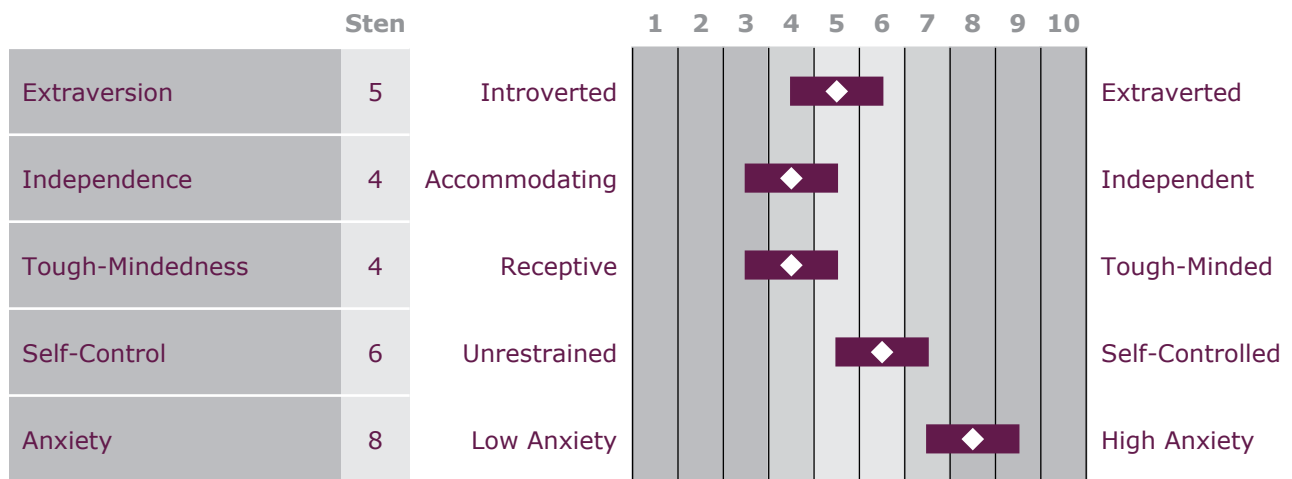
Acquiescence

The individual has responded in a way that is not acquiescent; that is, they have not simply agreed with each statement. However, the style of responding could also be compatible with someone who has endorsed either a majority of 'b' ('?') or 'c' ('false') responses. Therefore the Infrequency index should be carefully examined in order to assess the extent to which their responses may be unorthodox or unusual.

Infrequency

The individual has endorsed most items in a way that is similar to other people; it is unlikely that they have responded randomly.

Global Factors



Global Factor Definitions

Contributing Primary Factors

Extraversion

Social orientation; the desire to be around others and be noticed by them; the energy invested in initiating and maintaining social relationships.

A: Warmth
F: Liveliness
H: Social Boldness
N: Privatness (-)
Q2: Self-Reliance (-)

Independence

The role a person assumes when interacting with others; the extent to which they are likely to influence or be influenced by the views of other people.

E: Dominance
H: Social Boldness
L: Vigilance
Q1: Openness to Change

Tough-Mindedness

The way a person processes information; the extent to which they will solve problems at an objective, cognitive level or by using subjective or personal considerations.

A: Warmth (-)
I: Sensitivity (-)
M: Abstractedness (-)
Q1: Openness to Change (-)

Self-Control

Response to environmental controls on behavior; internal self-discipline.

F: Liveliness (-)
G: Rule-Consciousness
M: Abstractedness (-)
Q3: Perfectionism

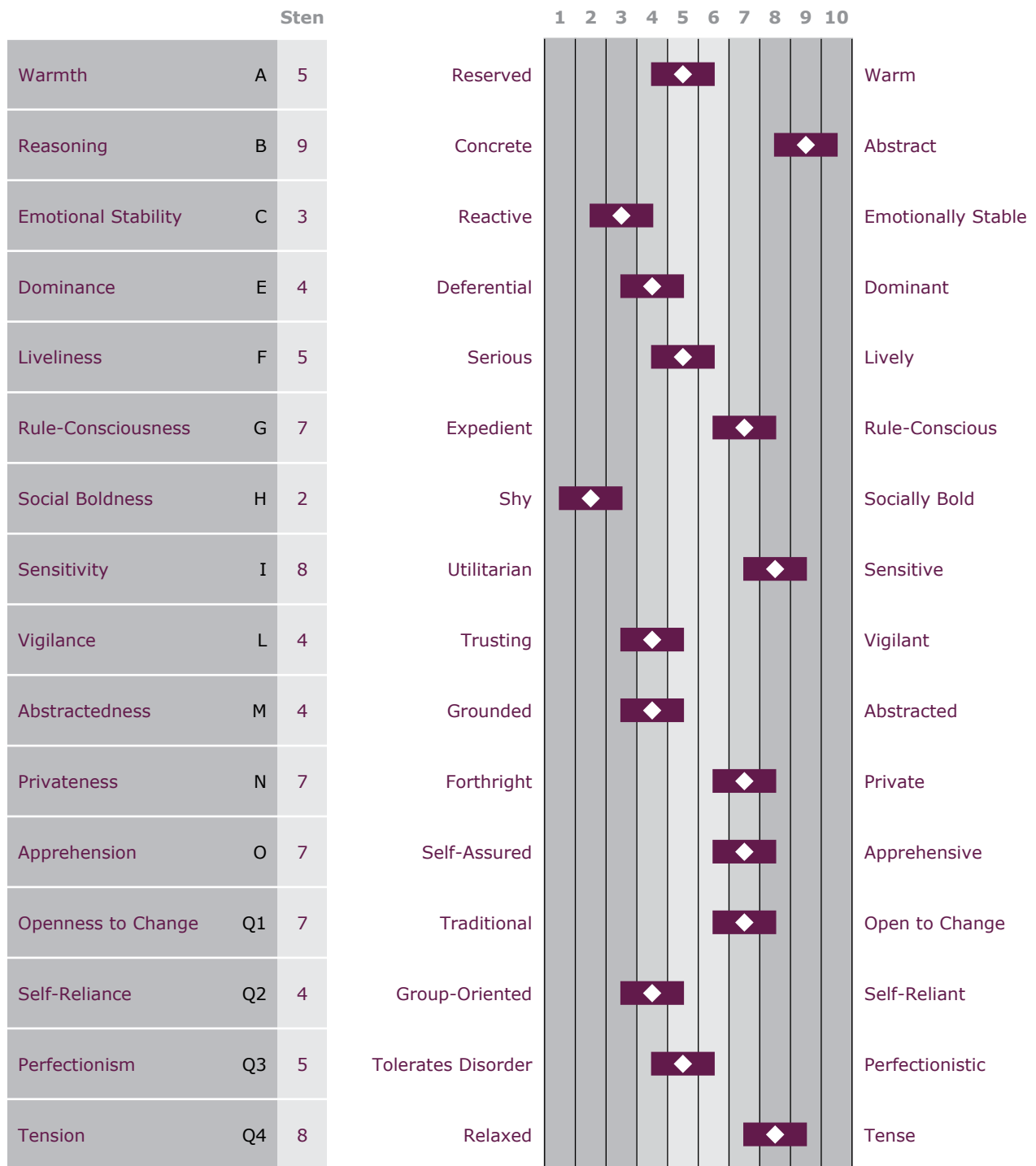
Anxiety

Emotional adjustment; the types of emotions experienced and the intensity of these.

C: Emotional Stability (-)
L: Vigilance
O: Apprehension
Q4: Tension

(-) Indicates a negative relationship between the Global and Primary Factor

Primary Factors



Item Summary

This page of 16PF scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

Item Responses

| | | | | | | | | | | | | | |
|----|---|----|---|----|---|-----|---|-----|---|-----|---|-----|---|
| | | 27 | c | 55 | a | 83 | c | 111 | c | 139 | a | 167 | a |
| | | 28 | a | 56 | a | 84 | a | 112 | c | 140 | c | 168 | a |
| 1 | a | 29 | c | 57 | a | 85 | a | 113 | a | 141 | a | 169 | a |
| 2 | a | 30 | a | 58 | a | 86 | c | 114 | a | 142 | c | 170 | c |
| 3 | a | 31 | c | 59 | c | 87 | a | 115 | a | 143 | a | | |
| 4 | c | 32 | a | 60 | c | 88 | a | 116 | a | 144 | c | 171 | a |
| 5 | a | 33 | a | 61 | a | 89 | c | 117 | a | 145 | c | 172 | c |
| 6 | a | 34 | a | 62 | a | 90 | a | 118 | c | 146 | c | 173 | a |
| 7 | a | 35 | c | 63 | a | 91 | c | 119 | c | 147 | c | 174 | a |
| 8 | c | 36 | a | 64 | a | 92 | a | 120 | a | 148 | a | 175 | c |
| 9 | c | 37 | a | 65 | a | 93 | a | 121 | c | 149 | a | 176 | a |
| 10 | a | 38 | a | 66 | c | 94 | c | 122 | a | 150 | a | 177 | b |
| 11 | c | 39 | a | 67 | a | 95 | c | 123 | a | 151 | c | 178 | c |
| 12 | c | 40 | a | 68 | a | 96 | a | 124 | c | 152 | a | 179 | c |
| 13 | c | 41 | a | 69 | a | 97 | a | 125 | a | 153 | c | 180 | c |
| 14 | c | 42 | a | 70 | a | 98 | c | 126 | a | 154 | c | 181 | b |
| 15 | c | 43 | a | 71 | a | 99 | a | 127 | a | 155 | a | 182 | b |
| 16 | a | 44 | a | 72 | c | 100 | a | 128 | c | 156 | a | 183 | b |
| 17 | a | 45 | a | 73 | c | 101 | a | 129 | c | 157 | a | 184 | b |
| 18 | c | 46 | a | 74 | a | 102 | a | 130 | a | 158 | a | 185 | b |
| 19 | a | 47 | a | 75 | a | 103 | c | 131 | a | 159 | c | | |
| 20 | c | 48 | c | 76 | a | 104 | a | 132 | a | 160 | c | | |
| 21 | c | 49 | a | 77 | a | 105 | a | 133 | c | 161 | c | | |
| 22 | a | 50 | a | 78 | a | 106 | c | 134 | c | 162 | c | | |
| 23 | a | 51 | c | 79 | a | 107 | a | 135 | c | 163 | a | | |
| 24 | c | 52 | c | 80 | a | 108 | a | 136 | a | 164 | c | | |
| 25 | a | 53 | a | 81 | a | 109 | a | 137 | c | 165 | c | | |
| 26 | a | 54 | a | 82 | c | 110 | a | 138 | c | 166 | c | | |

Summary Statistics

| | |
|-----------------------------|------------------------|
| Number of a-responses | = 106 out of 170 (62%) |
| Number of b-responses | = 0 out of 170 (0%) |
| Number of c-responses | = 64 out of 170 (38%) |
| Number of missing responses | = 0 out of 185 (0%) |

| Factor | A | B | C | E | F | G | H | I | L | M | N | O | Q1 | Q2 | Q3 | Q4 | IM | IN | AC |
|---------------|----|----|---|----|----|----|---|----|---|---|----|----|----|----|----|----|----|----|----|
| Raw Scores | 14 | 15 | 8 | 10 | 10 | 20 | 0 | 20 | 6 | 2 | 16 | 16 | 22 | 2 | 12 | 18 | 10 | 0 | 62 |
| Missing Items | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

This report was processed using 16PF Fifth Edition Questionnaire combined-sex norms. OSP (3.0)



Performance Assessment Network, Inc.
USA

t 317-814-8800
t 877-449-TEST
f 317-814-8888
info@panpowered.com
www.panpowered.com

© Copyright 1994, 2007 Institute for Personality and Ability Testing, Inc. (IPAT), USA. All rights reserved.

Other than for the purpose of using IPAT's electronic assessment service, no portion of this publication may be translated or reproduced in whole or in part, stored in a retrieval system, or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the prior written permission of the copyright owner. This publication may not be resold, rented, lent, leased, exchanged, given or otherwise disposed of to third parties. Neither the purchaser nor any individual test user employed by or otherwise contracted to the purchaser may act as agent, distribution channel or supplier for this publication.

® 16PF is a registered trademark of the Institute for Personality and Ability Testing, Inc. (IPAT) in the USA, the European Community and other countries. IPAT is a subsidiary of Performance Assessment Network, Inc. (PAN).

™The PAN logo is a trademark of Performance Assessment Network, Inc. (PAN).