

**The 16pf®Assessment:
An *Empirical* Approach to
Navigating Work-Life Decisions**



**Gulf Coast SPE Members in Transition
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Kim Kristenson-Lee, Owner Labyrinth Leadership Group, LLC

Kim@Labyrinthleader.org

925-895-6072



LABYRINTH
— LEADERSHIP GROUP —
NAVIGATING THE ROAD TO RENEWAL

Some Points



You have a personality pattern. It has an impact on behavior and choices.

Your behavior can change... Know where you are and where you truly want to be.

Use information to build a growth and renewal mindset into your life.

What is the 16pf® Assessment*?

**pf=Personality Factor*

1. A research-based map of human personality
2. A **valid predictor** of “**personality, ability, motivation**”
3. May be the only major psychometric test developed using 100% **empirical** research
4. A well-established test with 1000s of publications behind it

Some Uses of the 16pf®?

- **Work-Life (Career) insight and development**
- Personal effectiveness coaching and counseling
- Relationship counseling
- Job interviewing, selection, onboarding, etc.

In Transition: Credible Information to Navigate Toward Renewal.

How does the 16pf® inform work-life choices?

Preference for

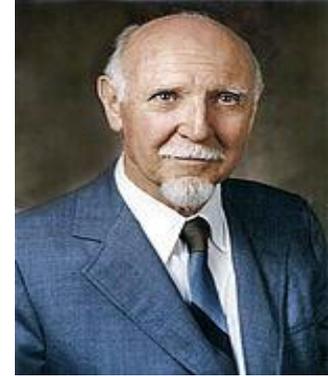
- **Leadership** (& potential)
- **Predictability in work**
- **Working alone or with others**
- **Manner of problem solving**
- **Management of pressure**

The “16pf® Psychometric Test”: Background Please!

Scientific insight for living the renewable life,
developed over 50 years research.

1.

Distinctive History of the 16pf® and Raymond B. Cattell



- B.Sc.(Hons) degree 1st-class honors at age 19 ('24)
- PhD in psychology at Kings College, London ('29)
- Witnessed major inventions and world wars
- Used rigorously scientific approach to psychological work
- Chosen by the APA for its "Gold Medal Award for Lifetime Achievement in the Science of Psychology" ('97, age 92)



*[Personality is]... that
which tells what a
[person] will do when
placed in a given
situation.” -Cattell*

Concept for 16pf®: Periodic Table

1 H hydrogen																	2 He helium
3 Li lithium	4 Be beryllium											5 B boron	6 C carbon	7 N nitrogen	8 O oxygen	9 F fluorine	10 Ne neon
11 Na sodium	12 Mg magnesium											13 Al aluminum	14 Si silicon	15 P phosphorous	16 S sulphur	17 Cl chlorine	18 Ar argon
19 K potassium	20 Ca calcium	21 Sc scandium	22 Ti titanium	23 V vanadium	24 Cr chromium	25 Mn manganese	26 Fe iron	27 Co cobalt	28 Ni nickel	29 Cu copper	30 Zn zinc	31 Ga gallium	32 Ge germanium	33 As arsenic	34 Se selenium	35 Br bromine	36 Kr krypton
37 Rb rubidium	38 Sr strontium	39 Y yttrium	40 Zr zirconium	41 Nb niobium	42 Mo molybdenum	43 Tc technetium	44 Ru ruthenium	45 Rh rhodium	46 Pd palladium	47 Ag silver	48 Cd cadmium	49 In indium	50 Sn tin	51 Sb antimony	52 Te tellurium	53 I iodine	54 Xe xenon
55 Cs caesium	56 Ba barium		72 Hf hafnium	73 Ta tantalum	74 W tungsten	75 Re rhenium	76 Os osmium	77 Ir iridium	78 Pt platinum	79 Au gold	80 Hg mercury	81 Tl thallium	82 Pb lead	83 Bi bismuth	84 Po polonium	85 At astatine	86 Rn radon
87 Fr francium	88 Ra radium																
			57 La Lanthanum	58 Ce cerium	59 Pr praseodymium	60 Nd neodymium	61 Pm promethium	62 Sm samarium	63 Eu europium	64 Gd gadolinium	65 Tb terbium	66 Dy dysprosium	67 Ho holmium	68 Re erbiun	69 Tm thulium	70 Yb ytterbium	71 Lu lutetium
			89 Ac actinium	90 Th thorium	91 Pa protactinium	92 U uranium	93 Np neptunium	94 Pu plutonium	95 Am americium	96 Cm curium	97 Bk berkelium	98 Cf californium	99 Es einsteinium	100 Fm fermium	101 Md mendelevium	102 No nobelium	103 Lr lawrencium



Alkaline Earth



Non metals



Alkali Metals



Transitional metals



Rare Earth



Metalloids



Other metals



Halogens



Lanthanide Series (rare earth)



Nobel Gasses



Actinium Series (rare earth)

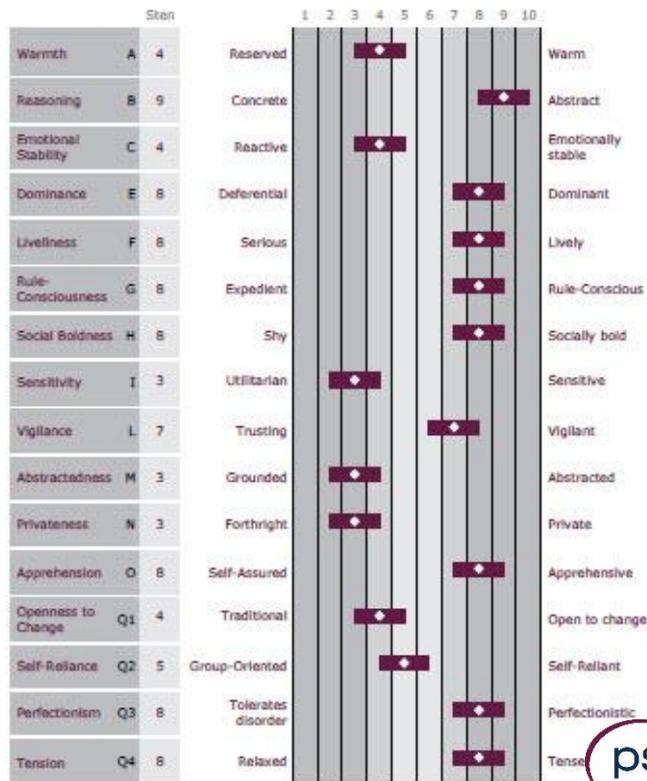


The 16pf® - Primary Factors Profile

Profile Report
Primary Factors

John Maynard
25 November 2016

Primary Factors





4,500 Behavior Descriptions

That's a lot of descriptions!



171 Personality Traits

That is a long list of traits!

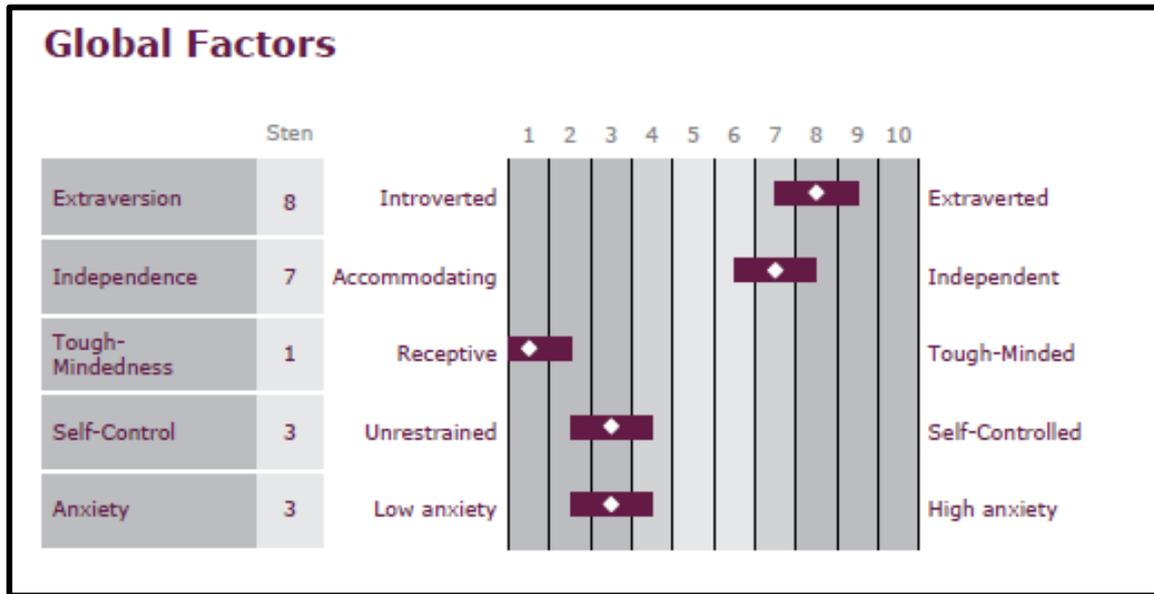


16 Stable Building Blocks of Human Personality

Total research success! 185 Item Questionnaire, 45 minutes. Lie scale included, responses not intuitive.



The 16pf® – Five Global Factors



The five Global Factors

1. Extraversion
Relating to Others

2. Independence
Influence and Collaboration

3. Tough-Mindedness
Thinking Style

4. Self-Control
Structure and Flexibility

5. Anxiety
Management of Pressure



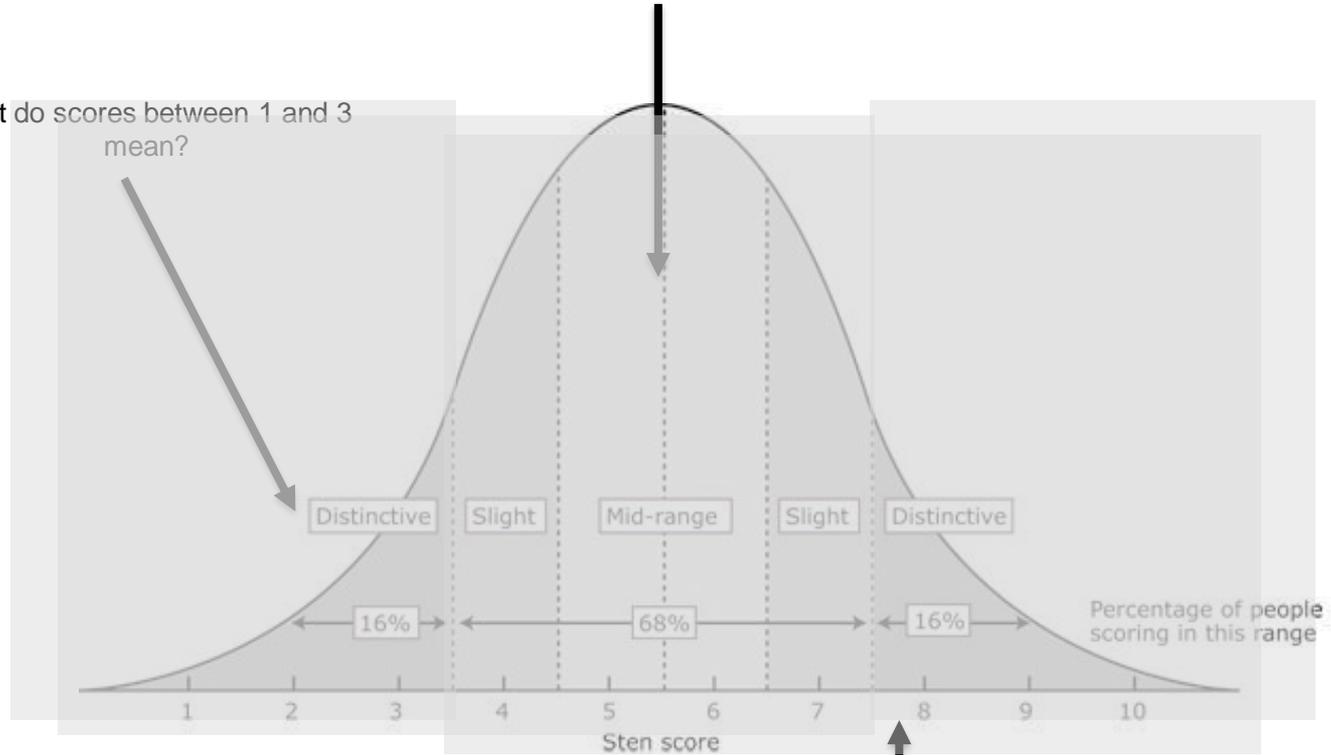
The 16pf® – Five Global Factors



The sten scale

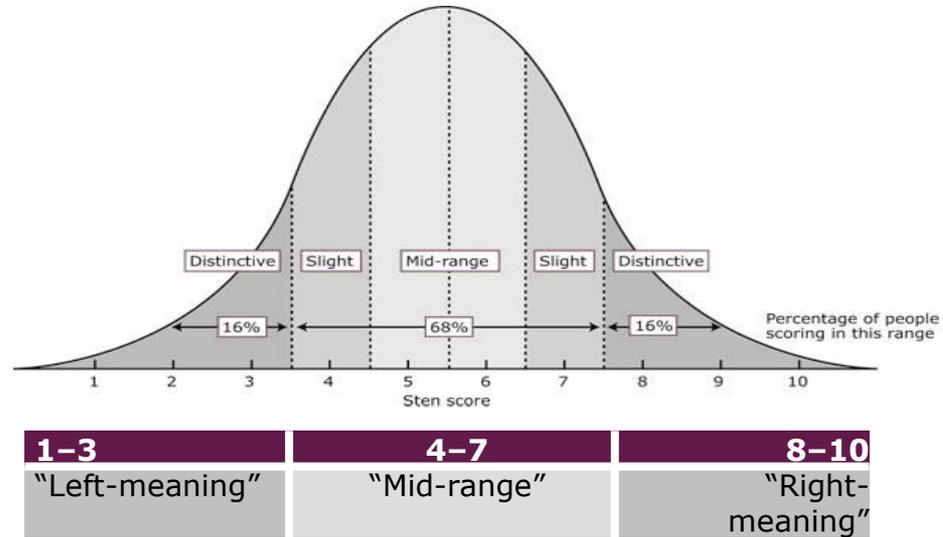
What do scores between 4 and 7 mean?

What do scores between 1 and 3 mean?



What do scores between 8 and 10 mean?

16pf score bands



Note:

- All scales have distinct definitions for both ends (bi-polar).
- Both high and low ends have both strengths and weaknesses depending on the situation.
- Scores of 4 or 7 lie broadly in the mid-range, but may indicate a slight tendency towards the 'left-hand' or 'right-hand' description respectively.
- Scores of 5 or 6 may only show some degree of the behavior

2.

What are the 16 Factors?

A “topographical map” for navigating
your road to renewal.

Warmth (A) *How important is emotional connection and closeness with others?*

■ **Low:** Less preference or need for emotional connection and closeness. Not too worried about congeniality.



■ **High:** High attentiveness and interest in others. High preference for emotional connection. High preference for congenial, appreciative setting.



Mark a hypothesis of your likely pattern on your handout.

Reasoning (B) *What is your ability for academic problem-solving?*

■ **Low:** Prefers concrete problem-solving tasks, of a practical rather than abstract nature. Concrete thinking and learning.



■ **High:** Preference for more abstract academic problems (logical, numerical, and verbal reasoning).



Mark a hypothesis of your likely pattern on your handout.

Emotional Stability (C) *How calmly do you handle everyday life and its challenges?*

■ **Low:** Deals less calmly than most others, with life's demands right now.



■ **High:** Deals more calmly than most others, with life's demands right now.



Mark a hypothesis of your likely pattern on your handout.

Dominance (D) *How keen are you to express your opinions and influence others?*

■ **Low:** Prefers to avoid conflict, tending to accommodate the needs and wishes of others.



■ **High:** Likes to influence others, tending to express views more strongly than most.



Mark a hypothesis of your likely pattern on your handout.

Liveliness (F) *How spontaneous, expressive, and lively are you?*

■ **Low:** More likely to be serious and prudent in relating to others.

■ **High:** Likely to be more energetic and exuberant than most in interacting with others.

Mark a hypothesis of your likely pattern on your handout.

Rule Consciousness (G) *How strongly do you embrace external rules & standards?*

■ **Low:** Less likely to feel bound by rules and regulations; more expedient.

■ **High:** More likely than most to accept and follow externally imposed rules.

Mark a hypothesis of your likely pattern on your handout.

Social Boldness (H) *How comfortable are you standing out in social situations and life in general?*

■ **Low:** Feels less at ease than most in social settings; more likely to hold back from expression.

■ **High:** More socially confident than most; likely to be confident in expressing opinions.

Mark a hypothesis of your likely pattern on your handout.

Sensitivity (I) *To what degree do you base judgments on feelings, versus facts and logic?*

■ **Low:** Prefers decisions based on logic and objectivity.



■ **High:** Places more emphasis than most on subjective impressions when evaluating issues.



Mark a hypothesis of your likely pattern on your handout.

Vigilance (L) *To what degree do you question others motive, versus naturally trusting them?*

■ **Low:** Accepts and trusts that people are genuine and sincere than most, less likely to read between the lines. Likely to be tolerant and expect fair treatment.

■ **High:** More likely to question the motives behind what people say and do and to think strategically about others' intentions. Less likely to trust others.

Mark a hypothesis of your likely pattern on your handout.

Abstractedness (M) *Do you like to focus on ideas and associations, or on practical, down to earth matters?*

■ **Low:** Attends to details; prefers to act rather than theorize and think about things; likes to focus on what is immediately necessary.

■ **High:** Less focused on detail; prefers a broader view and to reflect beyond the information presented; less focused on detail or what is immediate.

Mark a hypothesis of your likely pattern on your handout.

Private-ness (N) *Do you like to keep personal information to yourself or discuss it?*

■ **Low:** More willing than most to disclose information about themselves

■ **High:** Less likely than most to disclose personal information.

Mark a hypothesis of your likely pattern on your handout.

Apprehension (O) *How much doubt or self-criticism do you engage in?*

■ **Low:** Less self-critical and worrisome than most

■ **High:** More self-critical and worrisome than most

Mark a hypothesis of your likely pattern on your handout.

Openness to Change (Q1) *Do you like to explore new ideas, or stick to traditional ways?*

■ **Low:** More likely to accept other people's ideas and methods; less likely to seek out new experiences. More interested in tried and tested ideas

■ **High:** Likely to experiment with new and different solutions to problems, oriented towards enquiry and critical thinking; seeks and welcomes change.

Mark a hypothesis of your likely pattern on your handout.

Self-Reliance (Q2) *To what extent do you make your own decisions, versus seek group input?*

■ **Low:** Prefers to make decisions consultatively and be part of a team.

■ **High:** Prefers freedom to make own decisions and choices independently of team

Mark a hypothesis of your likely pattern on your handout.

Perfectionism (Q3) *To what degree do you prefer to live in an organized and plan-ful way?*

■ **Low:** Less concerned with planning; leaves more to chance.

■ **High:** Higher than average concern to plan and behave in an organized manner.

Mark a hypothesis of your likely pattern on your handout.

Tension (Q4) *How much restless energy is typical for you, right now?*

■ **Low:** Lower level of tension than most; more relaxed and tranquil

■ **High:** Experiences a higher level of tension than most; more impatient and hard driving.

Mark a hypothesis of your likely pattern on your handout.

3.

What are the 5 Global Factors?

A summary view of work-life patterns
and preferences.

16pf Five Global Factors

1. Extraversion / Relating to Others



Warmth (A+)

Liveliness (F+)

Social Boldness (H+)

Privateness (N-)

Self-Reliance (Q2-)

2. Independence / Influence and Collaboration



Dominance (E+)

Social Boldness (H+)

Vigilance (L+)

Openness to Change (Q1+)

3. Tough-Mindedness / Thinking Style



Warmth (A-)

Sensitivity (I-)

Abstractedness (M-)

Openness to Change (Q1-)

4. Self-Control / Structure and Flexibility



Liveliness (F-)

Rule-Consciousness (G+)

Abstractedness (M-)

Perfectionism (Q3+)

5. Anxiety / Management of Pressure



Emotional Stability (C-)

Vigilance (L+)

Apprehension (O+)

Tension (Q4+)

4.

**How can the 16pf®
inform my
transition?**

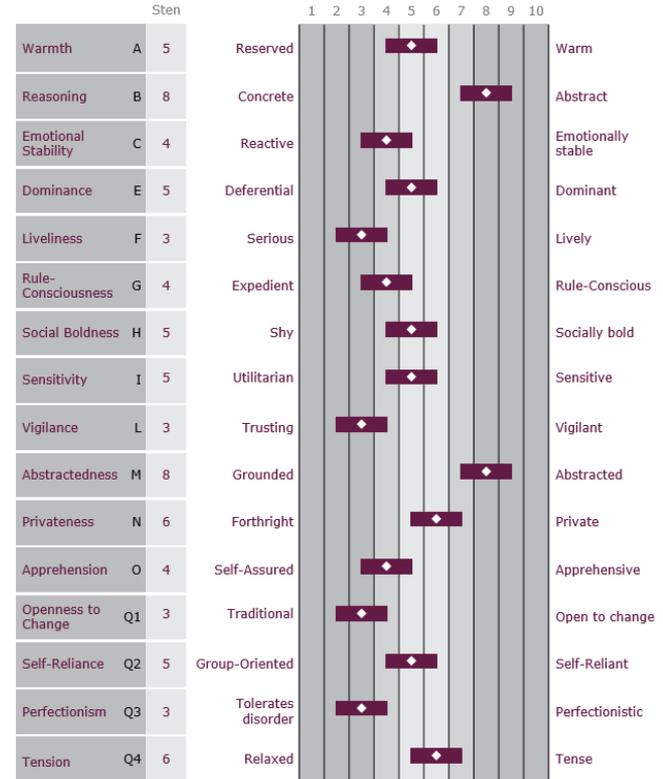
Insight into your patterns, preferences
and fullest potential.

16pf® Interpretive Report

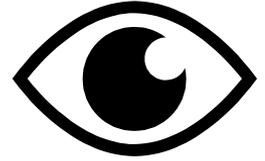
Scores for:

- 16 Primary Factors
- 5 Global Factors
- 3 Response Style Indices
- Narrative statements
- Vocational interests along Holland's Occupational Interest Themes

Primary Factors



Holland's Occupational Interest Themes



Realistic

Interest in orderly, mechanical, manual, outdoor activities. Carpenter, electrician, mechanic, farmer.

Social

Interest in helping or caring for others and encouraging them to live fuller, more satisfying lives. Counselor, teacher, nurse, camp director.

Investigative

Interest in science and mathematics, problem solving and conceptual skills. Scientist, computer analyst, physician.

Enterprising

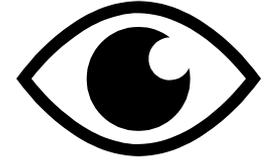
Interest in organizing, persuading or leading people; interest in others characterized by dominance rather than nurturance. Marketing manager, salesman, executive, attorney.

Artistic

Interest in things of beauty as well as graphic, musical, literary, or performing arts. Tend to be nonconformist. Art teacher, writer, musician, illustrator

Conventional

Interest in accomplishing tasks or managing projects through organized, orderly, and efficient procedures. Accountant, payroll clerk, credit investigator.



Let's Reflect

Interpretation. Which of the 16 patterns most aid your work-life goals? Any patterns you wish to shift?

Actions. What are your next steps, actions, commitments??

Some Points



You have a personality pattern. It has an impact on behavior and choices.

Your behavior can change... Know where you are and where you truly want to be.

Use information to build a growth and renewal mindset into your life.

Thanks!



Credits

- Susan Howes, Ashish Fatnani and Tissy Anandita
- Dr. Keith Owen
- PSI / PAN Certification instructor and colleagues
- YOU!!

Questions? You can find me at

- Kim@labyrinthleader.org - (925)895-6072
- Labyrinthleader.org website to be released
- Lets connect on LinkedIn!! Kim Kristenson-Lee

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