

The 16PF® Instrument

What is the 16PF instrument?



The 16PF personality questionnaire measures a set of 16 traits that describe and predict a person's behaviour in a variety of contexts. In a selection or development context, the 16PF® can reveal potential, confirm capacity to sustain performance in a larger role and help identify development needs. It provides a highly accurate prediction of future behaviour and likely success, based on 16 resonant personality factors.

The popularity of the 16PF around the world has led to the development of numerous language versions of the instrument and the 16PF's strong research foundation provides practitioners with confidence when applying the tool in a variety of settings.

What does the instrument measure?

As an **empirically based** tool, the 16PF uses 16 trait factors to remove the subjectivity inherent in the interview or assessment process so that a selection or development process can be implemented fair and consistent.

	Primary Factor
A	Warmth
B	Reasoning
C	Emotional Stability
E	Dominance

The Big Five model

The Big Five is a widely accepted model that uses five broad factors to describe an individual's personality. Cattell was the first to propose this type of five-factor structure of personality, and other researchers later reached consensus in agreeing that these five factors were the core elements underlying all personality.

In addition to the Primary Factors, the 16PF also measures five Global Factors that relate directly to the Big Five model.

Here's how the Primary Factors map onto the Global Factors/Big Five:

F	Liveliness
G	Rule-Consciousness
H	Social Boldness
I	Sensitivity
L	Vigilance
M	Abstractedness
N	Privateness
O	Apprehension
Q1	Openness to Change
Q2	Self-Reliance
Q3	Perfectionism
Q4	Tension

**Relating to Others
(Extraversion):**
*Warmth, Liveliness, Privateness,
 Self-Reliance, Social Boldness*

**Influence and Collaboration
(Independence/Agreeableness):**
*Dominance, Social Boldness,
 Openness to Change, Vigilance*

**Thinking Style
(Tough-Mindedness/Openness):**
*Sensitivity, Openness to Change,
 Abstractedness, Warmth*

**Structure and Flexibility
(Self-Control/Conscientiousness):**
*Rule-Consciousness, Perfectionism,
 Abstractedness, Liveliness*

**Management of Pressure
(Anxiety/Neuroticism):**
*Emotional Stability, Apprehension,
 Tension, Vigilance*

How does this tool improve my work?

This objective, empirically based questionnaire is a comprehensive measure of an individual’s whole personality, not just of those traits they may display at work. This depth and breadth of insight is especially important for reducing the risk in decisions about key roles and promotions, and for major development investments, at all levels.



Unlike other similar tools, the 16PF provides a really rounded view of individuals, so that managers can select, develop and motivate people based on this ‘full picture’. It provides a highly accurate prediction of future behaviour and likely success, based on 16 resonant personality factors. In the hands of a trained practitioner, the 16PF helps individuals achieve personal insight into their own strengths, potential and career fit – now and in the future.

Who is the tool suitable for?

The 16PF questionnaire works well at all levels within an organisation.

How can I use the instrument?

The 16PF works well for:

- Graduate recruitment
- Line manager coaching

- Executive selection
- Executive coaching
- Assessment for potential
- Leadership development
- Succession planning
- Outplacement

What formats are available?

The questionnaire is available in two different formats, through Online and paper and pencil, and in a wide range of languages. You can quickly and easily generate professional reports.

16PF Practitioner Report

Designed for organisational use, the 16PF Practitioner Report offers information for three different audiences: the practitioner, the candidate and the manager.

16PF Interpretive Report

This report provides a thorough explanation of personality factors and makes predictions about related interpersonal, vocational and behavioural patterns, providing a solid basis for 16PF feedback discussions.

How can I use it?

For using the 16PF Profile a 4 day licensing class is necessary to get familiar with the large range of possible applications of the instrument.

For any information about training programs, products and services visit our website www.a-m-t.co.eu. Please don't hesitate to contact us personally for your specific case or possible application in your company:

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