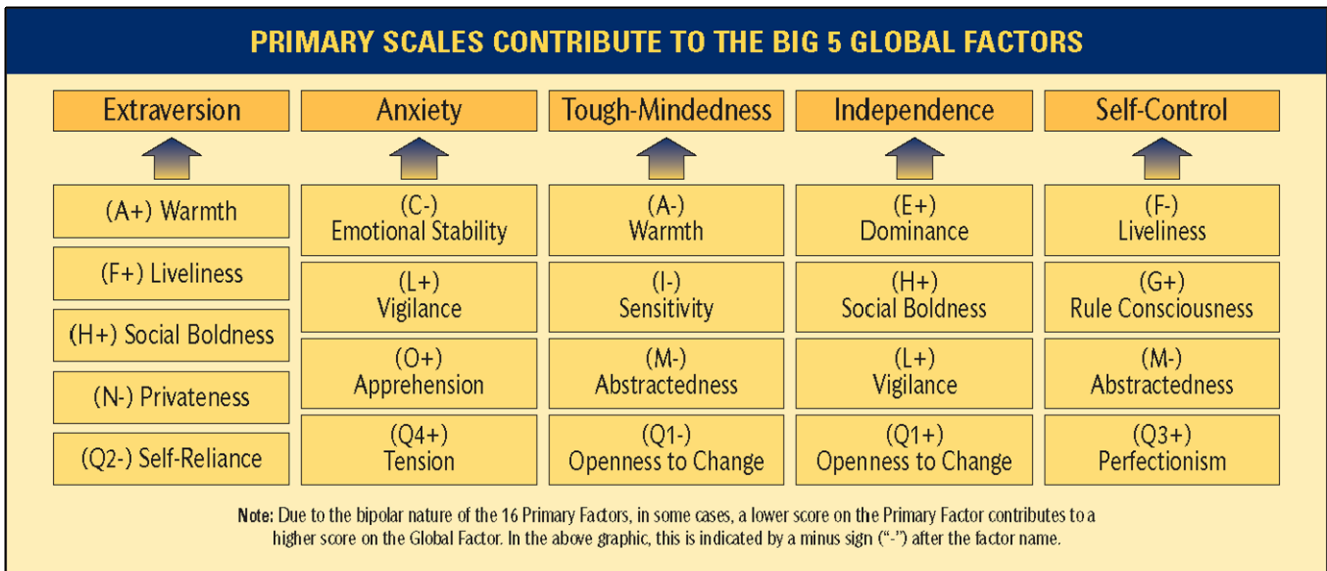


16PF Quick Reference Guide

16PF GLOBAL FACTOR	LEFT MEANING	RIGHT MEANING
EX Extraversion	Introverted, Inhibited	Extraverted, Participating
AX Anxiety	Hardy, Stress-resilient	Stress-prone, Emotionally Unstable
TM Tough-Mindedness	Receptive, Open-minded	Tough-minded, Resolute
IN Independence	Accommodating, Agreeable	Independent, Persuasive, Willful
SC Self-Control	Unrestrained, Follows Urges	Self-Controlled, Reliable

16PF PRIMARY FACTOR	LEFT MEANING	RIGHT MEANING
A Warmth	Reserved, Impersonal, Distant	Warm, Outgoing, Attentive to Others
B Reasoning	Concrete	Abstract
C Emotional Stability	Reactive, Emotionally Changeable	Emotionally Stable, Adaptive, Mature
E Dominance	Deferential, Cooperative, Avoids Conflict	Dominant, Forceful, Assertive
F Liveliness	Serious, Restrained, Careful	Lively, Animated, Spontaneous
G Rule-Consciousness	Expedient, Nonconforming	Rule-Conscious, Dutiful
H Social Boldness	Shy, Threat-Sensitive, Timid	Socially Bold, Venturesome, Thick-Skinned
I Sensitivity	Utilitarian, Objective, Unsentimental	Sensitive, Aesthetic, Sentimental
L Vigilance	Trusting, Unsuspecting, Accepting	Vigilant, Suspicious, Skeptical, Wary
M Abstractedness	Grounded, Practical, Solution-Oriented	Abstracted, Imaginative, Idea-Oriented
N Privatness	Forthright, Genuine	Private, Discreet, Non-Disclosing
O Apprehension	Self-Assured, Unworried, Complacent	Apprehensive, Self-Doubting, Worried
Q1 Openness to Change	Traditional, Attached to Familiar	Open to Change, Experimenting
Q2 Self-Reliance	Group-Oriented, Affiliative	Self-Reliant, Solitary, Individualistic
Q3 Perfectionism	Tolerates disorder, Unexacting, Flexible	Perfectionistic, Organized, Self-Disciplined
Q4 Tension	Relaxed, Placid, Patient	Tense, High Energy, Driven



Response Style	Range	10 th Percentile	50 th Percentile	90 th Percentile	95 th Percentile
Impression Management	0-24	5	12	19	21
Infrequency	0-32	N/A	0-1	5	7
Acquiescence	0-103	45	57	67	70

Personal Career Development Profile (PCDP) Quick Reference Guide

Broad Patterns	Description of High Score
Emotional Adjustment	Self assured and capable of handling life's ups and downs
Creative Potential	Creative, curious, independent, venturesome and enterprising
Effective Leadership	Capable of leading others in the accomplishment of tasks
Elected Leadership	Likely to be chosen to lead by peers
Leadership Preference	Comfortable when taking charge and motivating others
Structured Situation Preference	Prefers structures and rules that reduce uncertainty
Formal Academic Interest	Interested in intellectual topics and learning
Work Pattern Preference	Prefers to work with people as part of a team
Learning Situation Preference	Comfortable with traditional modes of learning such as classrooms
Risk-Taking / Adventure Interest	Enjoys adventure and risk taking
Leadership Roles	Description of High Score
Authoritarian	Prefers to be decisive and deal with problems directly
Participative	Objective and effective; works with others as a means to an end
Permissive	Interested in pleasing others; pursues cooperation and friendship at work
Subordinate Roles	Description of High Score
Ingratiator	Promotes harmony through agreeableness; strives to reduce conflict
Cooperator	Seeks out opportunities to share responsibility and power with superiors
Free Thinker	Tend to approach problems directly and with free expression
Leadership/Subordinate Interaction Roles	Description of High Score
Confrontive	Values power, respect and direct methods; sees "winners" and "losers"
Controlling	Values role clarity and formal systems
Objective	Values objective and impersonal relationships across organization levels
Supportive	Values harmony and a friendly, supportive work environment
Career Interest Scores	Description of High Score
Influencing	Convincing, directing and persuasive; enjoys control over others
Organizing	Procedural and project focused; enjoys bringing order to situations
Creating	Values self-expression and innovation; enjoys expressing talents
Helping	Enjoys opportunities to show concern and actively support others
Analyzing	Values investigating, observing and solving problems
Producing	Values accomplishment of tasks in systematic hands-on way
Venturing	Enjoys physical challenges and competition with some degree of risk