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Candidate Feedback

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CONFIDENTIAL

Introduction

All information in this report is confidential, and intended only for the person who completed the questionnaire.

This report contains an interpretation of your responses to the 16pf questionnaire that you completed recently. The purpose of the report is to give you meaningful feedback about your results.

Your responses have been compared with those of a large number of people who have also taken the questionnaire. The statements about you therefore summarise how you answered the questions, but they also reflect how people who responded in similar ways have described themselves.

Please note:

- The results are based on your own description of your personality and behaviour, which may not necessarily reflect how other people would describe you.
- The report describes your likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about your abilities.
- There are no absolute rights or wrongs in personality – each style has its advantages and disadvantages, although some temperaments may suit some activities, jobs or interests better than others.
- Results of psychometric questionnaires like this one enable a good prediction of how people will behave in a variety of situations.

The results of the questionnaire are generally valid for 12–18 months after completion, or less if you undergo major changes in your work or life circumstances.

If you require further information about this report, please contact the individual who provided it; they should be qualified in the interpretation of the 16pf questionnaire.

Candidate Feedback

Relating to Others

You see yourself as someone who prefers to maintain a professional rather than personal relationship with others. You are likely to be selective, only developing closer relationships with those you find most interesting. You are likely to be cautious and restrained, preferring to consider your speech and actions carefully. People are likely to see you as serious because of your desire to avoid saying or doing something that you would regret. You may feel confident in situations that are familiar to you, or where you are not worried about the impression that you make. There are also situations in which you feel less comfortable, particularly where you are trying to make a good impression. In these situations you may come across as less confident and may be less resilient to criticism. You are probably open with information about yourself in some situations, sharing deeper aspects of your thoughts and feelings. At other times you will feel more comfortable withholding this information and relating on a more superficial level. You probably prefer to work independently, valuing opportunities where you are responsible for your own performance. There may be times when you will work more collaboratively, but you could feel constrained by constant shared decision-making.

Influence and Collaboration

You appear to be relatively agreeable and accommodating, and will generally seek to cooperate with the wishes of others. Your generally compliant behaviour may mean that you find it difficult to confront others or to express contrary opinions. You may find it comfortable to express your opinions in familiar settings, or amongst people with whom you feel at ease. In less familiar settings, or where you are aware of the need to impress, you will feel less comfortable. You are likely to be quite cautious around others. You will probably take time to build trust in others and will wait for them to prove that they are genuine. You are wary about why people act as they do, seeking out their underlying motives. Those who have proven themselves to you may find you trusting, but others may see you as cautious or sceptical. At times you will prefer to try out new ideas or approaches, and may challenge the status quo. However, in other situations you will prefer to rely on what has been previously well established.

Thinking Style

You see yourself as someone who is detached; for you, reaching the right answer may be prioritised over attending to the feelings of others. You will tend to pursue your ideas even in the face of disapproval or rejection, as you may be more concerned with being right than being popular. You are likely to approach decisions in a logical manner. You will prefer to take decisions objectively and will be practised in putting aside your emotions to make unsentimental decisions. Attending to your own and other people's emotions is less natural for you. You may be generally interested in abstract theories and possibilities. You will prefer to take a broad, future-focused view of problems. You may find it easy to look for links between facts or concepts, but it may be more difficult for you to focus upon immediate practicalities.

At times you will be keen to try out new ideas or approaches, and you will look for opportunities to improve upon established ideas. However, you will also be keen to maintain established solutions that you think are effective. Your responses to the reasoning questions indicated that you tend to prefer problems and situations that require thinking and reasoning at a practical level. Although you are comfortable with some more abstract problems, you are generally most at ease when working through problems that relate to your experience and training.

Structure and Flexibility

You see yourself as reflective and deliberate. You tend to consider the various aspects of a decision before committing, and strive to anticipate – and therefore avoid – potential risks. You are likely to be seen as methodical, with a keen desire to focus on a subject in depth; however you could feel uncomfortable if you have to think quickly and spontaneously. You are unlikely to feel bound by external rules and guidelines. You probably take an expedient approach, circumventing or breaking rules that you see as irrelevant or unnecessary. As a result, you will perform well in situations where achieving the goal justifies the means. However, there is a risk that others could see you as rebellious or disruptive. It is possible that you reject rules in general, or that you govern your behaviour with unconventional rules or morals. You prefer to take a broader view, turning your thoughts to the possibilities or implications of a situation. You will be most comfortable in situations where this is important. You may be less comfortable when you have to focus on immediate practicalities, and will tend to do so only after you have considered a broader perspective. You are likely to take a relaxed approach to life, and are happy when working with changing circumstances or situations. You are unlikely to be worried when priorities or requirements change, but will find it less comfortable if you have to plan ahead or to act in an organised manner.

Management of Pressure

You see yourself as someone who tends to react emotionally to the obstacles that you encounter in life. When things are going well, you will show your enjoyment and satisfaction, which can be inspirational and motivational to others. However, when things go badly, your feelings will be clearly revealed through your emotional reaction, which some people may see as disheartening or inappropriate. You generally question the motives of others, and consider the causes of their actions. You will tend to guard against others taking advantage of you, but may be more trusting in some situations. You may be self-assured in some situations, feeling confident in your abilities. In other settings you may experience more self-doubt, and feel that you have not said the right things or performed as effectively as you could have done. You are likely to be relatively tense and driven, with lots of energy. You are generally not tolerant of frustration, which can lead to action to address the source of your concerns. You will be most comfortable in an environment where immediate activity is required, although at times you will be content to relax a little.



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