

Table 2.2

Capsule Descriptions of 16PF Fifth Edition Primary Factor Scales

| Left Meaning | Primary Factor | Right Meaning |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Low A persons tend to be reserved socially and interpersonally. These persons can be quite uncomfortable in situations that call for emotional closeness with others, and usually find it hard to show feelings of affection or caring. They tend to prefer careers and occupations that require a minimum of interpersonal contacts.</p> | <p>Warmth (A)</p> | <p>High A persons are easygoing and generally warmhearted. They are comfortable in situations that call for closeness with other people. They tend to be sincere, cooperative and sympathetic with their associates. They tend to prefer careers that require extensive interpersonal contacts. However, although the quality of personal warmth is positive, it can also represent an extreme need to be with others and to have a close emotional relationship with others.</p> |
| <p>Low B persons may possess lower than average reasoning ability. However, these persons may be educationally disadvantaged or may have reading difficulties. They also may not be motivated to spend the necessary time to figure out the correct answers. They may be so depressed or preoccupied with personal troubles that they may not pay full attention to the questions asked.</p> | <p>Reasoning (B)</p> | <p>High B persons usually possess higher than average reasoning ability. They take sufficient time, and typically give the needed attention, to work out correct solutions to most problems and situations. They tend to understand abstract relationships and concepts correctly and effectively.</p> |
| <p>Low C persons tend to experience more ups and downs than most people. They usually feel that their emotional needs are not too satisfied, and that they can't cope well when small things keep going wrong. These persons tend to react to events and challenges in life, since they feel a lack of control over them.</p> | <p>Emotional Stability (C)</p> | <p>High C persons tend to take day-to-day life and its challenges in stride, and to manage events and emotions in a well-balanced, adaptive way. They rarely meet problems with which they can't cope, and they recover from upsets quickly. They tend to feel a sense of control over their lives and what is happening to and around them.</p> |
| <p>Low E persons tend to be more cooperative than assertive. They tend to avoid conflicts by acquiescing to the wishes of others. When people say or do something that bothers them, they often let it go. They tend to be self-effacing, accommodating, and passive. They may be too willing to set aside their wishes and feelings when responding to and working with others.</p> | <p>Dominance (E)</p> | <p>High E persons tend to be forceful in efforts to exert their will over others. They can be quite vocal in expressing their wishes and opinions even when not invited to do so. They are rather self-determined and pushy about obtaining whatever they want. They are comfortable giving people directions and can be tough and sharp if being polite and pleasant doesn't work. They are likely to alienate people who do not wish to be subjugated.</p> |

(table continues)

Table 2.2, Continued

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| Left Meaning | Primary Factor | Right Meaning |
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| <p>Low F persons tend to take life seriously. They believe it is more important to be properly serious than to display spontaneity in social situations. While they may be regarded as mature, they also may not be perceived as lively, entertaining, or fun to be with socially.</p> | <p>Liveliness (F)</p> | <p>High F persons tend to be enthusiastic, spontaneous, and attention-seeking. They are lively and drawn to stimulating social situations. They enjoy spending time talking with friends about social events. They like being in the middle of excitement and activity. Nonetheless, their optimism and social exuberance may be perceived as a flighty or impulsive quality by persons who are more serious and cautious.</p> |
| <p>Low G persons tend to value being free to do what is important to them rather than conforming to strict rules and regulations. They have a need for autonomy and flexibility in whatever they do, but may believe that the ends justify the means. They may also believe that most rules can be broken when good reasons for doing so exist. Their behavior, however, may be perceived as being unpredictable, irresponsible, or even unconventional unless their motivations are known.</p> | <p>Rule-Consciousness (G)</p> | <p>High G persons tend to perceive themselves as strict followers of rules and principles. They value strict adherence to cultural and moral standards more than being free to do what they may want to do. They tend to think carefully about what's right and proper in making decisions and taking action. If they carry out these qualities to the extreme, however, they can be perceived as staid, inflexible, or self-righteous because of their dogmatism and rule-consciousness.</p> |
| <p>Low H persons tend to be socially timid, cautious, and shy. They are often uneasy in the presence of strangers. They tend to withdraw from social approaches by others. They may feel self-conscious and uncomfortable in settings which involve extensive interpersonal contacts. They find speaking in front of a group difficult.</p> | <p>Social Boldness (H)</p> | <p>High H persons are socially self-confident and tend to be bold in their interactions with others. They usually fit into new groups rather easily. They readily start conversations with strangers and are seldom bothered by speaking in front of a large group. They are venturesome and seem to have a need for self-exhibition.</p> |
| <p>Low I persons attend to how things operate or work, being quite utilitarian. They generally tend to be concerned with utility and objectivity, and may exclude the feelings of others in what they do. They seldom show any sentimentality towards others. They are more focused on getting things done than on the processes involved.</p> | <p>Sensitivity (I)</p> | <p>High I persons tend to be sensitive and base their judgments and actions on personal tastes and aesthetic values. They rely on empathy and feeling sensitivities in their considerations. They may be so focused on the subjective aspects of situations that they overlook the objective, functional, and utilitarian aspects involved.</p> |

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Table 2.2, Continued

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| Left Meaning | Primary Factor | Right Meaning |
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| <p>Low L persons tend to expect fair treatment, loyalty, and good intentions from others. They are adaptable, non-competitive, and concerned about the welfare of others. They are helpful to associates and generally trusting, forgiving, and indulgent. These qualities can enhance interactions in teamwork settings. However, these persons may not give enough thought to others' motivations.</p> | <p>Vigilance (L)</p> | <p>High L persons tend to be markedly suspicious and vigilant about others' motives and intentions. Their mistrusting and doubtful feelings frequently make it hard for them to relate to others or to accept others' cooperative efforts toward them. They seem to experience themselves as being separate from other people. Their lack of trust in others sometimes leads them to expect that others will misunderstand them and take advantage of them.</p> |
| <p>Low M persons are usually inclined to be alert and responsive to external realities. They pay strict attention to practical matters and think in a down-to-earth manner; however, they may be so concrete and literal that they "miss the forest for the trees." As a result, they could overlook alternative and creative solutions to problems.</p> | <p>Abstractedness (M)</p> | <p>High M persons are more oriented to internal mental processes and ideas rather than to practicalities. They may be so preoccupied with thought, imagination, and fantasy that they can misplace things, lose track of time, and even experience mishaps or accidents. Their inner-directed interests can result in too little concern for everyday matters or the practical realities of people, processes, and situations. Their tendency to be self-absorbed can cause them to be misunderstood by others, because their inner concerns may not be perceived by others.</p> |
| <p>Low N persons tend to be genuine, self-revealing and forthright in their relations with others. They usually talk about personal matters readily. They usually respond with more than minimal or guarded responses to personal questions. They usually "put all their cards on the table" for others to see.</p> | <p>Privateness (N)</p> | <p>High N persons tend to be personally guarded. They strive to maintain their privacy at the expense of developing close relationships with others. They usually "play their cards close to their chest" and keep problems to themselves. Since they find it difficult to talk about personal matters with others, others find it hard to know them or to get close to them.</p> |
| <p>Low O persons tend to be self-assured and emotionally secure. They feel adequate and self-satisfied. Their confidence is seldom shaken, even in situations that provide opportunities for self-evaluation. They tend to believe in themselves and to block out awareness of aspects for self-improvement. They are seldom upset if people dislike them, and they don't spend time thinking about what they should have said, but didn't.</p> | <p>Apprehension (O)</p> | <p>High O persons tend to worry about things and to feel insecure and apprehensive. They tend to brood and to become rather easily discouraged. They are apt to harbor troublesome feelings of inferiority and inadequacy. They tend to be self-critical, and they feel hurt if people dislike them.</p> |

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Table 2.2, Continued

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| <p>Low Q1 persons usually function from traditional beliefs and respect established ideas and ways of doing things. They often place confidence in what they were taught to believe during early childhood. They prefer a lifestyle that is familiar and predictable. They usually are opposed to innovation and new approaches to situations. They seek to postpone any change to conventional methods that they perceive as being satisfactory.</p> | <p>Openness to Change (Q1)</p> | <p>High Q1 persons are open to change and tend to think of ways to improve things. They enjoy experimenting and tend to be bored by work that is familiar and routine. They are strongly inclined to question and analyze even tried-and-true approaches to many problems and situations. They are drawn to variety, and newness in approaches to problems is important to them.</p> |
| <p>Low Q2 persons prefer to be around people and like to do things with others. They usually value or require consultation with peers before making decisions and initiating action. They are often quite receptive to the advice and suggestions offered by others. They prefer to be a part of a team rather than to work alone.</p> | <p>Self-Reliance (Q2)</p> | <p>High Q2 persons value self-reliance. As such, they seldom seek the agreement of associates and do not require group support in making decisions or in taking action on their own. They tend to be accustomed to going their own way. In fact, they can be hesitant to ask others for help. They may tend to be seclusive and usually prefer to do their planning alone rather than as part of a committee.</p> |
| <p>Low Q3 persons usually prefer settings and situations that are not highly organized, structured, or predictable. They tend to be most comfortable when things can be approached with a good amount of flexibility and done on the spur-of-the-moment. They prefer to act without the need to plan ahead. Thus, they may be perceived as lacking in carefulness or thoroughness.</p> | <p>Perfectionism (Q3)</p> | <p>High Q3 persons tend to have strong control over their behavior. They place value on being planful and orderly in whatever they do. They want things to be right and believe that any task or job should be done thoroughly if it's to be done at all. They tend, however, to be perfectionistic and obstinate, wanting things to be done exactly right. They are most comfortable in highly organized and predictable situations.</p> |
| <p>Low Q4 persons usually feel relaxed and tranquil. They find it easy to be patient and seldom get restless. They are not easily annoyed and they usually regain composure quickly after any emotional upset. Because they tend to be so composed, they may be disinclined to muster the motivation to change or to push themselves to get things accomplished as soon as others might expect them.</p> | <p>Tension (Q4)</p> | <p>High Q4 persons tend to be tense, restless, impatient, and hard-driving. They can become easily annoyed and frustrated. They may be moved to outbursts of frustration, particularly if they are faced with an obstacle in their path, such as an unexpected change in plans. Even when tired, they are likely to remain restless and pressured to activity.</p> |

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