

Table 2.1**16PF Fifth Edition Global and Related Primary Factor Scales**

Left Meaning	Global/Primary Factor	Right Meaning
Introverted, Socially Inhibited	EXTRAVERSION (EX)	Extraverted, Socially Participating
Reserved, Impersonal, Distant	WARMTH (A+)	Warm, Outgoing, Attentive to Others
Serious, Restrained, Careful	Liveliness (F+)	Lively, Animated, Spontaneous
Shy, Threat-Sensitive, Timid	Social Boldness (H+)	Socially Bold, Venturesome, Thick-Skinned
Forthright, Genuine, Artless	Privateness (N-)	Private, Discreet, Non-Disclosing
Group-Oriented, Affiliative	Self-Reliance (Q2-)	Self-Reliant, Solitary, Individualistic
Low Anxiety, Unperturbed	ANXIETY (AX)	High Anxiety, Perturbable
Reactive, Emotionally Changeable	Emotional Stability (C-)	Emotionally Stable, Adaptive, Mature
Trusting, Unsuspecting, Accepting	Vigilance (L+)	Vigilant, Suspicious, Skeptical, Wary
Self-Assured, Unworried, Complacent	Apprehension (O+)	Apprehensive, Self-Doubting, Worried
Relaxed, Placid, Patient	Tension (Q4+)	Tense, High Energy, Impatient, Driven
Receptive, Open-Minded, Intuitive	TOUGH-MINDEDNESS (TM)	Tough-Minded, Resolute, Unempathetic
Reserved, Impersonal, Distant	Warmth (A-)	Warm, Outgoing, Attentive to Others
Utilitarian, Objective, Unsentimental	Sensitivity (I-)	Sensitive, Aesthetic, Sentimental
Grounded, Practical, Solution-Oriented	Abstractedness (M-)	Abstracted, Imaginative, Idea-Oriented
Traditional, Attached to Familiar	Openness to Change (Q1-)	Open to Change, Experimenting
Accommodating, Agreeable, Selfless	INDEPENDENCE (IN)	Independent, Persuasive, Willful
Deferential, Cooperative, Avoids Conflict	Dominance (E+)	Dominant, Forceful, Assertive
Shy, Threat-Sensitive, Timid	Social Boldness (H+)	Socially Bold, Venturesome, Thick-Skinned
Trusting, Unsuspecting, Accepting	Vigilance (L+)	Vigilant, Suspicious, Skeptical, Wary
Traditional, Attached to Familiar	Openness to Change (Q1+)	Open to Change, Experimenting
Unrestrained, Follows Urges	SELF-CONTROL (SC)	Self-Controlled, Inhibits Urges
Serious, Restrained, Careful	Liveliness (F-)	Lively, Animated, Spontaneous
Expedient, Nonconforming	Rule-Consciousness (G+)	Rule-Conscious, Dutiful
Grounded, Practical, Solution-Oriented	Abstractedness (M-)	Abstracted, Imaginative, Idea-Oriented
Tolerates Disorder, Unexacting, Flexible	Perfectionism (Q3+)	Perfectionistic, Organized, Self-Disciplined

Note: The “+” and “-” signs indicate the relationship of the Primary Factor to the Global Factor. For example, factor Liveliness (F) is inversely related to Self-Control (SC). That is, high scores on factor Liveliness (F) lowers the individual’s Self-Control score (SC).

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Table 2.3

Capsule Descriptions of 16PF Fifth Edition Global Factor Scales

Left Meaning	Global Factor	Right Meaning
<p>Low EX persons tend to value time spent alone or in solitary pursuits. The introvert can have one or several of these qualities: personal reserve; preference for letting others reach out and make a connection; discomfort in or avoidance of group gatherings, especially when the group members are not friends; or preference for settings that allow for self-sufficiency.</p>	<p>Extraversion (EX) <i>Orientation to general social participation</i></p>	<p>High EX persons tend to value time spent with others, in social pursuits. The extravert can have one or several of these qualities: altruism and desire to reach out to others; enthusiasm and spontaneity; comfort in groups and with starting a conversation or interaction; or willingness to self-disclose. High EX scores, however, don't guarantee relationship quality.</p>
<p>Low AX individuals tend to be unperturbed by most events and less easily upset than many people would be. Low scorers can be: emotionally stable; trusting of others; unworried and self-assured; or relaxed and patient. Those who get extremely low scores may be minimizing the ways that life or personal limitations can pose stress or challenges. Or, low scorers may be so comfortable that they are not motivated to change.</p>	<p>Anxiety (AX) <i>Feelings about life and one's ability to cope with its challenges</i></p>	<p>High AX people tend to be more upset by events; they are more perturbed, both by internal thoughts and feelings, as well as by external events. This may be characteristic of the person or may be due to current life events. Anxious people can have any of these feelings: overwhelmed and unable to cope; suspicious or doubting of others; worried and self-doubting; or tense, driven, and impatient.</p>
<p>Low TM persons tend to be receptive to new people, places, and ways. Their focus and value is on caring connections with people; refined tastes and aesthetic sensibilities, even if the immediate utility isn't obvious; ideas and thoughts, especially imaginative ones; or experimenting and trying new approaches. They may overlook the need to be practical, objective, or action-oriented.</p>	<p>Tough-Mindedness (TM) <i>Orientation to new experiences and change</i></p>	<p>High TM persons tend to prefer known, familiar territory. They focus on and value objectivity (as opposed to sentimentality); things that can be seen, felt, and touched, rather than ideas or theories; keeping things on an impersonal level; or valuing methods and traditions that are tried-and-true. Extreme tough-mindedness may result in resolute entrenchment and avoidance of new information.</p>
<p>Low IN people tend to be influenced by other people and by external influences. Low scorers tend to value accommodation rather than self-determination. They may be uncomfortable in situations that call for self-expression or assertiveness. Low scorers have varying degrees of deference, cooperation, shyness, trust, and satisfaction with the status quo. Their ability to accommodate others' wishes often comes at their own expense and may alienate others who desire more active participation.</p>	<p>Independence (IN) <i>Stance about influencing events and people, versus accommodating them</i></p>	<p>High IN individuals tend to be "take-charge" people who would seek to influence rather than be influenced. They vary in dominance; social boldness; skepticism, especially about being controlled; and changing the status quo. High scorers can be seen as disagreeable by others who feel that they are being controlled or dominated at the expense of their own wishes. They may also be uncomfortable or ineffective when asked to accommodate others.</p>

(table continues)

Table 2.3, Continued

Capsule Descriptions of 16PF Fifth Edition Global Factor Scales

Left Meaning	Global Factor	Right Meaning
<p>Low SC persons are unrestrained and tend to have fewer resources for controlling their behavior. They may find it hard to focus their attention or to place limits on their own urges in the moment. They are spontaneous, lively, or even impulsive; outside the bounds of rules and regulations or non-conforming; quite caught up in internal mental processes; or so able to “go with the flow” that they do not plan for future moments. While they are perceived as flexible, playful, and casual, low scorers can also be seen as unreliable or unpredictable.</p>	<p>Self-Control (SC) <i>Orientation to internal or environmental constraints on one’s behavior</i></p>	<p>High SC persons have resources upon which they can call for controlling their behavior and meeting their responsibilities. These resources include being mature and taking matters seriously; being aware of the influence of rules and expectations; being grounded, practical, and solution-oriented; and being perfectionistic and organized. While they tend to be seen as restrained, predictable, and reliable, high scorers can also be seen as overly serious, dogmatic, or unfriendly.</p>

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