

# 16PF<sup>®</sup> Fifth Edition Cattell Comprehensive Personality Interpretation (CCPI)

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Name: Randy P. Sample  
Date: January 02, 2002

This confidential report is designed for use by appropriately qualified professionals. The presentation of information is compact and the language of the report is technical. It was not intended to be used for client feedback.

This report is based on the 16PF Questionnaire, which is a measure of normal personality. The report's narrative interprets the 16PF scales in light of issues relevant for counselors and clinicians. However, the report should not be used to diagnose pathology, which requires pathology-oriented measures and/or psychodiagnostic interview.

**The report is intended to be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data. Personality test data should be regarded with caution when the data are over one year old or after the occurrence of a major life event. In these instances, it is recommended that the client be retested. All information in this report should be treated confidentially and responsibly.**

For additional information about the report and its contents, please refer to the "16PF Cattell Comprehensive Personality Interpretation Manual," available through IPAT.

## VALIDITY INDICES

This profile's Impression Management index is within the average range. Thus, Mr. Sample's responses don't appear to either greatly exaggerate or deny socially desirable attributes.

## GLOBAL PERSPECTIVE

Mr. Sample's overall level of Extraversion is average.

Mr. Sample's overall level of Anxiety appears to be high. In this area, he tends to be emotionally reactive, worried, and tense.

Mr. Sample's general level of Tough-Mindedness is average.

Mr. Sample's general level of Independence is average.

Mr. Sample's general level of Self-Control is average.

## COGNITIVE AND PERCEPTUAL FUNCTIONING

**Capacity for Insight:** Mr. Sample's above average score on the abstract reasoning ability scale suggests that he has the intellectual capacity necessary for insight into his behavior. In addition, since he tends to focus his attention inward toward ideas rather than outward toward practical realities, he may be quite introspective as well, thus facilitating insight. However, since he appears to be feeling insecure at present, he may be taking an exaggerated view of his shortcomings, which may affect his capacity for accurate self-assessment.

**Standards for Self-Evaluation:** Some of the standards against which Mr. Sample judges himself are moral ones. He has a strong conscience that sets conventional rules for his conduct. Additionally, he has a well-defined and exacting image of an ideal self, oriented around culturally admired traits such as self-discipline, organization, goal-directedness, and having a respected social reputation. This form of self-evaluation may lead him to feel pride when he perceives himself achieving his goals and to feel shame when he does not. Thus, overall, both of these sources of self-evaluation are potent in his judgments of himself. His moral and achievement standards may be unrealistically high, and thus they may be a source of his current insecurity. For example, he may be very unforgiving of himself for some real or imagined wrongdoing or be disappointed over a personal failure or about not achieving his goals.

**Information Processing:** Mr. Sample's tendency to direct his attention inward suggests that he may be a thoughtful, imaginative thinker (unless his inward focus is due to rumination or withdrawal from external reality). Typically, he looks for the underlying cause or meaning behind things and is more interested in ideas and understanding than in simple appearances. However, at times he may be preoccupied with his thoughts and ideas and, thus, be absentminded or inattentive to practical details in his surroundings.

Mr. Sample's judgments usually are based on both factual evidence and his feelings and intuition. This balance should permit him to consider both the subjective and objective elements of situations.

**Core Values:** Mr. Sample tends to think in conventional moral terms about how things ought to be. He has difficulty accepting anything that he sees as improper. At the same time, friendships and being with people are more important to him than nonsocial activities.

**Openness to Influence and Change:** Mr. Sample is about average in his openness to other people's opinions and influence. However, some of his ideas may be considered traditional since he is most comfortable with familiar, time-honored methods. Additionally, he may sometimes be so focused on convincing others to accept his views that he may give less consideration to theirs. For example, he may be so busy thinking about what he is going to say next to get his point across that he does not really hear what others are saying.

## INTERPERSONAL STYLE

**Social Orientation:** Mr. Sample has a warm heart and derives gratification from interacting with people as an end in itself. Despite his warmth, he does not seem particularly gullible; he does not automatically assume that people are on his side or take their sincerity for granted.

Mr. Sample is in the average range on social boldness, being neither particularly shy nor bold. He is forthright in his manner, and he may sometimes speak before carefully considering the impact of his words. Thus, most people will find him genuine and easy to get to know, but in some social situations, his remarks may seem naive or awkward.

**Quality of Attachments:** Being people-oriented, Mr. Sample forms strong social attachments and is interested in most people. When he does form a friendship, he is likely to hold on to it. Mr. Sample takes his social obligations seriously and strives to do what is correct in his relationships. He may be somewhat disappointed that other people are not equally conscientious.

**Power Dynamics:** Mr. Sample could, at times, get into power struggles with those above him because he is assertive and may not fit the subordinate role. He likes to be the one in charge, and he can be persistent about getting his way. Mr. Sample relies on other people's opinions in his decision making about as much as the average person. He may be most accepting of advice and guidance when it comes from an authority figure or from a person whose expertise is well established and respected.

**Compatible and Incompatible Personalities:** Overall, Mr. Sample probably sees eye-to-eye with conservative individuals like himself who favor preserving tradition rather than always looking for new ways of doing things. He probably also enjoys the company of other bright people like himself. Since Mr. Sample is rule-conscious, he has a lot in common with other principled types. He does not relate well to people whom he views as being immoral or not following established rules.

**Impact on Others:** People usually will recognize Mr. Sample for the warm person that he is.

Since Mr. Sample is generally frank and open about himself, most people will appreciate his genuine, self-revealing style. Some, however, may be put off by it, especially if they see him as being naive or thoughtless about others' reactions. However, because he has high personal achievement standards, he may be hesitant to reveal information that he believes would make him lose face or otherwise put him in an unfavorable light. Thus, although on the whole, people may feel they know him well, there may be a side to him that they do not know.

**Interpersonal Stress:** Mr. Sample may be seen as assertive or forceful. When his ideas differ from others', they may discover that he can be stubborn and can push to get his way. Therefore, his relationships may be strained at times. Because he may become frustrated and upset easily, he may be seen as abrasive or hard to get along with in certain stressful situations.

## INTIMATE RELATIONSHIPS

**Capacity for Intimacy:** Given Mr. Sample's warm nature, he has some of the basic traits necessary for developing emotional intimacy--that is, a relationship in which he and his partner are caring and supportive of each other.

**Balance of Power:** If Mr. Sample behaves toward his partner as he does toward people generally, he will be assertive in their relationship and may want to have the final say about important matters. If he and his partner are equally dominant, the two may vie for control, and they are likely to approach their disagreements from a competitive win-lose position. Alternatively, they may have been able to work out their power issues with strategies (e.g., agreeing on mutually exclusive areas of control). Although he would have less overt conflict with a submissive partner, he probably would find that such a relationship had its own difficulties. For example, his partner might build up resentment about being in a one-down position or might create distance by becoming secretive about difficult issues (also Mr. Sample might begin to feel overburdened himself by the amount of initiative-taking and responsibility required by such a one-sided arrangement).

**Coping With Problems:** Mr. Sample's tendency to blame himself may cause him to accept more than his fair share of responsibility when things go wrong. This self-doubt may be exacerbated if it is exploited by a partner who is manipulative or tends to deny blame. Mr. Sample's rule-consciousness adds strength to his relationships by making him take commitments seriously, but it may also put stress on a relationship with a partner who does not share his values.

These reactions may be intensified by his tendency to overreact to the natural ups and downs and frustrations that any couple experiences. Thus, his temperamental nature may put strain on his relationships.

**Compatibility Issues:** Opposites attract, but the differences that initially fascinated couples or endeared them to each other may later become reframed as sources of disappointment and disillusionment. If Mr. Sample is complaining about aspects of his partner's personality, he likely viewed these same traits in a positive light earlier in their relationship. Therefore, if Mr. Sample now complains that his partner is passive, it is likely that he once experienced this same quality as agreeableness. In addition, a partner who was valued in the first stages of the romance as innovative and as practical may now be regarded negatively as too progressive and as tiringly detail-oriented.

In the long run, Mr. Sample may get along best with a partner who is warm and caring like he is. The couple's compatibility would be further heightened if they shared the same above-average intellectual skills, held the same conventional morals, and were both well organized and planful in their domestic lives.

**Romantic Attractions:** If Mr. Sample feels romantic attractions outside of his primary relationship, it is probably because he is warmhearted and his feelings are easily engaged.

Because he is a caring person, he may become more emotionally involved than he initially intended. If he becomes involved with someone, he will probably want to remain on friendly terms even after the romance is over.

## OCCUPATIONAL CONSIDERATIONS

**Overall Occupational Compatibilities:** Mr. Sample is most likely to be drawn to occupations that require interacting with people and being mentally creative. He might find satisfaction in some area of human development, such as teaching, or in a helping profession.

Mr. Sample usually does best in situations in which he can draw on his abstract ideas. Mr. Sample may not be well-suited to jobs that require attending to practical, applied matters. He would probably find this kind of work dull and uninteresting.

**Aptitudes:** Mr. Sample should be able to tackle many of the intellectually challenging problems that arise in his work. However, Mr. Sample does not have a special talent for work that requires originality and thinking outside the usual cultural paradigms. Nonetheless, when the content is familiar, he can be thoughtful and imaginative. Given these qualities, he may become bored when he has to complete detailed or routine assignments. Unless his interest is captured by the task at hand, his mind may tend to wander. Thus, he may not be an ideal candidate for positions demanding attention to detail and focus on immediate practical matters. Since standing back to see the "big picture" and imagining the possibilities therein are among his strongest attributes, his intelligence would be used best in positions that require focusing on abstract ideas.

**Working Alone or with Others:** Mr. Sample enjoys interacting with others, and this may lead him to want to interrupt solitary tasks in order to socialize. He is probably best suited to an employment situation that involves regular contact with people.

**Assertiveness and Boldness:** When Mr. Sample has an agenda to promote, he can be assertive and persistent in trying to get others to go along with it. Consequently, he may do well in a position in which it is desirable to be forceful or to refuse to take no for an answer.

**Attitude Toward Authority:** Mr. Sample may show some of the basic characteristics of a "company man." He may tend to follow policies handed down from above without questioning them. He is likely to seek power through well-defined channels.

Because of his forthright style, he may not always be tactful in expressing his grievances. Additionally, any disputes he may have with supervisors should be considered from the angle of whether he is trying to usurp some of their authority for himself.

**Organizational Fit:** Mr. Sample's temperament is likely to be a good match with an institution having lines of authority and policies and procedures that are clearly defined and well structured. Thus, he would fit best in an organization that is mature and set in its ways rather than in a newly emerging industry.

**Autonomy and Initiative:** Mr. Sample has the requisite imagination for envisioning solutions to abstract problems, but may tend to be more traditional (than innovative) in his solutions. However, he may not be particularly independent or self-reliant. Thus, he may not demonstrate the special enterprise necessary to put his insights into practice himself or to show a great deal of individual initiative in branching out on his own.

**Self-Discipline and Achievement Orientation:** Mr. Sample appears to have a well-developed work ethic that tends to make him rule-conscious and concerned about doing what is conventionally right. Mr. Sample also appears to be motivated by his own exacting personal standards of achievement, which makes him self-disciplined and a high achiever. He takes pride in his work and pushes himself to perform to the best of his ability. He is likely to feel ashamed and guilty if he feels he has produced shoddy work or if he receives a poor evaluation. Keeping detailed lists or other reminders of what he needs to do throughout the day may be one way of trying to organize himself and compensate for his absentmindedness and tendency to overlook practical details.

**Potential Motivators:** Being in a position in which he is able to exercise power and control is rewarding to Mr. Sample. This may be just as important to him as extrinsic rewards like salary and benefits. Feeling liked and appreciated and having a congenial working environment are also important to him since he is a warm person. Praise and recognition can be strong motivators for him. Being publicly acknowledged for his achievements in the workplace is more gratifying to him than the typical person.

## PERSONALITY DYNAMICS

**Demoralization:** At the time he took this test, Mr. Sample gave indications of either brooding over past mistakes and personal failings or of being apprehensive about the future. This may have been just a reaction to a passing life challenge, and he may now have returned to a more optimistic state. On the other hand, he may frequently feel inadequate or be a chronic worrier.

**Tension and Coping:** At the time he took the test, Mr. Sample indicated feeling nervous, wound up or physically tense. His tension may have been just a transitory reaction to current life events, perhaps even the testing situation itself. On the other hand, it is possible that he is a chronically tense, driven person, who finds it difficult to relax.

At the time he took the test, Mr. Sample also gave indications of being easily upset. Unless he was just reacting to current stressful events, it may be that he is unable to regulate his negative affect enough to enable him to cope with difficult life events and frustrations in a balanced, adaptive way. His high level of tension and apprehensiveness may also be limiting his ability to cope.

**Compulsivity:** Mr. Sample seems to be particularly conscientious about accomplishing goals. This orientation may result in him driving himself toward perfectionistic standards. He may be just as exacting a taskmaster with others as he is with himself, thus causing friction with those who find his standards rigid or harsh. Ironically, laboring over making just the right decision and being precise about even small details may make him an inefficient time manager at times. Additionally, he may feel overburdened with too many tasks because he may have difficulty delegating tasks to other people, who rarely perform up to his standards.

## THERAPEUTIC AND COUNSELING ISSUES

**Developing a Working Alliance:** Mr. Sample's tendency to be sensitive to power dynamics in interpersonal relationships may lead him to be resistant to forming a therapeutic alliance. He may fear that therapy will place him in a one-down position, and thus he may attempt to get the upper

hand at times or be noncompliant. If he keeps his feelings to himself, professionals may be misled into thinking that they have a better rapport with him than they actually do. It is wise, therefore, not to accept excuses for missed appointments, slowness in settling accounts, etc., without first examining them as possible expressions of resistance.

Helping professionals will be most effective in establishing rapport with him if they attempt to develop a spirit of mutual cooperation and a sense of partnership and if they sidestep the power issues that may arise in the course of their work with him. At the same time, they need to be careful to set clear limits and be prepared for him to test them. By discussing these issues as they arise in the therapeutic relationship, he will hopefully gain some awareness of his attitudes toward power which he can then generalize to the other parts of his life.

**Respect for Client's Dignity:** Special care should be taken to preserve Mr. Sample's sense of personal dignity. He may be sensitive about appearing foolish or incompetent or about failing to meet his own high standards.

**Orientation to Feelings:** Mr. Sample usually balances logical thinking and feelings when working through problems. Therefore, he usually can examine situations with some degree of objectivity as well as have some awareness of his feelings about them. However, he may become so caught up in just thinking abstractly about the ideas or concepts in his new insights that he may need to be given practical assignments for converting them into concrete actions.

**Overcoming Resistance to Change:** One therapeutic goal for Mr. Sample may be to develop a less controlling style. However, accomplishing this goal may not be easy since he may have various fears about making such changes. He may fear that being less forceful will result in his being controlled by others, or in his opinions or needs being ignored. Debating the validity of these fears with him may be unproductive since he can be somewhat argumentative when his views are challenged. A more effective strategy for motivating him would be to increase his awareness of the price he pays for his dominance in terms of having to shoulder too much responsibility.

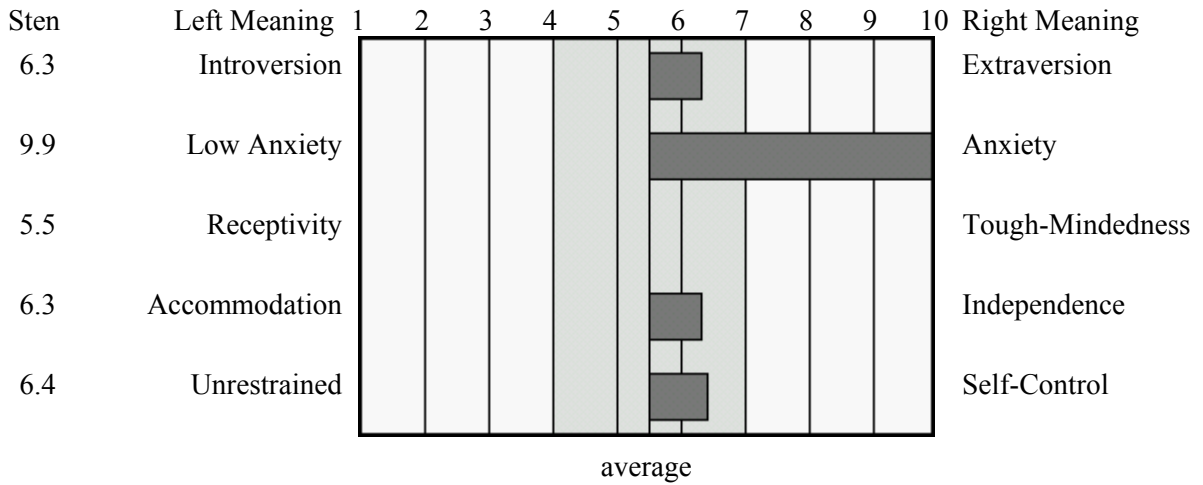
**Nondirective Versus Directive Approach:** A nondirective approach is likely to work better than a directive approach with Mr. Sample because of his negative attitude toward interpersonal control. Rogerian or similar techniques probably would be most effective, but if they fail to win his cooperation, some form of reverse psychology could be considered.

## 16PF Score Summary

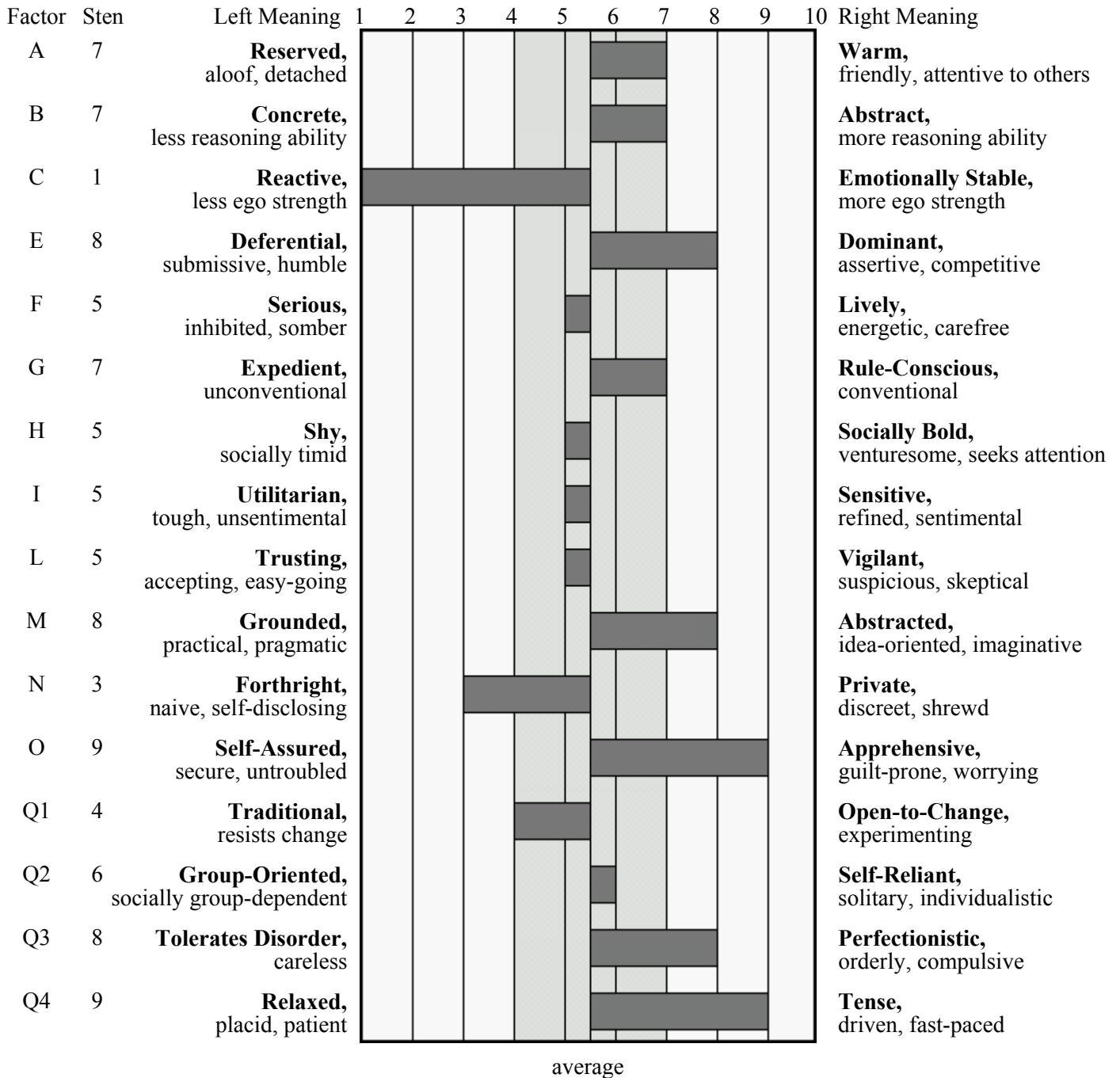
### Validity Indices

	Raw Score	Percentiles	
Impression Management	10	42%	within expected range
Infrequency	0	51%	within expected range
Acquiescence	59	60%	within expected range

### Global Scores



## 16PF Primary Scores



**This page of 16PF scores is intended for qualified professionals only.  
Data on this page should be treated with utmost confidentiality.**

**Item Responses**

	31. a	63. c	95. a	127. a	159. c
	32. a	64. c	96. a	128. c	160. c
1. a	33. a	65. a	97. c	129. c	161. c
2. c	34. c	66. a	98. c	130. c	162. c
3. c	35. a	67. a	99. a	131. a	163. a
4. c	36. a	68. c	100. a	132. a	164. c
5. a	37. c	69. a	101. a	133. c	165. a
6. c	38. c	70. c	102. c	134. a	166. a
7. a	39. c	71. c	103. c	135. a	167. c
8. a	40. c	72. c	104. a	136. c	168. a
9. c	41. a	73. c	105. c	137. c	169. a
10. a	42. c	74. c	106. c	138. a	170. c
11. a	43. a	75. a	107. c	139. a	
12. c	44. a	76. a	108. c	140. c	171. a
13. a	45. c	77. a	109. a	141. c	172. c
14. a	46. c	78. a	110. c	142. a	173. a
15. a	47. a	79. a	111. a	143. c	174. a
16. a	48. a	80. c	112. c	144. c	175. b
17. c	49. a	81. c	113. a	145. c	176. a
18. a	50. c	82. c	114. a	146. c	177. b
19. c	51. a	83. c	115. c	147. c	178. b
20. c	52. c	84. a	116. a	148. c	179. c
21. c	53. c	85. a	117. a	149. c	180. b
22. a	54. a	86. a	118. a	150. a	181. b
23. a	55. a	87. a	119. c	151. a	182. b
24. a	56. a	88. a	120. c	152. a	183. b
25. a	57. a	89. a	121. c	153. c	184. b
26. c	58. a	90. c	122. c	154. c	185. b
27. a	59. c	91. c	123. c	155. a	
28. a	60. c	92. c	124. c	156. a	
29. c	61. a	93. a	125. a	157. a	
30. a	62. a	94. c	126. a	158. c	

**Summary Statistics:**

# a-responses = 87 out of 170 (51%)  
 # b-responses = 0 out of 170 (0%)  
 # c-responses = 83 out of 170 (49%)  
 # missing responses = 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	18	12	0	18	10	18	10	12	10	14	4	20	12	10	18	20	10	0	59
Missing Items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using 16PF Fifth Edition Questionnaire combined-sex norms. OSV: 5.2