



The 16PF®

What is the 16pf?

The 16pf (or sixteen personality factors), developed by Raymond Cattell, is a trait based psychometric tool, that has a variety of uses within learning and development. The 16pf differs from the Myers Briggs Type Indicator (MBTI) in that it measures the amount of personality trait as apposed to the clarity of preference. Simply put, it measures 16 factors which make up our personality.

As the 16pf measures personality it is possible to predict how the respondent might behave in a situation given their personality makeup. For this reason, it is one of the few personality instruments that can be used as part of a selection & assessment process.

The 16pf & Recruitment

Experts in the use and application of the 16pf, we are able to support you in your recruitment and selection process. Working with your job specifications and competency frameworks, we will administer the 16pf and produce a custom report that provides you with extra information for the interview process, the questions that you really need to ask and our recommendations based on the candidate's results.

The 16pf & Talent Development

The 16pf is a truly versatile tool. Use the 16pf for developing your key talent, your managers and for increasing personal effectiveness through coaching. Again, we will work with your existing competency frameworks and job specifications to produce custom and personal reports that identify areas for change, development and coaching. Whether you want feedback/coaching to be personal and face-to-face, delivered over the telephone, or in written form, we deliver a flexible, professional and personal service.

Why Invest?

Use the 16PF for:

- Management development
- Personal development
- Accelerated coaching & development
- Managing change more effectively
- Being more effective with more people
- Professional development
- Leadership development
- Improving communication and resolving conflict
- Team building & development
- Career guidance & development

Testimonials:

World Cancer Research Fund

"Whilst, the 16pf has not been the main source of selection for this role it was part of a selection package which helped us to formulate a more rounded picture of the candidates. The time you took to clarify our assessment criteria and your summary of the results was very much appreciated and helpful to us. It also assisted us with preparing the second interview questions and helped us to probe further on some areas that our normal questioning would have perhaps overlooked."

"...so far things are going well and we are very happy with the appointment. I think the 16pf really helped us build an objective view of candidates and was particularly useful for that position. I would certainly use it again in the future, for the right role."

Who is it for?

- Any level of team or manager, including; junior, middle, senior and executive management
- Anyone wanting to be more personally effective
- Newly formed teams
- Existing teams
- Graduates
- Apprentices

Dates & Locations:

You decide! We can deliver the 16pf remotely, face-to-face, or via the telephone; as part of a recruitment and selection process, development programme and for personal development and coaching.

How much?

The 16pf instrument is a very versatile tool. Contact us to discuss your exact needs and we will be able to give you a service which more than meets your expectations.

Developing
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