

16PF® Protective Services Report

16PF® Protective Services Report Plus



Key Features & Benefits

16PF Protective Services Report

- Suitable for both pre- and post-offer selection.
- Helps identify individuals who can:
 - Cope with stress and respond appropriately under pressure;
 - Work responsibly and ethically;
 - Problem-solve and make sound decisions;
 - Communicate effectively with co-workers and the public.
- Presents insights into the individual's thought patterns, beliefs, and behaviors.
- Based on comprehensive research with police, corrections, and military personnel, making both reports job-relevant for protective services positions.
- Grounded in universally-accepted normal personality theory.
- Administered and scored locally or available via the Internet.

16PF Protective Services Report Plus

Provides all of the above benefits **plus**:

- A comprehensive picture of the candidate – normal personality **plus** his/her psychological functioning.
- Guidance on how elevated clinical scales may affect a candidate's job performance.
- Signals whether further exploration is warranted in the areas of depression, distorted thoughts, suicide and risk-taking.
- Fewer total test items (325) than most conditional-offer personality assessments.

Both the 16PF PSR and the 16PF PSR+ help you quickly identify which candidates to move forward in the selection process by examining how a candidate's personality impacts his/her work style and job performance. Both reports deliver:

- An in-depth normal personality assessment;
- Scores on our proprietary, research-based 16PF Protective Services Dimensions.

16PF PSR Dimension	Proven to Predict
<p>Emotional Adjustment</p> <p>How an individual adjusts to challenging situations, such as remaining calm and acting appropriately in uncertain or stressful situations.</p>	<p>Training Success</p> <p>Peer Approval</p> <p>Positive Work Behaviors</p> <p>Terminations</p> <p>Reprimands</p> <p>Job Knowledge</p>
<p>Integrity/Control</p> <p>Whether the individual is likely to act in a dependable, conscientious and self-controlled manner.</p>	<p>Terminations</p> <p>Successful Hires</p>
<p>Intellectual Efficiency</p> <p>The respondent's typical style of decision making and his/her ability to evaluate situations and quickly generate solutions.</p>	<p>Training Success</p> <p>Job-specific Knowledge</p> <p>Terminations</p> <p>Successful Hires</p>
<p>Interpersonal Relations</p> <p>Reveals the individual's manner of relating to others and typical preferences for independence and solitude versus interaction and cooperation.</p>	<p>Training Success</p> <p>Peer Acceptance</p> <p>Terminations</p> <p>Successful Hires</p>

The conditional-offer 16PF PSR+ also provides:

- A quick screen for the pathology factors that derail individuals in public safety and security positions.

Applications

Pre-offer screening (16PF PSR) and conditional-offer selection (16PF PSR and 16PF PSR+) of candidates for law enforcement, military, corrections, and security occupations.

Test Forms

Test for 16PF PSR: *16PF Questionnaire*

Test for 16PF PSR+: *16PF Psychological Evaluation Questionnaire*

Test Languages: English (both)
Spanish-American (16PFQ)

Report Language: English only

Number of Items: 185 (16PFQ: English)
190 (16PFQ: Spanish-American)
325 (16PF PEQ)

Response Format: Multiple Choice

Administration Times

- 25-35 minutes, untimed (16PFQ)
- 50-75 minutes, untimed (16PF PEQ)

Test Administration Options

- Online administration using IPAT's NetAssess® service (Internet)
- Secure PC administration using IPAT's OnSite Pro (software)
- Test booklet and answer sheet

Scoring Options

- Automatic scoring from online or PC administration (using NetAssess or OnSite Pro)
- Scan answer sheet (using OnSite Pro)
- Hand enter item responses (using NetAssess or OnSite Pro)

Ordering Information

Contact IPAT Customer Service for additional information and to order the *16PF Protective Services Report* or the *16PF Protective Services Report Plus*.

Report Highlights

Response Style Indices: An overview of the examinee's test taking attitude, based upon scores on the three validity scales – Impression Management, Infrequency, and Acquiescence.

Profile Summary: Graphical and numerical presentation of scores on the five 16PF Global Factors and the sixteen Primary Factors.

Global Factor Patterns:

Extraversion	Independence
Anxiety	Self-Control
Tough-Mindedness	

16PF Primary Factor Profile:

Warmth	Vigilance
Reasoning	Abstractedness
Emotional Stability	Privateness
Dominance	Apprehension
Liveliness	Openness to Change
Rule-Consciousness	Self-Reliance
Social Boldness	Perfectionism
Sensitivity	Tension

Protective Services Dimensions Interpretation: A score profile and narrative interpretation for each of the composite Protective Services Dimensions.

Emotional Adjustment	Intellectual Efficiency
Integrity/Control	Interpersonal Relations

Pathology-oriented Indices (16PF PSR+ only): Reports the number of elevations for each of the following indices and provides an interpretation of elevated scores in the context of how the individual's job performance may be affected.

QuickEval	Distorted Thought Patterns
Depressive Characteristics	Risk-Taking

Pathology-oriented Scales (16PF PSR+ only):

Health Concerns	Apathetic Withdrawal
Suicidal Thinking	Paranoid Ideation
Thrill-Seeking	Threat Immunity
Anxious Depression	Alienation and Perceptual Distortion
Low Energy State	Obsessional Thinking
Self-Reproach	Psychological Inadequacy