

16PF® Security Selection Report



Used to evaluate applicants for security and other public safety positions, the **16PF Security Selection Report (16PF SSR)** improves the selection process by mitigating the costs associated with negligent hiring.

The report enables the quick and cost-effective identification of applicants who are likely to be effective performing assigned duties - and those who are at risk for performance problems.

Key Features & Benefits

- Research-verified as a valid and reliable tool for use in the public safety and security field.
- Generated from the widely-respected *16PF Questionnaire*, a scientifically-based normal personality test.
- Meets all applicable hiring laws including EEOC and ADA compliance.
- Engaging questions take only 25-35 minutes to answer.
- Concise narrative report facilitates interpretation of test scores.
- Administration and scoring via the Internet for instant results.
- Includes the highly-predictive 16PF Protective Services Dimensions.
- Validity studies show these four areas among the most important characteristics for effective job performance in the security industry.

State of the Art Solution

The *16PF Security Selection Report (16PF SSR)* features scores on four dimensions validated against hundreds of public safety employees.

By using this report, you can choose applicants who have the ability to remain composed and flexible, be dependable and trustworthy, make good decisions, and effectively relate and interact with others.

The *16PF SSR* measures:

Emotional Adjustment

How an individual adjusts to challenging situations, such as remaining calm and acting appropriately in uncertain or stressful situations.

Integrity/Control

Whether the individual is likely to act in a dependable, conscientious and self-controlled manner.

Intellectual Efficiency

The respondent's typical style of decision making and his/her ability to evaluate situations and quickly generate solutions.

Interpersonal Relations

Reveals the individual's manner of relating to others and typical preferences for independence and solitude versus interaction and cooperation.



Applications

Screening of applicants for security, law enforcement, corrections, and other public safety occupations.

Test Form

Test: *16PF Questionnaire*
Test Languages: English and Spanish-American
Report Language: English only
Number of Items: 185 (English); 190 (Spanish-American)
Response Format: Multiple Choice

Administration Time

25-35 minutes (untimed)

For Ages

18 years or above

Test Administration Options

- Online administration using IPAT's NetAssess® service (Internet)
- Test Booklet and Answer Sheet

Scoring Options

- Automatic scoring from online administration (using NetAssess)
- Hand entry of item responses (using NetAssess) from paper-pencil administration

Ordering Information

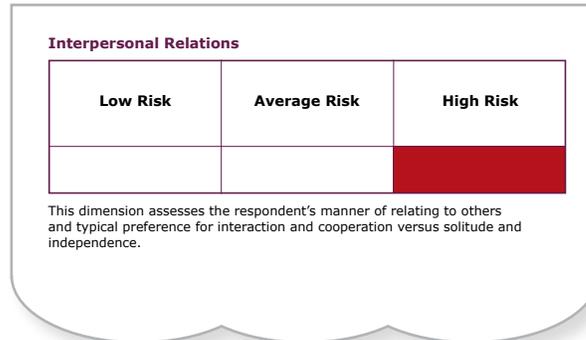
Contact IPAT Customer Service for additional information and to order the *16PF Security Selection Report*.

Report Highlights

The report is easy to read and can be used and understood by professionals with a basic understanding of how assessments are used in hiring.

Ratings on the 16PF Protective Services Dimensions

A 3-color coding system is used to rate the applicant's risk for problems or concerns on each of the four 16PF PSR Dimensions. A definition for each dimension is also provided.



A green rating represents a low level of risk, a yellow rating represents an average level of risk, and a red rating represents a high level of risk.

Overall Recommendation

The same 3-color rating system is used for the Overall Recommendation, which is calculated by taking into consideration the applicant's ratings on all four of the 16PF PSR Dimensions.

Suggested Follow-up Inquiries

When applicants are categorized as a yellow (average risk) or red (high risk) on any of the four PSR dimensions, follow-up questions are suggested for the evaluator to further explore each area of concern during the interview process.

When an employee has engaged in gross misconduct, the costs associated with litigation, public relations, and loss of credibility can range from difficult to insurmountable, especially for agencies and organizations in the public safety and security sector.

Reduce the risk of this happening in your organization by using the *16PF SSR* with all of your public safety and security applicants.