



## Psychometric profiling

We have the facilities to conduct psychometric profiling to assist at final stages of the interview process. Tools we use are mainly 16PF, but also TKI and FiroB when applicable. We use an independent organisation or specialist consultants to conduct questionnaires.

### 16PF questionnaire

The 16PF® instrument is a robust measure of personality traits. Originally developed by Raymond Cattell in 1949, the current fifth edition is one of the most valid predictors of human behaviour and based on over 50 years of research and testing.

The questionnaire assesses an individual's personality against 16 personality factors. This provides a valid and accurate predictor of future behaviour and is ideally suited for selection, development, executive coaching and teambuilding. The instrument is suitable for employees at all levels, including board level.

The 16 traits or 'personality factors' can be further grouped into 5 'global factors', highlighting their interdependence.

- Extraversion
- Independence
- Tough-Mindedness
- Anxiety
- Self-Control

### Business applications

We primarily use 16pf in the selection process, but its other widely used applications include development, executive coaching and teambuilding.

For selection 16PF factors can be mapped against the competencies required to be successful in a particular role. When used as part of a structured selection process, the questionnaire results can highlight areas to explore further during interview, eliciting a more comprehensive picture of each candidate's strengths and development needs. This makes the selection process more effective. For successful candidates, the 16PF questionnaire can be used to create individual development plans.

For more information on profiling, including TKI and FiroB contact us.

