



# Cattell Comprehensive Personality Interpretation

**Ima M Leeder**

February 7, 2014

**CONFIDENTIAL**

## Introduction

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.

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## Validity Indices

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

## Global Perspective

Ms. Leeder's overall level of Extraversion is average.

Ms. Leeder's overall level of Anxiety appears to be high. In this area, she tends to be emotionally reactive, worried, and tense. She would be even higher on Anxiety if she were not also trusting.

Ms. Leeder's general level of Tough-Mindedness is low-average. This is a result of her being emotionally sensitive and open to new ideas. She would be even lower on Tough-Mindedness if she were not also pragmatic.

Ms. Leeder's general level of Independence is low-average. This is a result of her being unassertive, timid, and trusting. She would be even lower on Independence if she were not also innovative.

Ms. Leeder's general level of Self-Control is average.

## Themes

### Cognitive and Perceptual Functioning

**Capacity for Insight:** Ms. Leeder's high score on the abstract reasoning ability scale suggests that she has the intellectual capacity necessary for insight into her behavior. However, she may not often use this capacity to gain insight into herself since her attention tends to be more external and concrete in focus rather than internal or abstract. It may be hard for her to step back from her focus on practicalities to see the overall patterns in her behavior. Additionally, since she may be feeling insecure at present, she may be taking an exaggerated view of her shortcomings, which may affect her capacity for accurate self-assessment.

**Standards for Self-Evaluation:** Some of the standards against which Ms. Leeder judges herself are moral ones. She has a strong conscience that sets conventional rules for her conduct. About as much as the average person, she has personal ideals that are oriented around culturally admired traits such as self-discipline, organization and goal-directedness. Thus, overall, this second source of self-evaluation may be less potent in her judgments of herself than her standards of right and wrong. Her moral standards may be high, and thus they may be a source of her current insecurity. For example, she may be unforgiving of herself for some real or imagined wrongdoing or be disappointed over a personal failure or about not achieving her goals.

**Perceptual Style:** Since Ms. Leeder may tend to overestimate possible risks in situations, she may exaggerate dangers. She is also attentive to subtle social cues signaling negative shifts in people's reactions toward her, and thus may read in more adverse reactions than actually exist.

**Information Processing:** Ms. Leeder tends to focus on the concrete, practical aspects of her surroundings. She is usually content to stay with "common sense" explanations of what she observes. Contemplating the underlying or theoretical meaning behind things does not usually interest her unless it leads to some practical information.

Being emotionally sensitive, Ms. Leeder's judgments tend to be based more on her personal feelings

and intuitions. At times, her judgments may be subjective or lacking in some factual or objective elements.

**Core Values:** Ms. Leeder tends to think in conventional moral terms about how things ought to be. She has difficulty accepting anything that she sees as improper. Furthermore, many of her values are based on her emotional sensitivity and her finely tuned aesthetic sensibility. She is sympathetic and refined, and anything crude or inhumane may seem distasteful to her.

**Openness to Influence and Change:** On some matters, Ms. Leeder may be easily influenced by other people's behavior and opinions. However, Ms. Leeder doesn't always rely on established methods or approaches. Therefore, she may be open to being influenced by avant-garde or progressive ideas, when those around her hold these views. This trait makes her receptive to new ideas and perspectives, and good at coping with change.

## Interpersonal Style

**Social Orientation:** Ms. Leeder derives an average amount of gratification from interacting with people as an end in itself. She is also sensitive, sympathetic, and able to empathize with others' feelings. Her assessments of people are mainly based on her emotional reactions, which are reasonably warm and kind. Her general assumption when dealing with people is that they can be trusted and are well intentioned.

Ms. Leeder is generally timid and shy, and she may be self-conscious about meeting new people or being singled out for attention in a group. She tends to feel intimidated in challenging social situations. She is discreet about sharing personal information. She tends to keep her reactions to herself and to carefully consider how much to say before speaking. If she has well-developed social skills, she may be able to hide her shyness in many situations. Thus, overall, others may find her somewhat elusive or hard to really get to know.

**Quality of Attachments:** Being moderately people-oriented, Ms. Leeder probably has formed some relatively strong social attachments. Ms. Leeder takes her social obligations seriously and strives to do what is correct in her relationships. She may not recognize that the average person is not as conscientious as she. If she does recognize this, it doesn't seem to have made her distrusting or cynical about human nature.

Since she is the kind of person who is capable of making large shifts in her life, she may have lost contact with some people who were once significant to her. For example, she may have moved several times and not kept in touch with old friends.

**Power Dynamics:** Ms. Leeder is below average on assertiveness and tries to avoid conflict. Since Ms. Leeder sometimes relies on other people's ideas and support, she may be easily swayed by others.

**Compatible and Incompatible Personalities:** Overall, Ms. Leeder probably sees eye-to-eye with other open-minded individuals like herself, who are in favor of finding better ways of doing things rather than just sticking to traditional ways. She probably also enjoys the company of other bright people like herself. Since Ms. Leeder is rule-conscious and tender-minded, she has a lot in common with other principled and emotionally sensitive types. She does not relate well to people who are harsh and insensitive to her feelings or to those whom she views as being immoral and not following established rules. Since her focus is concrete and down-to-earth, she has much in common with other pragmatic individuals. She usually does not try to fathom abstract or theoretical ideas, and therefore may not understand imaginative, absentminded people who "have their heads in the clouds." Her negative reactions are likely to be triggered by people who are unavailable or unsupportive when she needs someone to rely on. Because she is shy and easily embarrassed, she may resent others who

place her in the social spotlight or in other demanding social positions that make her feel uncomfortable.

**Impact on Others:** Since Ms. Leeder is shy and timid with new people and situations, she initially may give the impression that she is unfriendly unless she pushes herself to overcome her shyness. As others get to know her and she becomes comfortable with them, most will discover that she is somewhat warmer and more talkative than they had first supposed.

Ms. Leeder tends to be discreet about revealing personal information.

**Interpersonal Stress:** Ms. Leeder tends to be compliant, and anyone who is negatively affected by her lack of assertiveness may wish that she would take firmer stands. Although she prefers to avoid unpleasant conflicts and confrontations, she may be drawn into them sometimes by her inability to control her emotions. Ms. Leeder may be too trusting or accepting to be an astute judge of character, and thus she may be deceived or manipulated, at times. Generally, though, most people with whom she interacts will appreciate her trusting, cooperative nature and her tendency to look for the best in people.

Overall, Ms. Leeder may be emotionally reactive and become easily frustrated or upset. Therefore, her relationships may be strained, and she probably experiences relationships as stressful at times.

## Intimate Relationships

**Capacity for Intimacy:** Given Ms. Leeder's trusting and emotionally sensitive nature, she has some of the basic traits necessary for developing emotional intimacy--that is, a relationship in which she and her partner are attuned to each other's feelings.

**Balance of Power:** If Ms. Leeder behaves toward her partner as she does toward people generally, she is likely to assume an accommodating role in their relationship.

**Coping With Problems:** Ms. Leeder's tendency to blame herself at times may cause her to accept more than her 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. Ms. Leeder's rule-consciousness adds strength to her relationships by making her take commitments seriously, but it may also put stress on a relationship with a partner who does not share her values.

These reactions may be intensified by her tendency to overreact to the natural ups and downs and frustrations that any couple experiences. Thus, her temperamental nature may put strain on her 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 Ms. Leeder is complaining about aspects of her partner's personality, she likely viewed these same traits in a positive light earlier in their relationship. Therefore, if Ms. Leeder feels that her partner is insensitive or emotionally unavailable, chances are that she originally experienced this same trait as emotional strength and self-reliance. Similarly, if she now complains that her partner is domineering, it is likely that she once experienced this same quality as decisiveness. In addition, a partner who was valued in the first stages of the romance as traditional, as imaginative, and as self-sufficient may now be regarded negatively as too conservative, as impractical or absentminded, and as aloof or withholding.

In the long run, Ms. Leeder may get along best with a partner who is emotionally sensitive like she is. In addition, since she prefers doing things together, her partner should be willing to provide a good deal of companionship and not have a strong need for personal space. The couple's compatibility would

be further heightened if they shared the same sharp intellectual skills and held the same conventional morals.

## Occupational Considerations

**Overall Occupational Compatibilities:** Ms. Leeder is most likely to be attracted to pragmatic occupations that require using her emotional or aesthetic sensitivity and her common sense. Fields that, in the past, were considered traditionally feminine may appeal to her. She might find satisfaction in the applied arts, such as interior design, or, alternatively, in a helping profession.

Ms. Leeder may not be well-suited to jobs that require looking deeply into the abstract meaning behind the facts. She would probably find this kind of work too abstract and theoretical. She tends to prefer applied work in which she can be useful in a concrete way.

**Aptitudes:** Ms. Leeder should be able to tackle even the most intellectually challenging problems that arise in her work. Furthermore, she may have a talent for innovative work that requires thinking outside the usual cultural paradigms. However, she may not be as imaginative as might be expected for someone who is open to new ideas. Because she tends to focus on immediate, pragmatic concerns, she may not step back and reflect on the "big picture" and imagine the possibilities. Because a good memory, focus on immediate surroundings, and alertness to practical matters are among her positive attributes, her intelligence would be best used in work with an applied, down-to-earth focus.

**Working Alone or with Others:** Ms. Leeder's preference for being around other people may make her unsuited for working on her own. In such a situation, she would probably feel alone and unsupported. Being part of a close-knit team would suit her best.

**Assertiveness and Boldness:** Ms. Leeder is unassertive as well as being shy. Thus, she may have some difficulty expressing her point of view or standing up for herself.

**Attitude Toward Authority:** Generally, Ms. Leeder may be sensitive to any practice by authorities that she perceives as being unfair or oppressive.

She also tends to be discreet and deferential in her dealings with others, and thus, she may keep her grievances to herself. She may sometimes express her grievances indirectly (at worst, she could possibly engage in passive resistance or backbiting). At times, she may decide to risk giving some constructive criticism, but because she fears confrontation, her comments may be overly tactful and too low key to have any real impact.

**Organizational Fit:** Ms. Leeder's innovative temperament may not be a good match with a large, authoritarian institution or one that is set in its ways. She would fit better in a newly emerging industry or an organization where the lines of authority are not highly structured and policies and procedures are flexible. She also is well suited to an environment where teamwork and cooperation are valued rather than independence and individual enterprise.

**Autonomy and Initiative:** Ms. Leeder may not have a strong enough imagination to envision theoretical solutions to abstract problems. She also may not be particularly self-reliant or independent. Thus, she is less likely to demonstrate special initiative and enterprise in the workplace or in branching out on her own.

**Self-Discipline and Achievement Orientation:** Ms. Leeder appears to have a well-developed work ethic that tends to make her rule-conscious and concerned about doing what is conventionally right. She is likely to feel guilty if she feels she has produced shoddy work or if she receives a poor evaluation.

**Potential Motivators:** Being in a position of authority that requires giving orders, dealing with

conflict, and taking unpopular stands may be aversive to Ms. Leeder, since she is unassertive. Being in aesthetically pleasing surroundings would enhance her job satisfaction considerably.

## Personality Dynamics

**Tension and Coping:** At the time she took the test, Ms. Leeder indicated feeling wound up or physically tense. Her 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 she is a chronically tense, driven person, who finds it difficult to relax.

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

**Social Insecurity and Avoidance:** Ms. Leeder's low score on some of the sociability factors suggests that she may be shy and rejection-sensitive. Thus, she may tend to stay in a comfort zone of safe, predictable social interactions, causing her to live a somewhat lonely existence. She probably wants more interpersonal contact than she has but she may be too shy or awkward to initiate it. At times, she may see life as passing her by and become envious of more outgoing, adventurous types who appear to live fuller lives than she.

## Therapeutic and Counseling Issues

**Orientation to Feelings:** Since Ms. Leeder is an emotional person who often feels (rather than thinks) her way through problems, therapy efforts may involve bringing some balance to her one-sided orientation. However, she may not look at things from an objective viewpoint until she has had the opportunity to express her feelings and is reasonably sure that they have been heard and valued. Thus, her progress will be influenced by the extent to which she feels understood at an emotional level. Her progress will also be influenced by the extent to which she believes the therapist cares about her. She may give more weight to this consideration than to the therapist's expertise or credentials.

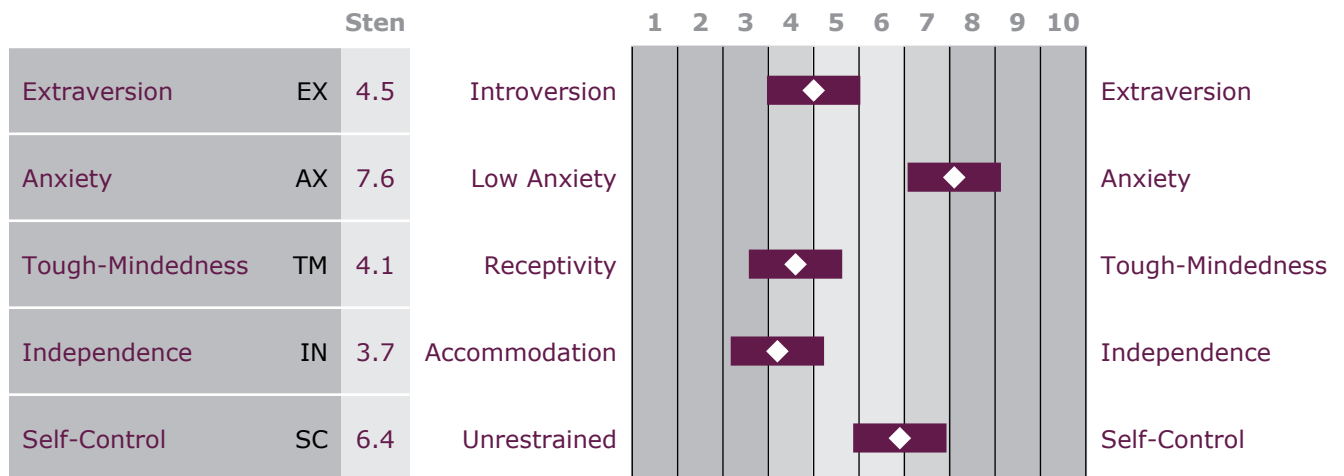
**Group Versus Individual Modality:** Since Ms. Leeder is a somewhat cautious person who may feel intimidated or self-conscious when speaking in front of others, group therapy would not be the modality of choice for her. Relating to just one person at a time is more comfortable for her, and she probably will progress better in an individualized arrangement if the goal is for her to feel at ease in airing her problems. Later, however, a group modality may be effective in helping to desensitize her social fears.

## Validity Scores

### Raw Score Percentiles

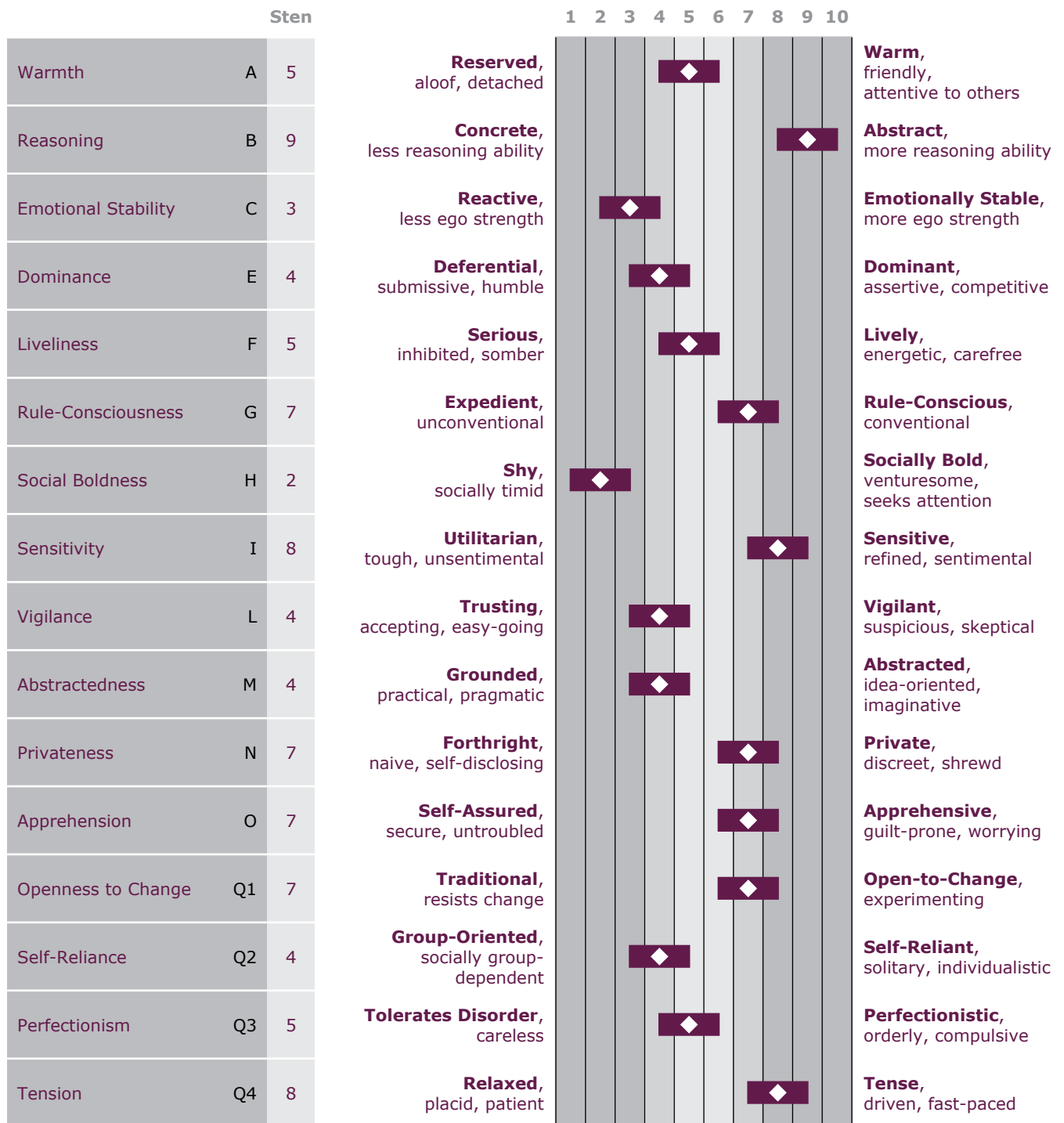
Impression Management	10	35%	Within expected range
Infrequency	0	55%	Within expected range
Acquiescence	62	73%	Within expected range

## 16PF Global Factors





## Primary Factors



## Item Summary

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

## Item Responses

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

## Summary Statistics

Number of a-responses	= 106 out of 170 (62%)
Number of b-responses	= 0 out of 170 (0%)
Number of c-responses	= 64 out of 170 (38%)
Number of 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	14	15	8	10	10	20	0	20	6	2	16	16	22	2	12	18	10	0	62
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. OSP (2.1)

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