

16pf[®] Security Selection Report



Ella Explorer | June 25, 2019 | Confidential



Core Personality Insights

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Introduction

This report was designed specifically for use in selection for positions in protective services and other public safety roles involving the protection of people, property, and/or assets. In reviewing this report, keep in mind that it considers only the results of a normal personality assessment. As such, it represents only one component of a comprehensive evaluation.

This report is intended to be used in conjunction with professional judgment. The information it contains should be viewed as hypotheses to be validated against other sources of job-related data. All information in this report should be treated confidentially and responsibly.

This report was processed using 16PF 6th Edition US General Population norms.

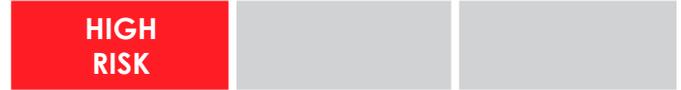
Ratings & Recommendations

Impression Management Rating

There are no concerns regarding this individual's item responses. They appeared to be forthcoming when responding to items.

Overall Recommendation

Based on this individual's ratings on the Protective Services Dimensions, they would be considered a **High Risk** for employment difficulties.



Ratings on the Protective Services Dimensions

Emotional Adjustment

This dimension assesses how this individual adjusts to challenging situations, i.e., their tendency to remain calm and act appropriately in stressful situations.



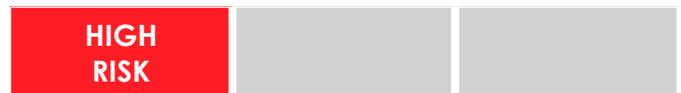
Integrity/Control

This dimension assesses whether this individual is likely to act in a dependable, conscientious, and self-controlled manner.



Intellectual Efficiency

This dimension assesses the typical style of decision-making used by this individual and their ability to reason and solve problems.



Interpersonal Relations

This dimension assesses this individual's style of relating to others and their typical preference for interaction and cooperation versus solitude and independence.



Suggested Follow-Up Inquiries

Emotional Adjustment

AVERAGE RISK

- ▶ What coping strategies do you commonly use to manage or reduce stress?
- ▶ How do you typically resolve negative feelings such as disappointment, frustration and anger?
- ▶ Describe a situation when you were under a great deal of pressure at work and how you managed the situation.

Integrity/Control

AVERAGE RISK

- ▶ Have you ever been disciplined in an academic or employment setting? (If "yes" explain).
- ▶ How do you address mistakes that you have made?
- ▶ How would you proceed in new situations where clear rules or policies have not yet been established?

Intellectual Efficiency

HIGH RISK

- ▶ What is your usual approach to solving problems?
- ▶ What is your process for evaluating risky situations?
- ▶ Share an example of a work-related emergency where your ability to quickly evaluate the scenario and determine how to respond was tested.

Interpersonal Relations

AVERAGE RISK

- ▶ How do you generally resolve conflict or disagreements with others?
- ▶ Since age 18, have you been involved in any physical altercations? (If "yes" explain).
- ▶ What do you consider to be your strengths and developmental needs when working in a team environment?



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