

16 Personality Factor Questionnaire-
South African 1 992 version (16PF, SA92)

Pre-requisite for EXCEL Christian Counselling course

Course: Social Counselling Worker



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CONSENT FORM

I, _____

1. Consent to a Psychometric test evaluation: 16 Personality Factor Questionnaire designed to collect specific personality and mental health information as a pre-requisite for registration and enrolment for the Social Counselling Worker Certificate course.
2. Acknowledge that the purpose of the psychometric evaluation is to assess personal functioning in order to successfully complete the course and to function effectively, efficiently and with good measure of success as a lay counsellor.
3. Acknowledge that the purpose of the evaluation is to compile a report for the use by the Internal Registered Psychologist in order to assess compliance with requirements admission of the Social Counseling Worker certificate course.
4. Acknowledge that all the relevant information from the psychometric evaluation, will provide an honest overview of my information as indicated in point 2 for my application to the course.
5. Acknowledge that all information is confidential and for the purposes of Excel Christian Counselling (Pty) Ltd. alone in accordance with the Popia Act.

Signed at: _____ on _____

Name and surname: _____

Signature: _____

Psychologist: Friedhl v d Westhuizen- Registered Phycologist: Signature _____

HPCSA no: PS 0032140

DIRECTIONS

- **IMPORTANT: Please only submit page 2- (the consent form) and the answer sheet on page 14 of this questionnaire as a PDF form on the upload of the 16 Personality Questionnaire upload on the application form**

WHAT TO DO

This booklet contains questions about your interests and attitudes. There are no right or wrong answers, because all people have the right to their own views. In order to get the best value from the results, you should answer the questions honestly and as accurately as possible.

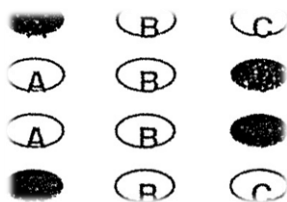
You have received an answer sheet. Write your name and other particulars in the appropriate spaces on the answer sheet and blacken the oval spaces indicated by the person administering the test.

Read the four sample questions below- Look at the possible answers to each question as well as how they should be marked on the answer sheet.

EXAMPLES

1. I like watching team games.
 - A. Yes
 - B. Occasionally
 - C. No
2. I prefer people who. . .
 - A. are reserved.
 - B. In between
 - C. make friends quickly.
3. Money cannot bring happiness
 - A. Yes(true) B
 - B. In between
 - C. C. No(false)
4. Woman is to child as cat is to. . .
 - A. Kitten
 - B. dog
 - C. boy

Examples of answers to the above questions as they appear on an answer sheet:



There are three possible answers to each question. The answers are marked by blackening the oval spaces with the letters of your choice. You will therefore blacken the space with the letter A if that is your choice, blacken the space with the letter B if you choose B and blacken the space with the letter C if you prefer C. For example, if your answers to questions 1 to 4 are A, C, C, A, they should be marked as indicated above.

- In the last example there is a correct answer - kitten. There are very few such reasoning items among the questions....
- Remember also to read the questions in your booklet and record your answers next to the same number on the answer sheet provided on page 14.
- Please only submit page 2- the consent form and the answer sheet on page 14 to **www.eccounselling.co.za**

When answering the questions, keep these four points in mind:

1. Do not spend too much time thinking over any one question. ***Give the first natural answer as it comes to you.*** Of course, the questions are too short to give you all the particulars you would sometimes like to have. For instance, Question 1 above is about team games and you might be fonder of rugby or basketball than of another game. Your answer should, however, apply to games in general or to the average in situations of the kind stated. Give the best answer you can at a rate not slower than five or six a minute. You should finish easily within half an hour.
2. Try not to fall back on the middle, uncertain answers, except when it is really impossible for you to choose either of the other answers - perhaps once in every 10 or more questions.
3. Be sure not to skip any questions, ***but answer each one as well as you can.*** Some may not apply to you very well, but give your best guess. Some may seem personal, but remember that your answers are confidential and are scored by computer.
4. Answer as honestly as possible what is true of you. Do not mark answers that seem ***the right thing to say*** merely to-impress the tester.
5. **The answering sheet will be on page 14. Please fill in and send page 2 and 14 back to www.eccounselling.co.za**

You can now start with the questionnaire

<p>1. When a useful invention is developed, I would prefer ...</p> <p>A. working on it alone in the laboratory or workshop.</p> <p>B. Uncertain</p> <p>C. selling it to people.</p>	<p>10. I attend social functions only when I have to.</p> <p>A. Yes</p> <p>B. Uncertain</p> <p>C. No</p>
<p>2. In a factory I would prefer to ...</p> <p>A. be involved in mechanical activities.</p> <p>B. In between</p> <p>C. interview and hire people...</p>	<p>11. I think that freedom is more important than good manners and obeying rules.</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>
<p>3. Tired is to work as proud is to ...</p> <p>A. Success</p> <p>B. rest.</p> <p>C. exercise.</p>	<p>12 I am a strict person, always doing things as correctly as possible.</p> <p>A. True</p> <p>B. In between</p> <p>C. False</p>
<p>4. Which of the following items is different in kind from the others?</p> <p>A. Candle</p> <p>B. Moon</p> <p>C. Electric light</p>	<p>13. On social occasions I ...</p> <p>A. love the attention of others,</p> <p>B. In between</p> <p>C. prefer to stay quietly in the background.</p>
<p>5. I doubt my ability to do ordinary things as well as other people do them.</p> <p>A. Almost never</p> <p>B. Sometimes</p> <p>C. Generally,</p>	<p>14. I get embarrassed if I suddenly become the focus of attention in a social group.</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>
<p>6. Small setbacks sometimes upset me too much.</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>	<p>15. In school I preferred ...</p> <p>A. music.</p> <p>B. Uncertain</p> <p>C. a subject requiring hand co-ordination.</p>
<p>7. I hold back from criticizing people and their ideas.</p> <p>A. Yes</p> <p>B. Sometimes</p> <p>C. No</p>	<p>16. I prefer reading</p> <p>A. a realistic story about military or political battles.</p> <p>B. Uncertain</p> <p>C. a sensitive and imaginative love story.</p>
<p>8. I have some characteristics which make me feel superior to most other people.</p> <p>A. Yes</p> <p>B. Uncertain</p> <p>C. No</p>	<p>17 I can generally accept self-centred people, even though they brag or show that they think too much of themselves.</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>
<p>9. I Have fewer friends than most people</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>	<p>18. When bossy people try to "push me around", I do just the opposite of what they want.</p> <p>A. Yes</p> <p>B. In between</p> <p>C. No</p>

<p>19. I would rather be married to someone who ...</p> <p>A. is socially admired. B. Uncertain C. Has talent for arts or writing</p>	<p>28. In doing a project, I would rather work ...</p> <p>A. With a committee B. Uncertain C. On my own, possibly with one or two assistants</p>
<p>20. I would love to be a reporter for a newspaper.</p> <p>A. Yes B. Uncertain C. No</p>	<p>29. In times of sadness t feel a strong need for someone to lean on.</p> <p>A. Yes B. In between C. No</p>
<p>21. It upsets me to argue with people who have no imagination</p> <p>A. True B. In between C. False</p>	<p>30. Sometimes I allow feelings of jealousy to influence my actions.</p> <p>A. Yes B. In between C. No</p>
<p>22. In a risky situation ...</p> <p>A. I speak what is on my mind, even if it upsets people. B. In between C. I weigh everything and act in a calculated way</p>	<p>31. I become very tense when I think about what thappened during the day.</p> <p>A. Very seldom B. Sometimes C. Very often</p>
<p>23. I am easily persuaded by emotional arguments.</p> <p>A. True B. In between C. False</p>	<p>32. I often get angry with people too quickly.</p> <p>A. Yes B. In between C. No</p>
<p>24. If I make a clumsy social mistake, I soon forget</p> <p>A. Yes B. In between C. No</p>	<p>33. I would rather read a book on ...</p> <p>A. Entertaining people B. Uncertain C. Travelling in outer space</p>
<p>25. I get discouraged when I land before ordinary difficulties.</p> <p>A. Yes B. In between C. No</p>	<p>34. If the salaries were the same, I would prefer to ...</p> <p>A. Be a scientist doing research B. Uncertain C. Manage a hotel</p>
<p>26. I am considered a dreamer who explores new ways, rather than someone who follows existing ways without criticism.</p> <p>A. True B. Uncertain C. False</p>	<p>35. Better is to worst as slower is to ...</p> <p>A. Fast B. Best C. quickest</p>
<p>27. In my newspaper I would like to read</p> <p>A. The local news about my area B. In between C. A discussion of solutions to the basic social problems of our modern world.</p>	<p>36. Which of the following should come next at the end of this row of letters: xodoxxooxxx?</p> <p>A. xox B. oox C. oxx</p>
<p>37. When the time comes for something ' I' have planned and looked forward to, I do not feel</p>	<p>47. If the salaries were the same, I would rather ...</p>

<p>like doing it anymore-</p> <p>A. Seldom B. Sometimes C. Often</p>	<p>A. help young people to choose the right career. B. Uncertain C. be a manager in a factory.</p>
<p>38. I find myself thinking about small and unimportant worries again and again and have to make a real effort to put them out of my mind.</p> <p>A. True B. Occasionally C. False</p>	<p>48. I tend to become emotional.</p> <p>A. Very rarely B. Sometimes C. Very often</p>
<p>39. I think I am better described as ...</p> <p>A. quiet. B. In between C. someone who takes the lead in discussions.</p>	<p>49. I doubt the honesty of people who are more friendly than I expect them to be.</p> <p>A. True B. In between C. False</p>
<p>40. If the odds of success are unknown, I shall:</p> <p>A. risk a chance. B. Uncertain C. stay on the safe side.</p>	<p>50. Nobody would like to see me in trouble.</p> <p>A. True B. Uncertain C. False</p>
<p>41. I am usually considered a very enthusiastic person.</p> <p>A. Yes B. In between C. No</p>	<p>51. I have experienced mishaps due to being totally absent-minded.</p> <p>A. Almost never B. In between C. Many times,</p>
<p>42. I generally believe that</p> <p>A. people should laugh and be merry. B. In between C. daily life should be approached with responsibility and seriousness:</p>	<p>52. I would prefer the life of ...</p> <p>A. An Artist B. Uncertain C. An accountant or a bookkeeper</p>
<p>43. I enjoy work that requires high levels of Diligence and accuracy</p> <p>A. Yes B. In between C. No</p>	<p>53. I like to tackle problems which other people have "messed up".</p> <p>A. Yes B. In between C. No</p>
<p>44. I follow rules when I find it convenient, rather than exactly to the letter.</p> <p>A. True B. Uncertain C. False</p>	<p>54. I like a job more if it requires ...</p> <p>A. very intelligent decisions from me. B. Uncertain C. quick, routine answers from me.</p>
<p>45. I am always keen to join a large gathering, for example a party, dance or public meeting.</p> <p>A. Yes B. In between C. No</p>	<p>55. I prefer to ...</p> <p>A. discuss personal matters with my friends. B. In between C. keep personal matters to myself.</p>
<p>46. When people treat me badly and I suspect that they don't like me,</p> <p>A. it doesn't upset me at all. B. In between C. I tend to become downhearted.</p>	<p>56. I sometimes have a sense of vague danger or sudden fear for no sufficient reason.</p> <p>A. Yes B. In between C. No</p>

<p>57. Even among a group of people, I am nevertheless, sometimes feeling rejected lonely.</p> <p>A. Yes B. In between C. No</p>	<p>66. I would rather belong to ...</p> <p>A. a photographic or art club. B. Uncertain C. dance or social club.</p>
<p>58. I sometimes start a lively discussion to people's reaction.</p> <p>A. Yes B. In between C. No</p>	<p>67. Flame is to heat as rose is to ...</p> <p>A. thorn. B. red petals. C. scent.</p>
<p>59. In my work more problems arise because of people who</p> <p>A. are constantly changing methods that B. Uncertain C. Refuse to use the newest methods</p>	<p>68. Soon is to never as near is to .</p> <p>A. nowhere. B. far, C. next.</p>
<p>60. I like to do my planning alone, without interruptions and suggestions from others.</p> <p>A. Yes B. In between C. No</p>	<p>69. If I could have my life over again, I would .</p> <p>A. plan it differently. B. Uncertain C. want it much the same.</p>
<p>61. Should I travel abroad; I would prefer to ...</p> <p>A. decide on my own which places to visit. B. Uncertain C. travel with an organized group.</p>	<p>70. I would prefer ...</p> <p>A. the life I am leading now. B. Uncertain C. a life which is more sheltered and has fewer difficulties.</p>
<p>62. There are times when I cannot stop to pity myself</p> <p>A. Never B. Sometimes C. Often</p>	<p>71. When I know what a particular group or team should do, I take the lead.</p> <p>A. Almost always B. Sometimes C. Almost never</p>
<p>63. I tend to feel afraid when I think of a difficult Task ahead.</p> <p>A. Never B. Sometimes A. Usually</p>	<p>72 I am known as someone who offers solutions to problems most of the time.</p> <p>A. No B. In between C. Yes</p>
<p>64. Small things sometimes "get on my nerves" unbearably, although I realize that they are trivial.</p> <p>A. Yes B. In between C. No.</p>	<p>73 I like being in the middle of great excitement and fun.</p> <p>A. No B. In between C. Yes</p>
<p>65. When travelling, I would rather.. .</p> <p>A. talk to the people travelling with me. B. Uncertain C. look at the view.</p>	<p>74 I could well be described as a happy-go-lucky and easy-going person.</p> <p>A. No B. In between C. Yes</p>

<p>75 I like being in the middle of great excitement and fun.</p> <p>A. No B. In between C. Yes</p>	<p>84. It is more important to be concerned about ...</p> <p>A. the basic meaning of life. B. Uncertain C. taking care that one's family has everything it needs to live well.</p>
<p>76 I could well be described as a happy-go-lucky and easy-going person.</p> <p>A. No B. In between C. Yes</p>	<p>85 . If I feel like telling people just what I think of them, I ...</p> <p>A. go ahead and tell the truth B. In between C. First consider the consequences of doing so</p>
<p>77 I feel that there are too many rules in life today.</p> <p>A. Yes B. In between C. No</p>	<p>86. When I have to tell a friend something he won't like, I...</p> <p>A. Put it off until he right moment B. Uncertain C. Get it done as soon as possible</p>
<p>78 I plan my day well to avoid wasting time between tasks.</p> <p>A. Yes B. In between C. No</p>	<p>87. Children should be taught to ...</p> <p>A. just be themselves. B. Uncertain C. use their opportunities to become independent, skilful and successful.</p>
<p>79 I am too shy to talk to an attractive stranger of the opposite sex.</p> <p>A. Yes B. In between C. No</p>	<p>88. I am almost driven to tears when matters go totally wrong.</p> <p>A. Never B. Sometimes C. Often</p>
<p>80 The newspaper headline that would interest me more, is ...</p> <p>A. "Aid for children in need". B. Uncertain C. "Changes in production and marketing"</p>	<p>89. Society should place more value on' the proven wisdom of our parents and less on the unproven power of our own thinking.</p> <p>A. Yes B. In between C. No</p>
<p>81 I am often hurt more by the <u>way</u> people say things than by <u>what</u> they say.</p> <p>A. False B. In between C. True</p>	<p>90. I like to think up ways in which our world can be improved.</p> <p>A. Yes B. In between C. No</p>
<p>82. I think most witnesses in court tell the truth, even if it becomes embarrassing</p> <p>A. Yes B. In between C. No</p>	<p>91. My friends probably think it is hard to really get to know me.</p> <p>A. Yes B. In between C. No</p>
<p>83. What this world needs, is</p> <p>A. More level-headed, firm citizens B. Uncertain</p>	<p>92. I generally solve problems more easily by.</p> <p>A. discussing them with others. B. In between C. sorting them out on my own.</p>

C. More imaginative people planning a better future	
93. When I have many tasks to do, I ... A. keep leaving what I am busy with to do something else. B. In between C. go about them in a purposeful, systematic way.	102. I get over disappointments ... A. easily. B. In between C. with difficulty.
94. Even if the obstacles are many, I hold on and stick to my original plans. A. Always . B. Sometimes C. Seldom	103. I think I can be described as someone ... A. who often questions the opinions of other people. B. Uncertain C. who easily accepts the ideas of others.
95. I often feel quite tired when get up in the morning. A. No B. In between C. Yes	104. If I disagree with someone, I usually. A. keep my opinion to myself. B. Uncertain C. tell him/her that-my opinion differs.
96. I sometimes become dizzy or lightheaded for No apparent reason. A. Yes B. Uncertain C. No	105 I greatly enjoy having guests and entertaining them. A. True B. Uncertain C. False
97. I would rather ... A. work with people in a busy office. B. In between C. work alone in a quiet room.	106. I admire more ... A. a clever person, who sometimes takes chances. B. Uncertain . C. a person who strongly resists temptations.
98. Which one of the following is not of the same kind as the others? A. Stone B. Dog C. Cow	107 If my income was more than enough for ordinary daily needs, I would ... A. give the rest to a church or needy organization. B. Uncertain C. spend the rest on myself..
99. Which one of the following three numbers Does not belong with the others? A. 7 B. 9 C. 13	108 I consider myself a very sociable, outgoing person. A. Yes B. In between C. No
100. Dog is to a bone as a cow is to ... A. milk. B. grass. C. butter.	109 Sometimes I feel that I am not socially successful because I am unsure of myself. A. True B. Uncertain C. False
101. I get strong emotional moods - anxiety, anger, laughter, etc. That seem to have no actual cause. A. Yes B. Sometimes	110 I enjoy daydreaming. A. Yes B. Uncertain C. No

C. No	
111. I enjoy working with my hands, if I can use good tools or machines. A. Yes B. In between C. No	120 I sometimes feel depressed, unhappy and low-spirited without sufficient reason. A. Yes B. In between C. No
112. I suspect that people who are friendly to me could be disloyal behind my back. A. No, rarely B. Sometimes C. Yes, generally.	121. When am with a group of people, I agree with their ideas so that no arguments will arise. A. Yes B. In between C. No
113 When they cannot be seen, most people don't work as hard as they should. A. Yes B. Uncertain C. No	122. I would rather be known as someone who... A. Relies on proven methods B. In between C. Always relies to apply new ideas
114 If anyone betrays my trust, I ... A. stay very angry with him/her for a long time. B. In between C. soon forgive him/her	123. I get tired of people. A. Quickly B. In between C. Seldom
115 My friends think I am slightly absent-minded and impractical. A. Yes B. In between C. No	124. I prefer sport in which A. One has to play in a team B. Uncertain Each person relies on themselves
116 I like friends who ... A. are efficient and practical. B. In between C. do what they think is important, although others say they are a bit odd.	125. When quick decisions must be made, I ... A. Rely on calm, logical and objective reasoning B. In Between Become tense, excitable and unable to think clearly
117 I can see through the plans of selfish people who are trying to harm someone. A. True B. Uncertain C. False	126. I tend to get over-excited and confused in tense situations. A. Yes B. In between C. No
118 I like to use my intelligence to get people to change their ideas. A. True B. Uncertain C. False	127. I am less tense than most other people. A. True B. Uncertain C. False
119 I usually remain cheerful in spite of the problems that I experience.	128. I guess I am less irritable than most people.

<p>A. True B. In between C. False</p>	<p>A. True B. Uncertain C. False</p>
<p>129. I talk to people... A. Because I love to do so B. In between C. Only when I have something to say</p>	<p>139 In my work, I ... A. Try to plan ahead B. In between C. Hope that problems will take care of themselves when they arise</p>
<p>130. April is to March as Tuesday is to ... A. Wednesday B. Friday C. Monday</p>	<p>140. When I join a new group, I feel that I accepted immediately. A. Yes B. Uncertain C. No</p>
<p>131 Statue is to shape as song is to ... A. Beauty B. Notes C. tune</p>	<p>141. Starting conversations with strangers is ... A. Rather difficult for me B. In between C. Never a problem</p>
<p>132 The correct number to continue the series 1,3,2,4,3,5, is ... A. 4 B. 6 C. 8</p>	<p>142. As a job I would prefer... A. Writing children's books B. Uncertain C. Repairing electrical appliances</p>
<p>133 I get upset more quickly than other people. A. Yes B. In between C. No</p>	<p>143. It upsets me when my friends criticize me. A. Yes B. Not too much C. Not at all</p>
<p>134 I sometimes persuade people to go out they say they would prefer to stay home. A. Yes B. Uncertain C. No</p>	<p>144. In my opinion, the world has... A. More nice people B. Uncertain C. Mostly nasty people</p>
<p>135. When driving in traffic, I am satisfied ... A. To remain behind the other cars B. In Between C. Only once I have reached the front of the Queue</p>	<p>145 I wonder what is wrong when people invite me to a big party at very short notice. A. No B. In between C. Yes</p>
<p>136 People say that I like to have things done my own way A. True B. In between C. False</p>	<p>146 People think I am peculiar because I don't care about doing what everyone else does. A. True B. Sometimes C. False</p>
<p>137 I see it as my duty to liven up a dull party. A. Often B. Sometimes C. Never</p>	<p>147 My friends say that I.. A. Have both feet firmly planted on the ground B. In between C. Am artistic and a dreamer</p>
<p>138 When I have to stay at home with a bad cold, I A. Enjoy it as a short holiday B. Uncertain C. Worry about getting with my work</p>	<p>148 I don't enjoy long discussions with people about serious, intellectual things. A. True B. Uncertain C. False</p>

<p>149 I value good manners and the social ability to get along with other people more than any other characteristic.</p> <p>A. True B. In between C. False</p>	<p>155. A seaside beach would be more attractive to me if...</p> <p>A. there were people around B. In between C. Never</p>
<p>150. It takes me a long time to realize that people are making fun of me.</p> <p>A. True B. In between C. False</p>	<p>156. When my neighbours socialize, I wish that could join in.</p> <p>A. True B. In between C. False</p>
<p>151. I get upset about the criticism that other People direct at me</p> <p>A. Often B. Sometimes C. Never</p>	<p>157 When a problem becomes difficult and many other tasks are waiting, I try, ...</p> <p>A. an easier task. B. In between C. to approach the problem from a different angle.</p>
<p>152. I can always disregard the small unimportant mistakes that have made.</p> <p>A. Yes B. In between C. No</p>	<p>158. I like to find excuses to put work aside for a while in order to have a little fun.</p> <p>A. Seldom . B. Sometimes C. Often.</p>
<p>153 I enjoy my meal most if it consists of ...</p> <p>A. Unusual, strange foods B. Uncertain C. The usual familiar foods</p>	<p>159. When I have to face a hard day at work, I ...</p> <p>A. wish it would never arrive. B. In between C. see it as a challenge.</p>
<p>154. To get an interesting argument going, I tell a what is wrong with their ideas.</p> <p>A. Often B. Sometimes C. Never</p>	<p>160. During interviews, whether they are important or not, I feel ...</p> <p>A. very tense and ill at ease. B. in between C. confident and composed.</p>

