



16 PF PERSONALITY EVALUATOR

Make Every Hire a Perfect Fit

<https://www.pmapstest.com/>

16 PF PERSONALITY EVALUATOR

It is a versatile assessment designed for entry, mid, and senior-level professionals. Through realistic, scenario-based questions, it measures key behavioral and cognitive competencies including decision-making, emotional intelligence, and problem-solving. Ideal for enhancing hiring accuracy, leadership identification, and aligning talent with organizational needs.

APPLICATIONS

- Maps personality to job fit using 16PF trait profiles.
- Identifies leadership and stress-handling capacity through emotional stability.
- Assesses culture fit with traits like warmth and openness.
- Highlights potential risks via vigilance, tension, and apprehension.
- Standardizes hiring with a validated, research-backed personality framework.

Competencies Assessed

- Warmth
- Reasoning
- Emotional Stability
- Dominance
- Liveliness
- Rule-Consciousness
- Social Boldness
- Sensitivity
- Vigilance
- Abstractness
- Privatness
- Apprehension
- Openness to Change
- Self-Reliance
- Perfectionism
- Tension



[Sample Report](#)

Test Details

 Test Time:	1 hr 17 min
 No. of Questions:	144
 Reliability:	.73
 Industry:	Agnostic
 Norm Group:	Agnostic

Best For Hiring

- Recruitment Specialists
- Career Counselors
- Organizational Development Professionals
- Training and Development Coordinators
- Performance Analysts
- Personal Development Coaches

COMPETENCY DEFINITIONS



Warmth

Reflects empathy and sociability. High scorers are warm and engaging; low scorers tend to be more reserved and formal.

Reasoning

Measures abstract thinking and learning ability. High scorers are quick, analytical thinkers; low scorers struggle with complex reasoning tasks.

Emotional Stability

Indicates how calmly one handles stress. High scorers are stable and composed; low scorers may be reactive or sensitive.

Dominance

Assesses assertiveness. High scorers lead and compete confidently; low scorers are cooperative, submissive, and avoid confrontation or leadership roles.

Liveliness

Captures spontaneity and energy. High scorers are cheerful and expressive; low scorers are serious, introspective, and prefer structured environments.

Rule-Consciousness

Measures rule-following behavior. High scorers value structure and conformity; low scorers are flexible, nonconforming, and question authority or rules.

COMPETENCY DEFINITIONS



Social Boldness

Evaluates confidence in social settings. High scorers are outgoing and bold; low scorers are shy, cautious, or socially inhibited.

Sensitivity

Reflects emotional awareness and empathy. High scorers are tender and intuitive; low scorers are objective, practical, and unsentimental.

Vigilance

Measures cautiousness and skepticism. High scorers are alert to risks and motives; low scorers are trusting and accepting of others.

Abstractness

Assesses imagination and creativity. High scorers think abstractly and conceptually; low scorers are grounded, practical, and focused on reality.

Privateness

Evaluates privacy levels. High scorers are discreet and reserved; low scorers are open, expressive, and comfortable sharing personal thoughts.

Apprehension

Indicates insecurity and worry. High scorers are self-doubting and anxious; low scorers are confident, relaxed, and emotionally assured.

Openness to Change

Measures adaptability and openness. High scorers embrace change and innovation; low scorers prefer routine, tradition, and familiar ways of working.

Self-Reliance

Assesses independence. High scorers prefer working alone and being self-sufficient; low scorers are group-oriented and prefer team collaboration.

Perfectionism

Reflects organization and discipline. High scorers are structured, detail-oriented, and precise; low scorers are flexible, disorganized, or inconsistent.

Tension

Indicates internal pressure. High scorers are driven and restless; low scorers are relaxed, patient, and have a calm demeanor.

Benefits

Reduce Hiring Turn around Time by up to 75%.



Eliminate Multiple Interview Rounds & Reduce Hiring Costs.



Identify & Nurture High-Potential Employees Early.



Ensure Consistency & Fairness with Standardized Benchmarks.



Improve Team Performance



Achieve 2x Productivity & 20% Higher Retention with Top Scorers.



Enhance Decision-Making with Predictive, Data-Driven Insights.



Align Hiring with Organizational Goals & Culture



Why Choose Us



CUSTOMIZATION & LOCALIZATION

- Industry, role, and region-specific assessments
- Multilingual and culturally adapted content



AUTOMATION & INTEGRATION

- Automated invites, scoring, & reminders
- Easy integration with ATS, CRM, & HRMS



TALENT DEVELOPMENT TOOLS

- Managerial counsel for performance & development
- Insights into strengths & weaknesses for targeted improvement



SECURITY & COMPLIANCE

- AI-powered remote proctoring
- GDPR, and local compliance ready



USER EXPERIENCE

- Visual, language-neutral, mobile-ready interface
- Real-world scenarios for better engagement



REPORTING & ANALYTICS

- Real-time dashboards & reports
- Benchmarking, predictive analytics, and insights



EXTENSIVE ASSESSMENT LIBRARY

- 500+ pre-built tests across job roles and industries
- Fully customizable modules and scoring parameters



SCALABILITY

- Supports both high-volume and individual assessments
- Trusted across BFSI, ITeS, Telecom, and more

Hear from our Clients:



PMaps has transformed our hiring process by providing deep insights into candidates' personality traits, enabling us to make better decisions based on their IQ and EQ.

– Aabhinna Khare
(CDO & CMO)

More Features



Mode of Test:

- Desktop
- Laptop
- Tab / Mobile



Proctoring:

- Audio
- Image & Screenshot

How it Works

Define Role &
Select Assessment



Engaging
Assessment Experience



Make Confident
Decisions



Invite Candidates

Review Reports with
Actionable Insights

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