

**QUESTIONNAIRES FOR THE STUDY OF MULTIFACTORIAL  
PERSONALITY - A COMPLETE DIAGNOSIS OF PERSONALITY. R.  
KETTEL'S 16PF FACTOR PERSONALITY QUESTIONNAIRE**

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**Annotation:** *This article discusses multifactorial personality questionnaires - a comprehensive diagnosis of personality. Detailed information about the structure, purpose, primary factors of R. Kettel's 16PF personality questionnaire is provided.*

**Keywords:** *16PF Questionnaire, personality assessment, multifactorial personality, clinical psychology, occupational psychology, personality traits, psychological testing.*

**Introduction:** The 16 Personality Factors (16PF) Questionnaire, developed by Raymond Cattell, is a multifactorial tool designed for a comprehensive assessment of personality traits. Comprising 185 multiple-choice questions, the 16PF evaluates 16 primary personality factors such as warmth, emotional stability, dominance, and social boldness, which are further grouped into five global factors: extraversion, anxiety, tough-mindedness, independence, and self-control. This questionnaire is widely utilized in clinical psychology, occupational settings, and research to provide valuable insights into an individual's personality structure, aiding in therapeutic practices, personnel selection, and understanding behavioral dynamics. The results yield a detailed personality profile that supports informed decision-making in various contexts.

The 16PF is one of the most comprehensive tools for personality assessment. It is designed to evaluate a wide range of personality traits, providing a multifactorial analysis of personality. This tool is widely used in both clinical settings and research to give a complete diagnosis of an individual's personality across several dimensions. Purpose of the 16PF is that it is designed to assess normal personality traits, offering a complete view of an individual's personality structure. It is often used in areas such as psychology, counseling, personnel selection, and career planning.

Structure of the 16PF consists of 185 questions, all of which are multiple-choice. The responses are then analyzed to assess 16 different personality traits, divided into primary factors and global factors.

### **Primary Personality Factors:**

*Warmth (A):* Assessing how warm, outgoing, and attentive to others a person is.

*Reasoning (B):* Reflecting cognitive abilities and intellectual functioning.

*Emotional Stability (C):* Measuring how stable and adaptive a person is emotionally.

*Dominance (E):* Determining assertiveness and independence.

*Liveliness (F):* Examining how lively and expressive a person is.

*Rule-Consciousness (G):* Reflecting the person's sense of responsibility and adherence to rules.

*Social Boldness (H):* Assessing confidence in social situations.

*Sensitivity (I):* Looking at the person's sensitivity to feelings and emotions.

*Vigilance (L):* Assessing skepticism and suspicion towards others.

*Abstractedness (M):* Measuring creative and abstract thinking.

*Privateness (N):* Assessing how open or discreet a person is about themselves.

*Apprehension (O):* Reflecting feelings of insecurity and worry.

*Openness to Change (Q1):* Determining how open someone is to new experiences.

*Self-Reliance (Q2):* Measuring independence and preference for being alone.

*Perfectionism (Q3):* Reflecting the desire for order and precision.

*Tension (Q4):* Measuring levels of frustration and tension.

**Global Factors:** The primary factors can be grouped into five global factors or second-order factors:

*Extraversion:* Combining traits like warmth, liveliness, social boldness, and dominance.

*Anxiety:* Derived from emotional stability, vigilance, apprehension, and tension.

*Tough-Mindedness:* A combination of reasoning, abstractedness, sensitivity, and openness to change.

*Independence:* Reflecting dominance, social boldness, vigilance, and self-reliance.

*Self-Control:* Comprised of rule-consciousness, perfectionism, liveliness, and abstractedness.

### **Applications:**

*Clinical settings:* The 16PF can be used to understand a patient's personality structure for psychotherapy and counseling.

*Occupational and organizational psychology:* Helps in personnel selection, career counseling, and team development by identifying personality traits that may influence job performance or compatibility with certain roles.

*Research:* Extensively used in psychological research to study personality traits and how they relate to other psychological or behavioral factors.

**Scoring and Interpretation:** The 16PF results are interpreted through standardized scores that are compared to norms from various population samples. This allows psychologists to understand where individual falls on each of the 16 traits, providing a detailed personality profile.

**Conclusion:** *The 16PF Questionnaire offers a comprehensive analysis of personality, providing both a fine-grained and broad assessment of traits. It remains a valuable tool for psychologists, researchers, and human resource professionals who seek to understand complex personality dynamics.*

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