

FACTOR C: EMOTIONAL STABILITY

FACTOR C IS THE MEASURE OF A PERSON'S ABILITY TO FUNCTION NORMALLY UNDER STRESS AND PRESSURE, RECOVER FROM UPSETS AND MAINTAIN AN OVERALL SENSE OF SATISFACTION WITH LIFE

Occupations that involve responding to and resolving consequential problems or those that are extremely demanding or stressful are better suited for individuals with high Factor C scores. Less demanding occupations are better suited for those with a lower Factor C score.

High scorers:

Individuals with high Factor C scores are able to remain calm and steady when facing ups and downs. They are even-tempered and can recover more quickly when faced with challenges and disappointments.

Other characteristics of high Factor C scores include:

- Tend to react to life in a balanced, adaptive way
- Tend to express satisfaction with life and how they handle it
- Make adaptive and proactive choices in managing their lives
- Use energy productively
- Persevere towards goals (despite confronting obstacles)

These individuals are able to consider other points of view and look at issues from varying perspectives while finding solutions. They are seen by others as mature, responsible and resourceful in their ability to handle life and its obstacles.

Low scorers:

Lower Factor C scores indicate a person who can get emotional quickly, perhaps temperamental and react strongly to stress. They are prone to having a low tolerance for frustration and disappointment. They can have a difficult time bouncing back when challenged.

Characteristics of a low Factor C score include:

- Feeling a certain lack of control over life
- Tending to react to life rather than manage it
- Expressing dissatisfaction with life and how they handle it

These individuals may be seen as immature and dissatisfied. They are unable to cope with challenges and tend to be reactive rather than proactive. They show a good deal of emotional fluctuation which affects their ability to use their capabilities effectively.

DESCRIPTORS FOR FACTOR C (EMOTIONAL STABILITY)

LOW	HIGH
Reactive, temperamental	Calm, mature steady
Emotional, easily upset	Persevering, even-tempered
Reactive to stress	Emotionally resilient
Unable to cope	High tolerance for frustration
Avoids dealing with problems	Good problem-solving skills
Immature	Copes with stress
Volatile	Stable
Dissatisfied	Satisfied

How the Other 16PF Factors (Primary Scales) Impact Factor C

When considering any factor on the 16PF Questionnaire, it is important to remember that correlations exist between factors. These correlations contribute to an individual's overall emotional resiliency and help us gain a true or clearer view of the individual.

Factors that correlate with Factor C are Factor L (vigilance), Factor O (apprehension), and Factor Q4 (tension). The four factors make up the Emotional Resilience Score on the Global Factor Scale and tells us about the types and intensity of emotions that a person experiences.

Many of the items that make up the Emotional Stability (Factor C) score are straightforward and obvious which make it easier for an individual to answer in a desirable direction. For that reason, when considering the Factor C and Emotional Resilience Score you must also evaluate:

- Whether high scorers may be minimizing so-called "negative" feelings
- Whether low scorers may be making a "plea for help"

This is done by taking into consideration one of the validity indices called the Impression Management (IM) score:

- High C + Low IM = most likely a valid Factor C score
- High C + High IM = could be “faking” good (answering in a desirable way)
- Low C + High IM = most likely a valid Factor C score
- Low C + Low IM = could be result of current “life” condition or situation

For those with low scores, other factors as well as other sources of information should be considered as they could be a result of current life events or temporary stressors rather than a personality characteristic.

Occupational Impact

Individuals with high Factor C scores are often successful in occupations that require a higher level of problem-solving such as executives, business and sales managers, also those requiring decisive action such as police officer, firefighter, and airline pilot and occupations with social themes such as counselor, nurse or social worker.

Extremely high scores however, could indicate an unwillingness to admit to negative feelings or an inability to cope with a stressful environment beyond an individual’s capacity. These people may also be seen as lacking in compassion and emotion; not a desirable trait in a manager or leader.

Occupations that are less demanding or stressful and do not require responding to problems or managing responsibilities such as clerks, farmers, janitors and assembly line workers are more acceptable for individuals with lower Factor C scores. Some low Factor C scorers tend to have artistic leanings such as writer, painter, actor, musician, etc.

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