

FACTOR Q2: SELF-RELIANCE

FACTOR Q2 IS A PRIMARY CONTRIBUTOR TO THE GLOBAL SCALE EXTROVERSION

A low Q2 score relates to the desire for companionship and support while a high Q2 score relates to the preference for doing things autonomously and being self-reliant.

High scorers:

Individuals with high Factor Q2 scores prefer to work independently which is good in situations that require initiative and/or a quick decision. They are self-sufficient, resourceful and do not seek feedback. They value the right to make their own decisions and do not easily conform or succumb to outside pressure.

They appear confident because they do not need reassurance or assistance from others to make decisions, nor do they need their acceptance. Unlike a high score on Dominance, individuals with high Q2 scores are not interested in controlling or influencing others. In fact, they move away from others to avoid being controlled.

Extremely high scorers (9-10):

Individuals with extremely high Factor Q2 scores find it uncomfortable working with others making it difficult for collaboration on projects that require working as a team to achieve a common purpose. They are especially sensitive to attempts to control them or the situation. At times, it appears that they are avoiding interaction.

They rarely ask for support or advice and it is difficult for them to ask for help when they need it. Their high need to be self-sufficient causes them to be viewed as snobbish and unapproachable. It can also limit their ability to form close and intimate relationships.

Low scorers:

People with Low Factor Q2 scores enjoy being around people and like working in groups. They will go out of their way to join groups and clubs. They are team players and like to help maintain harmony and peace among the group. They are collaborative in their decision making and will turn to others for assistance and support when problems arise.

Because they genuinely like people, they go out of their way to find opportunities to take care of others.

Extremely low scorers (1-2):

People with extremely low scores do not like being alone. They are unhappy if they are isolated or cut off from social interaction. Their strong need for acceptance may cause them to be unassertive and they will avoid offending in order to maintain the relationship. This can make them vulnerable to being used and exploited by others.

They don't like to take the initiative and rely on others for ideas and opinions. They feel threatened when tensions arise between themselves and others or the group.

DESCRIPTORS FOR FACTOR Q2 (SELF-RELIANCE)

LOW	HIGH
Group oriented	Values own autonomy
Team player	Self-reliant, self-sufficient
A joiner, likes to belong	Solitary, a loner
Likes getting other opinions	Prefers own ideas
Prefers company	Self-contained

How the Other 16PF Factors (Primary Scales) Impact Factor Q2

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 openness to change and help us gain a true or clearer view of the individual.

Individuals who score low on Factor Q2, together with high Factor A (warmth), high Factor F (liveliness), high Factor H (social boldness), and low Factor N (privateness) will be extremely extraverted. They enjoy being with others and are very concerned about others' needs.

Individuals who score high on Factor Q2 prefer to work alone without interruptions or suggestions from others. A high Q2 should not be confused with Factor E (dominance) where they seek power and control over others. Individuals with high Q2 are not concerned about influencing others.

Occupational Impact

Low Q2 scorers enjoy jobs that involve cooperation with others and teamwork. A low Q2 score is considered desirable in occupations that require enterprising and social positions such as police officer, social worker, nurse, teacher, banker, and service jobs. These individuals are loyal employees that thrive in a structured environment. A salesperson who scores low in this dimension may look for help, support or guidance. They may need more attention and feedback. Those that score low in a management role may not stand alone. They might seek support and solace of others and be overly concerned about not making a popular decision.

High scorers can be found in professions that allow for independent, investigative, realistic, and artistic abilities including scientists, psychologists, writers, designers, architects, and musicians. Sales people who score higher are better suited to work remotely or from a home office. The down side is they are usually not good at asking for help and rarely admit they need it. In a managerial role, high scorers will sometimes make decisions without consulting with peers or people who could provide a greater degree of insight.

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