

FACTOR Q₄: TENSION

FACTOR Q₄ IS A PRIMARY CONTRIBUTOR TO THE GLOBAL SCALE EMOTIONAL RESILIENCE

Other factors that correlate to Factor Q4 are Emotional Stability (C+), Apprehension (O-), and Vigilance (L-). The low Q4 scorers tend to be relaxed and patient while the high Q4 scorers are full of energy and drive.

High scorers:

Individuals with high Factor Q4 scores are usually busy, high-strung individuals. They place a high priority on getting jobs completed quickly. They are typically seen as desirable employees that motivate positive actions and good work habits. However, they can become annoyed and frustrated with others or situations that might slow them down. They can be identified as people with a high sense of urgency but their impatience can cause them to be short with others and come off as uncaring.

Extremely high scorers (8-10):

Individuals with extremely high Factor Q4 scores may be temperamental and impatient. They may make impulsive decisions and blame others unreasonably.

Low scorers:

People with Low Factor Q4 scores usually appear relaxed, happy, and easygoing. They are not easily frustrated or upset. Low Q4 scorers are generally good companions. If they do experience tension they do not take it out on others.

Extremely low scorers (1-2):

People with extremely low Q4 scores are so laid back and content that they lack drive or ambition. They are difficult to motivate and often unsuccessful. They may not operate with a high sense of urgency and, at times, may be slow to respond.

DESCRIPTORS FOR FACTOR Q₄ (VIGILANCE)

LOW	HIGH
Relaxed, patient	Tense, high energy & drive
Tranquil, low ambition	Fast-paced, ambitious
Carefree, laid-back	Always busy
Not easily upset	High-strung
Composed	Fidgety, restless

How the Other 16PF Factors (Primary Scales) Impact Factor Q₄

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

High Q₄ individuals can become mean and abrasive to others if they score high on scales such as Dominance (E+) or Vigilance (L+). This can also occur if the individual scores low on Rule-Consciousness (G-), Emotional Stability (C-), or Perfectionism (Q3-). These negative qualities can become diminished if the high Q₄ scorer’s profile appears with softer qualities such as above-average scores on Sensitivity (I+) or Warmth (A+).

Occupational Impact

Individuals with a high Q4 score are sometimes found in occupations with an artistic or creative theme. However, a high Q4 score is not generally a strong predictor of occupational choice.

Low Q4 scores are occasionally found in occupations where people must function well in highly stressful situations such as firefighter or police officer. Moderately low Q4 scores are found in occupations of a social nature such as nurse, counselor, teacher, or social worker.

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