

## FACTOR G: RULE CONSCIOUSNESS

### FACTOR G IS A CONTRIBUTOR TO THE GLOBAL SCALE SELF-CONTROL

A high score on Factor G with respect to Self-Control correlates with societal rules and can be distorted if the test taker agrees with items that relate to cultural ideals and virtues, making them appear to be more responsible than they really are. Due to this factor, the Impression Management scale must be closely reviewed.

#### **High scorers:**

Individuals with high Factor G scores have strong standards and use these standards to judge and guide their behavior. They are strict followers of rules and principles and like things to be done properly. They see themselves as virtuous and persevering; respect authority, and are conscientious. They usually make good grades in school and receive positive performance ratings in a work setting.

High scorers always consider “right” and “wrong” when making decisions and believe in strict adherence to rules. They may hold to this rigid approach even if it is not in their own best interest or in the best interest of others. Because of this, they can be ineffective in situations that require flexibility or the ability to change and adapt. People often react to high scorers as parental or authority figures, while others may see them as condescending or judgmental.

#### **Extremely high scorers (9-10):**

Individuals with extremely high Factor G scores appear to be rigid and at their extreme may even be considered self-righteous. They judge themselves and others against a very high moral standard. Everything is black or white; there are no shades of gray with an extremely high Factor G score. They are inclined to feel inadequate and experience heavy guilt if they think they are breaking the rules.

**Low scorers:**

Low Factor G scores indicate a more casual approach to the rules and to societal expectations. These individuals are spontaneous, seek excitement and like to “play”. They prefer autonomy and flexibility in their day to day lives.

A low score could also indicate a poorly developed sense of right and wrong or it might be that the values and conventions of the individual are different from mainstream society.

**Extremely low scorers (1-2):**

Extremely low scorers have a difficult time conforming to strict rules and regulations. They may be seen as unreliable and their behavior unpredictable. They may also resort to manipulation and be dishonest in their dealings with others in order to get what they want. Extremely low scorers have a difficult time conforming to strict rules and regulations. They may be seen as unreliable and their behavior unpredictable. They may also resort to manipulation and be dishonest in their dealings with others in order to get what they want.

**DESCRIPTORS FOR FACTOR G (RULE CONSCIOUSNESS)**

<b>LOW</b>	<b>HIGH</b>
Expedient	Rule conscious
Unconcerned of the rules	Dutiful
Doesn't accept group standards	Conforms to group standards
Non-conforming	Feels bound by a sense of duty
Undependable	Conscientious
Disregards obligations	Moralistic

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

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 rule consciousness and help us gain a true or clearer view of the individual.

Factors that correlate with Factor G are a positive Factor Q3 (perfectionism), and a negative Factor F (liveliness), and a negative Factor M (abstractedness).

Factor G is susceptible to distortion due to a concern for cultural ideas and virtues. As a result, Factor G correlates strongly with the Impression Management (IM) scale.

## Occupational Impact

Individuals with a high Factor G score have characteristics that are considered positive for employees, such as respectful, obedient, and rule-follower. Those in a position of authority are often well-liked because they are reliable and consistent in their dealings with subordinates. High Factor G scorers are found in occupations such as bank examiner, bookkeeper, and office clerk as they require a strict adherence to policies and procedures.

Artists, scientists, professors, and psychologists often score below average on Factor G. These occupations require flexibility and do not follow a specific set of expectations.

## For more information, please contact The Executive Group

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