

FACTOR H: SOCIAL BOLDNESS

FACTOR H IS A CONTRIBUTOR TO THE GLOBAL SCALES EXTROVERSION AND INDEPENDENCE

Factor H contributes to Extroversion in that a high score means that a person is motivated to seek adventure and attention. To the Independence global scale, social boldness contributes to the desire to take on challenges and take risks.

High scorers:

Individuals with high Factor H scores are confident and not easily intimidated. They like a challenge and seek situations which some would consider risky. They have no problem interacting in social situations, readily introduce themselves to strangers, and are comfortable in groups. They don't fear public speaking. They also have little reservation in disagreeing with others or confronting others with differing opinions because they are generally unconcerned with what others think about them.

High scorers enjoy the excited and even scared feelings they get from a risky situation. They can withstand external pressures and emotionally grueling situations.

Extremely high scorers (9-10):

Individuals with extremely high Factor H scores may come across as insensitive, arrogant, or brash because they don't appear to care what other people think. They may not notice or be aware of disapproval or rejection. Because they gravitate towards being the center of attention, they can be seen as self-centered. When addressing groups, they are often long winded and therefore, not considered very good public speakers.

Their adventurous and bold nature can cause them to be thrill seekers and risk takers. They get bored when things are too safe and that may cause them to ignore signs of danger and put themselves in unsafe situations.

Low scorers:

By comparison Low Factor H scores indicate a more accommodating individual. Often shy and timid, Low H individuals avoid being the center of attention. If they should happen to draw attention to themselves, they are easily embarrassed. They avoid having to speak in front of groups.

Shy people are considerate and concerned about other people’s feelings. Because they stand back and observe, they are in tune with other’s feelings and know what will upset and offend others. These individuals have difficulty starting conversation and are the last ones to express their opinion. They tend to have just a few close friends and will open up and share ideas when in the presence of those people. They will exhibit much different behavior in situations with these close friends than in most other social situations.

Extremely low scorers (1-2):

People with extremely low scores avoid social contact. They avoid risk sometimes to their social and professional detriment. They lack confidence and often times feel inferior and self-conscious around others. They avoid expressing their feelings and opinions especially in social situations for fear of being humiliated. They can be seen as overly sensitive or thin-skinned. Because they don’t “speak up”, their ideas go unheard and their needs unmet.

DESCRIPTORS FOR FACTOR H (SOCIAL BOLDNESS)

LOW	HIGH
Shy, timid, modest	Socially bold, attention seeking
Threat-sensitive	Talkative, gregarious
Easily embarrassed	Adventurous, fearless
Sensitive to criticism & stress	High tolerance for frustration
Thin-skinned	Thick skinned
Alert to dangers	Risk taker

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

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 H are a positive Factor A (warmth), Liveliness (F), with a negative Factor N (privateness) and Q2 (self-reliance) as it relates to Extroversion; and a positive Factor E (dominance), Factor L (vigilance), and Q1 (openness to change) as it relates to Independence.

Occupational Impact

Having a high H score is a very desirable trait in a sales or management role. For the sales person, a higher H score contributes to prospecting and cold calling and making presentations as well as the thrill of the hunt and landing the big deals. For the manager the higher H score contributes to being more comfortable in high profile situations and high stress environments while making high profile decisions. Because the high H person meets people easily, they are usually considered quite outgoing and energetic. They have less difficulty meeting strangers and being in challenging social situations than many people would. They have an ability to be persuasive, to articulate their thoughts, and to engage in conversation.

They tend to derive an average amount of gratification from interacting with people as an end in itself. It is sometimes hard to differentiate factor A from factor H. Factor A is how they see people and relationships and factor H is how they see the environment and the social side of things. High H people love the limelight and sales and management roles require this kind of behavior. This not to say that a sales person or manager cannot be successful if they are more shy and reserved.

High Factor H individuals excel in occupations that make use of their boldness, nerve and risk-taking approach. Occupations that involve high stress and emotional situations on a regular basis such as police officer, firefighter, pilot, race car driver and social occupations including minister, teacher, and principal are appealing to individuals with a high Factor H. Some artistic careers such as musician, broadcaster or reporter and enterprising occupations including managers, executives and attorneys will attract individuals with a high H. Individuals with a low Factor H score tend to be shy in nature and prefer jobs that do not require much social interaction and do not involve much stress, conflict or physical danger. Occupations such as librarian, accountant, engineer, mechanic and farmer are more suited to individuals who score low on Factor H.

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