

## FACTOR I: SENSITIVITY

### FACTOR I IS THE KEY TO UNDERSTANDING BOTH ENDS OF THE GLOBAL SCALE TOUGH-MINDEDNESS

Factor I provides important information about how people think, how they perceive the world, their cognitive style, interests, and their ability to deal with facts versus feelings. Factor I shows the greatest differences between genders with women usually having higher Factor I scores than men.

#### **High scorers:**

Individuals with high Factor I are in tune with their own feelings and acutely aware of the feelings of others. They make decisions based on emotions, intuition, personal taste and aesthetics. Often considered compassionate and sympathetic, the individual with a high Factor I hurts when others hurt.

High scorers tend to have an artistic sensitivity. They are imaginative, and appreciate beauty, art, music, and other aesthetically focused endeavors. They enjoy theatre rather than sports, romance movies rather than action films.

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

Individuals with extremely high Factor I scores can be so emotionally fragile that they may feel vulnerable and will avoid unpleasantness and conflict for fear they will be hurt. Their inability to distance themselves from their emotions can keep them from focusing on an objective and being effective in the workplace. They expect sympathy, understanding, and support which makes it difficult for them to accept constructive criticism. They are unable to make hard decisions for fear of being hurt or causing hurt. This causes them to be ineffective at work.

Their overly sensitive feelings make them appear to be fussy or demanding. In relationships, their constant need for reassurance can be perceived as clingy and needy.

**Low scorers:**

Individuals with Low Factor I scores experience the world with less emotion than high scorers. This makes them effective in situations where it is necessary to focus on facts and use logical thinking. They have few illusions about the harsh realities of life and easily accept them.

This utilitarian approach has its drawbacks. Low Factor I individuals, often times, are unable to connect with and understand other people’s feelings to the point that they make them feel insignificant.

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

People with extremely low scores are so detached from the feelings of both themselves and others that they are considered cold and unsympathetic. They are uncomfortable with emotional people and purposefully avoid them. They do not understand the emotional responses of others and subsequently have a negative reaction when faced with emotional individuals or situations. This inability to connect can cause friction in the personal relationships of persons with an extremely low Factor I score.

**DESCRIPTORS FOR FACTOR I (SENSITIVITY)**

<b>LOW</b>	<b>HIGH</b>
Objective, realistic, rational	Emotionally sensitive
Unemotional, tough	Empathetic, intuitive, artistic
Cynical	Sentimental
Acts on facts and logic	Indulgent, kindly
Avoids sensitive feelings	Sympathetic
Functional, hard	Seeks support

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

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 a high Factor I are a low score on the Global Scale, Tough Mindedness. Other primary scales that relate to a high Factor I include a positive Factor A (warmth), Q1 (openness to change), and M (abstractedness).

## Occupational Impact

The Sensitivity scale is a better predictor of occupational fit than other primary scales because it shows the strongest differentiation among occupations.

High scorers lean towards occupations that are artistic in nature such as writer, poet, photographer and musician. They are also attracted to occupations that have a helping focus including teacher, counselor, nurse and minister.

Low Factor I scorers choose occupations with more realistic or technical aspects such as mechanic, police officer, firefighter, dentist and engineer. They also prefer more conventional occupations such as accountant and credit manager.

## For more information, please contact The Executive Group

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