

FACTOR Q₁: OPENNESS TO CHANGE

FACTOR Q₁ IS A PRIMARY CONTRIBUTOR TO THE GLOBAL SCALES TOUGH-MINDEDNESS AND INDEPENDENCE

A high Q₁ score relates to an openness to new ideas and new ways of doing things while a low Q₁ score relates to a preference for doing things in a traditional way.

High scorers:

Individuals with high Factor Q₁ scores look for innovative ways to do things and like to experiment rather than follow a standard procedure or the traditional tract. They look at things from a different perspective and often take solutions from one problem and apply them to a different set of factors. They do not seek innovative solutions just to be different but rather because they have noticed areas where improvements could be made.

Their tendency toward critical thinking and creativity comes from a desire to meet challenges head on and seek desirable outcomes. They tend to be principled and consider themselves champions of the underdog. Their actions are based on real concerns they feel are being overlooked simply because the establishment doesn't want to "rock the boat." High Factor Q₁ scorers look to the future with anticipation and a positive outlook. They embrace change and celebrate change in others.

Extremely high scorers (9-10):

Individuals with extremely high Factor Q₁ scores can become so engrossed in experimenting with new ways to do things that they overlook the positive aspects of the way things are being done. They reject the "if it ain't broke, don't fix it" motto. Those with extremely high scores do not make good subordinates if they are overly sensitive to injustice with established methods. They can become frustrated and critical when in a restrictive environment. Their efforts can become counterproductive if they become too forceful and aggressive about their positions. They tend to get bored quickly and may not allow things to take shape or materialize. They give up too soon on projects.

Low scorers:

People with Low Factor Q1 scores like things as they are. They are most comfortable with established methods and have a great respect for tradition. They prefer things that are familiar and predictable.

They tend to be very loyal and are attached to home and family. As a result they maintain long-lasting relationships.

Extremely low scorers (1-2):

People with extremely low scores resist change and in doing so often remain in situations that are not in their best interest. They may be so change resistant that they have trouble adjusting to normal life transitions.

Their inability to embrace new ideas or approaches can cause them to overlook opportunities that may be beneficial. This lack of creativity and originality causes people to view them as unimaginative. They are very conservative by nature. They value austerity and traditional values.

Their lack of flexibility keeps them from exploring new and alternate solutions and can hinder them professionally.

DESCRIPTORS FOR FACTOR Q1 (OPENNESS TO CHANGE)

| LOW | HIGH |
|--------------------------------------|------------------------------------|
| Traditional | Open to change |
| Comfortable with the familiar | Embraces new ideas & experimenting |
| Follows status quo | Questions the status quo |
| Resists change | Embraces change |
| Doesn't question how things are done | Free thinking |

How the Other 16PF Factors (Primary Scales) Impact Factor Q1

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.

It is important to note that individuals who score high on Factor Q1, together with high Factor E (dominance) and high Factor L (vigilance) can create uncomfortable situations as they argue their points. If also joined with a high reasoning and problem-solving score, Factor B, they can actually become intellectually or verbally aggressive.

Occupational Impact

Low Q1 scorers enjoy jobs that have steady, consistent and reliable aspects to them. A low Q1 score is considered desirable in occupations that require the adherence to a set of rules and procedures such as clerical worker or bookkeeper. These individuals are loyal employees that thrive in a structured environment.

High scorers can be found in professions that allow for independent thinking and action including scientists, researchers, and engineers. High scorers are also found in social occupations such as psychologist, personnel manager and areas that require an openness to innovative ideas and flexibility in dealing with a wide range of people. High scores in salespeople equate to "hunters" or people who enjoy challenges. They may give up too quickly on a sale as their impatience undermines a lengthy sales cycle.

Managers who score high on Q1 usually see themselves as change agents and do not do well in roles where maintaining the "status quo" is required. There will not be enough excitement to hold their attention.

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