

## FACTOR Q<sub>3</sub>: PERFECTIONISM

### FACTOR Q<sub>3</sub> IS A PRIMARY CONTRIBUTOR TO THE GLOBAL SCALE SELF-CONTROL

The low Q<sub>3</sub> scorers tend to be more flexible and spontaneous while the high Q<sub>3</sub> scorers generally see themselves as very self-disciplined and organized.

#### **High scorers:**

Individuals with high Factor Q<sub>3</sub> scores desire organized environments with predictable tasks. When working on projects they are thorough, persistent, and attentive to details. They set high standards for themselves and are very goal oriented.

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

Individuals with extremely high Factor Q<sub>3</sub> scores may be so focused on the completion of a task that they may seem anxious and unable to relax. They may become absorbed in minor details and set goals for themselves that are unreachable. They would be considered a perfectionist. When this score is too high it is likely that they are inflexible and even critical of others if their standards are not met. They are inclined to think that nobody does the task as well as they do.

The same qualities that make them so effective in their organizational skills can leave them uncomfortable in a social setting and make them feel awkward in groups. Others may view them as cold and unfriendly.

**Low scorers:**

People with Low Factor Q3 scores enjoy life and live it to the fullest of their potential. They tend to be spontaneous, flexible, and playful. They tolerate disorder and don't worry about minor details. They try to make things fun and enjoyable, especially if Factor F is high.

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

People with extremely low scores may be so unconcerned about organization and task completion that they are seen as unreliable. They lack initiative and show little concern for how they are viewed by others. They may lack the organizational skills to be effective in roles that require a high attention to detail. They may be seen as scattered in their thoughts and actions.

**DESCRIPTORS FOR FACTOR Q3 (PERFECTIONISM)**

<b>LOW</b>	<b>HIGH</b>
Tolerates disorder	Organized, perfectionistic
Not goal oriented	Goal oriented
Carefree, unconcerned	Reliable, thorough
Undisciplined	Self-disciplined
Flexible	Conscientious, detailed

**How the Other 16PF Factors (Primary Scales) Impact Factor Q3**

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

Q3 – Perfectionism – is centrally grounded within the global scale of Self-Control (SC) where other factors Rule-Consciousness (G+), being grounded (M-), and seriousness (F-) are contributing behaviors. People who are organized, conscientious, self-disciplined and goal oriented are usually categorized by others as perfectionists.

High scoring Factor Q3 individuals prefer to work in an environment that is organized, structured and goal driven. A high Q3 should not be confused with the other major contributor to Self-Control; Rule-Consciousness (G+). People who score high on Perfectionism (Q3+) are more concerned with getting things completed and organized. Rule-Conscious (G+) individuals are more concerned with following rules and being socially correct.

Individuals who score low on Factor Q3 are carefree individuals that have very little concern regarding goals or details. They appear calm and unworried, potentially drifting through life with very little focus. When Factor G is low as well, look for an undisciplined individual who lacks the ability to become focused on what is the right thing to do.

### **Occupational Impact**

Individuals with a low Q3 score do not appear as frequently within most occupations. Most of these individuals with low Q3 scores look for artistic and creative positions where spontaneity and flexibility are encouraged. They do not respond well to a rigid environment. Some examples of low Q3 occupations might be artists, designers, and counselors. These individuals would like working in non-structured environments. Some would probably enjoy hands-on positions such as fire fighters or policemen due to the fact that each day would utilize different tactics and expertise. Low Q3 scorers are generally not as judgmental as those with a high Q3. High Q3 scorers in those positions might not be very patient or supportive to individuals who have made bad decisions and have a lot of complications in their lives.

High scorers are generally found in professions that express realistic ideals. They enjoy structured positions and take pride in their skills. Some examples might be a mechanic, carpenter, pilot, scientist, clerical worker, bookkeeper, accountant or other goal-oriented employment. In managerial roles, people who score high on Factor Q3 may have tendencies to micromanage and may not delegate as well. They might feel that no one does it as well as they can. Managers who score too low may have poor attention to detail and may lack the organizational skills necessary to be effective. Salespeople, especially ones in account management roles or "farmer" type roles, will likely excel if they are higher on Factor Q3 because they tend to have a higher level of self-discipline and concentration. Sales people who are in "hunter" roles or Business Development Roles may be lower on this scale because they prefer a more flexible environment and the attention to detail is not as critical if they are required to bring in new business only to turn it over to someone else to manage it.

### **For more information, please contact The Executive Group**

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