

- SELECT
- DEVELOP
- LEAD

# HOGAN*REPORTS*

## GRAPHIC

### HOGAN PERSONALITY INVENTORY

Report For: John Doe

ID: DC178862

Date: August 31, 2009





INTRODUCTION

The Hogan Personality Inventory (HPI) is designed to assess personal qualities that promote success in work, in relationships, in education and training, and in life. This report may reveal areas of unexpected strength; conversely, the report may reveal some interpersonal tendencies that can cause problems. In either case, the information will be a useful foundation for personal and professional development.

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Because different occupations require different personal characteristics, the HPI can also be used to aid decisions about personnel selection, job change, and career planning. The primary scales of the inventory are:

<b>Adjustment</b>	High scorers tend to be calm, self-confident, and steady under pressure. Low scorers tend to be tense, moody, and they may not handle pressure well.
<b>Ambition</b>	High scorers tend to be energetic, competitive, and eager to advance themselves. Low scorers tend to be quiet, unassertive, and less interested in advancement.
<b>Sociability</b>	High scorers tend to be outgoing, impulsive, and colorful, and they dislike working by themselves. Low scorers tend to be reserved and quiet; they do not call attention to themselves, and they do not mind working alone.
<b>Interpersonal Sensitivity</b>	High scorers tend to be friendly, warm, and sociable. Low scorers tend to be independent, frank, and direct.
<b>Prudence</b>	High scorers tend to be organized, dependable, and thorough; they follow rules well and are easy to supervise. Low scorers tend to be impulsive and flexible; they tend to resist rules and close supervision; however, they may be creative and spontaneous.
<b>Inquisitive</b>	High scorers tend to be imaginative, inventive, and quick-witted; they may be easily bored and may not pay attention to details. Low scorers tend to be practical and down to earth; they are willing to tolerate boring tasks.
<b>Learning Approach</b>	High scorers tend to enjoy education and to perform well in training. Low scorers are less interested in formal learning and tend not to perform well in school or training environments.



## VALIDITY OF THESE RESULTS

This Test is Valid and Interpretable

The graph below shows Mr. Doe's scores on each scale. Scores shown are in percentiles. The percentile scores indicate the percentage of people from a comparison group who score at or below Mr. Doe's obtained score.



## Occupational Scales

None requested