



# HOGAN PERSONALITY INVENTORY

## A MEASURE OF NORMAL PERSONALITY USED TO PREDICT JOB PERFORMANCE

### FEATURES & BENEFITS

- 206 true/false questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Based on the Five-Factor Model
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- No adverse impact
- Instantaneous scoring and reporting output
- Online administration by protected access

### REPORTS & APPLICATIONS

- Notes strengths and shortcomings
- Makes suggestions about how to manage an individual's career
- Pinpoints characteristics relevant for success in most work environments
- Notes interview style
- Summarizes the recommendation for job fit and potential hiring



### PRIMARY SCALES

<b>Adjustment</b>	confidence, self-esteem, and composure under pressure
<b>Ambition</b>	initiative, competitiveness, and desire for leadership roles
<b>Sociability</b>	extraversion, gregarious, and need for social interaction
<b>Interpersonal Sensitivity</b>	tact, perceptiveness, and ability to maintain relationships
<b>Prudence</b>	self-discipline, responsibility and conscientiousness
<b>Inquisitive</b>	imagination, curiosity, and creative potential
<b>Learning Approach</b>	achievement-oriented, stays up-to-date on business and technical matters

### OCCUPATIONAL SCALES

<b>Service Orientation</b>	being attentive, pleasant, and courteous to customers
<b>Stress Tolerance</b>	being able to handle stress, even-tempered, calm under fire
<b>Reliability</b>	honesty, integrity, and positive organizational citizenship
<b>Clerical Potential</b>	ability to follow directions, pay attention to detail, and communicate clearly
<b>Sales Potential</b>	energy, social skills, and the ability to solve problems for customers
<b>Managerial Potential</b>	leadership ability, planning, and decision-making skills