

- SELECT
- DEVELOP
- LEAD

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HOGAN PERSONALITY INVENTORY

O V E R V I E W G U I D E



THE SCIENCE OF PERSONALITY

INTRODUCTION

The Hogan Personality Inventory (HPI) is a measure of normal personality and is used to predict job performance. The HPI is an ideal tool to help you strengthen your employee selection, leadership development, succession planning, and talent management processes.

The HPI was the first inventory of normal personality based on the Five-Factor Model and developed specifically for the business community. The HPI is a high-quality psychometric evaluation of the personality characteristics necessary for success in careers, relationships, education, and life. Whether you are implementing an organizational assessment processes or enhancing your executives' development, the HPI reports can help you identify the fundamental factors that distinguish personalities and determine career success.

used to predict job
performance

FEATURES & BENEFITS

Through an ongoing dedication to research and development, the HPI is the only personality inventory with all these essential features:

- Designed to predict occupational success
- Based on the Five-Factor Model
- Useful reports available for employee selection or development
- Developed exclusively on working adults
- Normed on more than 150,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- Instantaneous scoring and reporting output
- No adverse impact
- Online administration by protected access
- Test items and reports available in multiple languages

validated on occupations
covering **all major**
industries

PRIMARY SCALES & INTERPRETATIONS

Adjustment: confidence, self-esteem, and composure under pressure

- High scorers - confident, resilient, and optimistic
- Low scorers - tense, irritable, and negative

Ambition: initiative, competitiveness, and desire for leadership roles

- High scorers - competitive and eager to advance
- Low scorers - unassertive and less interested in advancement

Sociability: extraversion, gregarious, and need for social interaction

- High scorers - outgoing, colorful, impulsive and dislike working alone
- Low scorers - reserved, quiet, prefer working alone

Interpersonal Sensitivity: tact, perceptiveness, and ability to maintain relationships

- High scorers - friendly, warm, and popular
- Low scorers - independent, frank, and direct

Prudence: self-discipline, responsibility, and conscientiousness

- High scorers - organized, dependable, and thorough
- Low scorers - impulsive, flexible, and creative

Inquisitive: imagination, curiosity, and creative potential

- High scorers - quick-witted, visionary, and pay less attention to details
- Low scorers - practical, focused, and able to concentrate for long periods

Learning Approach: achievement-oriented and up-to-date on business and technical matters

- High scorers - enjoy reading and studying
- Low scorers - less interested in formal education than in hands-on learning

OCCUPATIONAL SCALES

| | |
|------------------------------|--|
| Service Orientation: | being attentive, pleasant, and courteous to customers |
| Stress Tolerance: | being able to handle stress, even-tempered, and calm under fire |
| Reliability: | honesty, integrity, and positive organizational citizenship |
| Clerical Potential: | follows directions, pays attention to detail, and communicates clearly |
| Sales Potential: | energy, social skills, and the ability to solve problems for customers |
| Managerial Potential: | leadership ability, planning, and decision-making skills |

TECHNICAL FACTS

- 206 true and false items that have been carefully reviewed for invasive or intrusive content
- 15- to 20-minute completion time
- Simple and comprehensible items based on a 4th-grade reading level
- Research indicates no adverse impact by age, race, ethnicity or gender
- HPI scores are stable over time; test-retest reliabilities range from .69 to .87
- Norms are available by group in sizes ranging up to 45,000 cases
- Over a million job candidates have been tested with the HPI
- Used in over 400 validity studies
- Successfully predicts occupational success in all major job categories
- Based on socioanalytic theory and captures key behavioral tendencies relevant to getting along with and getting ahead of others
- Research archives date back to the mid 1970s

For more technical information, the HPI Technical Manual provides detailed and technical information around HPI construction, reliability, validity, interpretation, administration, and norms. For ordering information, visit www.hoganpress.com.

**Over a million job
candidates tested**

REPORTS & APPLICATIONS

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others.

The results of the Hogan Personality Inventory are obtained through a variety of report formats that range in terms of scope and complexity. The reports provide detailed HPI graphs and also provide the following information:

- Identifies how the candidate is likely to act in various circumstances
- Notes strengths and shortcomings
- Makes suggestions about how to manage the individual's career
- Pinpoints characteristics relevant for success in most work environments
- Identifies suitability for the position
- Notes interview style
- Provides a graphic report of the candidate's assessment results
- Summarizes the recommendation for job fit and potential hiring
- Classifies candidates as high fit, moderate fit, or low fit

| Ambition | | Sociality | |
|----------|---------------------|-----------|-----------------------|
| 3.5 | 12 Competitive | 5.5 | 16 Like Power |
| 4.4 | 13 Self-Confident | 3.0 | 17 Like Groups |
| 3.8 | 12 Accomplishment | 6.0 | 18 Experience Seeking |
| 3.4 | 13 Leadership | 4.6 | 19 Exhibitionist |
| 4.0 | 14 Ideality | 2.2 | 20 Entertaining |
| 5.8 | 15 Not Social-Aware | 6.6 | |
| 3.3 | | | |
| 4.5 | | | |

| Productive | | Impulsive | |
|------------|--------------------|-----------|--------------------------|
| 5.6 | 26 Motivated | 1.8 | 22 Science Ability |
| 3.8 | 27 Mastery | 4.8 | 24 Curiosity |
| 4.4 | 28 Virtuous | 3.0 | 25 Trust Seeking |
| 6.6 | 29 Not Submissive | 3.0 | 26 Intellectual Interest |
| 3.0 | 30 Not Spontaneous | 3.4 | 27 Generate Ideas |
| 3.1 | 31 Impulse Control | 4.8 | 28 Culture |
| 3.2 | 32 Avoids Trouble | 6.6 | |

ADMINISTRATION

The HPI is self-administered and may be taken individually or in a group setting, using either online computer administration or paper-and-pencil.

Hogan's state-of-the-art online assessment platform supports the administration of the inventories in multiple languages 24/7. Customers can log on to the Hogan site, access the HPI, complete the inventory online, and receive a report within seconds after completion. The process is fast, user friendly, and convenient.

ORDERING INFORMATION

We offer a wide range of report options that are available as both off-the-shelf and customizable reports. For more information on the Hogan Personality Inventory or to purchase reports based on the HPI, contact us at info@hoganassessments.com or 800-756-0632.

a powerful,
comprehensive
assessment process



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