

- SELECT
- DEVELOP
- LEAD

HOGANSELECT

# EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Kelly Warren

ID: HA013170

Date: January 18, 2012

Job: Technicians and Specialists



© 2009 HOGAN ASSESSMENT SYSTEMS, INC.



**INTRODUCTION**

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organised in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which he will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarises the recommendation for job fit and potential hiring.

The Hogan Personality Inventory evaluates candidates on seven well-known characteristics that influence occupational success.

**SECTION I - SUMMARY OF ASSESSMENT RESULTS**

**Employment Fit**

Kelly Warren seems poised, confident, and self-assured but may overestimate his abilities and ignore feedback. He is a responsible team player who attends to details, but who can also be flexible about the rules. Kelly Warren tends to be achievement oriented, interested in training, and will stay up-to-date on new developments in business and technology.

**Job Fit**

Mr. Warren is even-tempered and confident, even in urgent, stressful times. Mr. Warren is not very competitive but can take on authority when needed. Although he will support policies and processes, he can be flexible enough to adapt to new demands. Mr. Warren will work to improve his job skills.

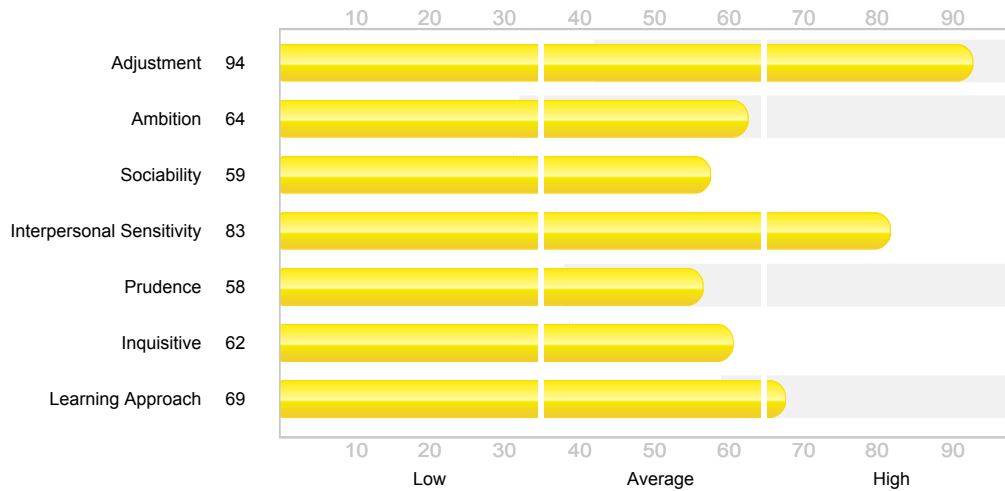
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> <li>• Calm under heavy job pressure</li> <li>• Supports organisational agendas</li> <li>• Willing to try new methods when encouraged</li> <li>• Works to expand knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• May ignore negative feedback</li> <li>• May not seek challenges</li> <li>• Uncomfortable with ambiguity</li> <li>• Can intimidate by being a "know-it-all"</li> </ul>

**Candidate Interview Style**

- The candidate you interview should seem relaxed, poised, and self-confident.
- He should seem friendly and congenial, but not overly attention-seeking.
- The candidate should seem agreeable and diplomatic.



SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



NOTES: Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

**Adjustment** - Concerns composure, optimism, and stable moods.

**Ambition** - Concerns taking initiative, being competitive, and seeking leadership roles.

**Sociability** - Concerns seeming talkative, socially bold, and entertaining.

**Interpersonal Sensitivity** - Concerns being agreeable, considerate, and skilled at maintaining relationships.

**Prudence** - Concerns being conscientious, dependable, and rule-abiding.

**Inquisitive** - Concerns being curious, imaginative, visionary, and easily bored.

**Learning Approach** - Concerns enjoying formal education and actively staying up-to date on business and technical matters.

SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job specific profile created for similar jobs in this occupation, the overall fit for the job is:



**Low Fit**



**Moderate Fit**



**High Fit**

THIS REPORT AND THE PRESENTED FIT LEVEL ARE BASED ON JOB FAMILY VALIDITY GENERALISATION AND ARE NOT SPECIFIC TO YOUR ORGANISATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.