
HOGAN DEVELOP
INSIGHT



Report For: HPI Insight Sample

ID: HB936690

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HOGAN

INTRODUCTION

The Hogan Personality Inventory is a measure of normal personality that uses seven primary scales to describe Mr. Sample's performance in the workplace, including how he manages stress, interacts with others, approaches work tasks, and solves problems. Although the report presents scores on a scale-by-scale basis, every scale contributes to Mr. Sample's performance. The report notes strengths as well as areas for improvement and provides discussion points for developmental feedback.

- When examining HPI scale scores, it is important to remember that high scores are not necessarily better, and low scores are not necessarily worse. Every scale score reflects distinct strengths and shortcomings.
- HPI scores should be interpreted in the context of the person's occupational role to determine whether these characteristics are strengths or areas for potential development.
- The HPI is based upon the well-accepted Five Factor Model of personality.

SCALE DEFINITIONS

HPI SCALE NAME	LOW SCORERS TEND TO BE	HIGH SCORERS TEND TO BE
Adjustment	open to feedback candid and honest moody and self-critical	calm steady under pressure resistant to feedback
Ambition	good team players willing to let others lead complacent	energetic competitive restless and forceful
Sociability	good at working alone quiet socially reactive	outgoing talkative attention-seeking
Interpersonal Sensitivity	direct and frank willing to confront others cold and tough	friendly warm conflict averse
Prudence	flexible open-minded impulsive	organized dependable inflexible
Inquisitive	practical not easily bored uninventive	imaginative quick-witted poor implementers
Learning Approach	hands-on learners focused on their interests technology averse	interested in learning insightful intolerant of the less informed

EXECUTIVE SUMMARY

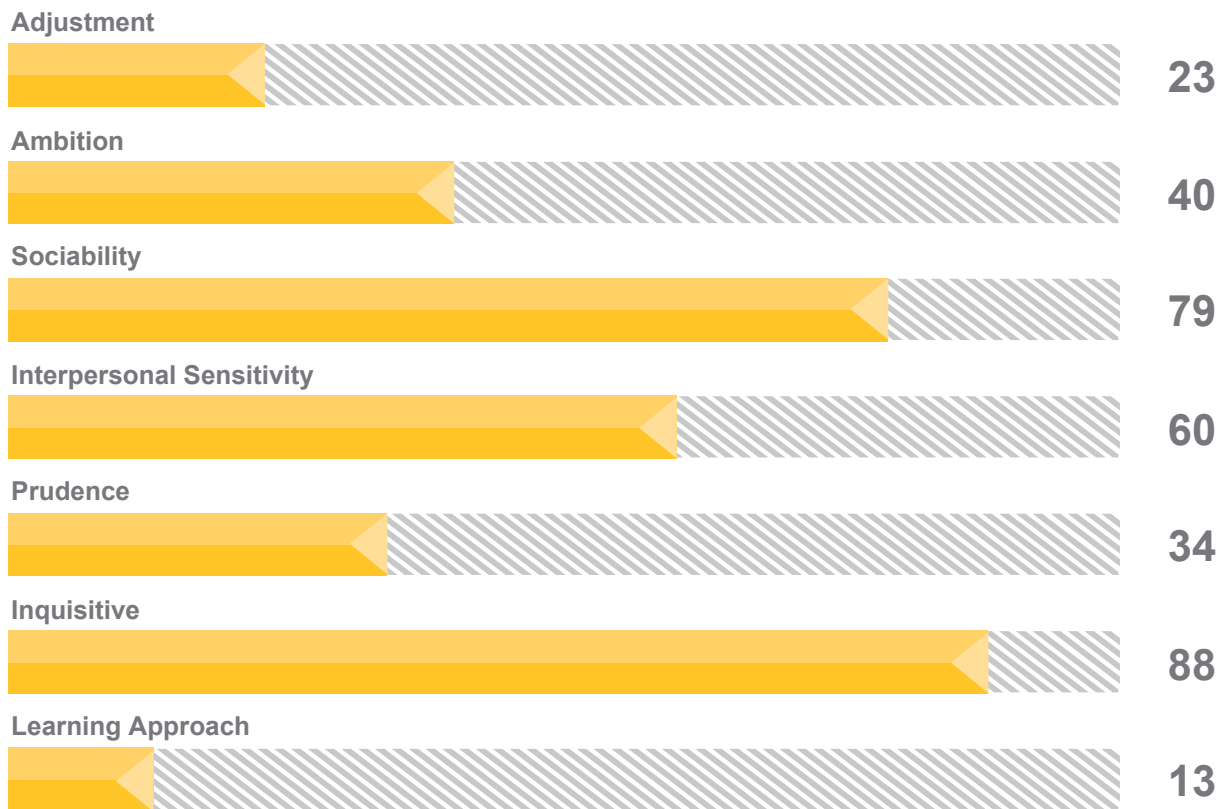
Based on Mr. Sample's responses to the HPI, on a day-to-day basis, he seems:

- Moody, irritable, and sensitive to stress or pressure. He will tend to work with a sense of urgency, seek feedback, and worry about his performance.
- Somewhat unassertive and reluctant to take initiative. He should work well as part of a team and let others take the lead in making decisions and setting the agenda.
- Outgoing, gregarious, and approachable. He enjoys being the center of attention and will start conversations and network well, but he may also talk too much and not listen well.
- Pleasant, cooperative, tactful, and friendly. He should be good at relationship management but tend to avoid confrontations or conflict.
- Flexible, open to change, and comfortable with ambiguity. He should be able to change directions quickly and work without clear and precise instructions, but he may also be somewhat impulsive.
- Curious, innovative, creative, tolerant, and open-minded. He may also seem impractical, impatient with details, and easily bored.
- Uninterested in formal training opportunities. He strongly prefers on-the-job experience and should be more concerned with applying a skill than with acquiring theoretical knowledge.

PERCENTILE SCORES

The percentile scores indicate the proportion of the population who will score at or below Mr. Sample. For example, a score of 75 on a given scale indicates that Mr. Sample's score is higher than approximately 75% of the population.

- Scores of 0 to 25 are considered **low**
- Scores of 26 to 50 are considered **below average**
- Scores of 51 to 75 are considered **above average**
- Scores above 76 are considered **high**



This report is valid and interpretable.

Norm: General

SCALE: ADJUSTMENT

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DESCRIPTION

The Adjustment scale predicts the ability to handle stress, manage emotions, and listen to feedback.

SCORE INTERPRETATION

Mr. Sample's score on the Adjustment scale suggests he tends to:

- Express his emotions freely
- Be concerned about his performance
- Accept and solicit feedback
- Take criticism personally
- Be self-critical, moody, or temperamental

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- Describe your approach to dealing with job stress.
- When and how is it appropriate to seek feedback on your job performance?
- How do the moods of your coworkers affect you?
- How do you typically respond to feedback that others give you?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Empathy

Absence of irritability



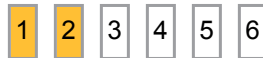
Not Anxious

Absence of anxiety



No Guilt

Absence of regret



Calmness

Lack of emotionality



Even-tempered

Not moody or irritable



No Complaints

Does not complain



Trusting

Not paranoid or suspicious



Good Attachment

Good relations with authority figures



SCALE: AMBITION



DESCRIPTION

The Ambition scale predicts leadership, drive, competitiveness, and initiative.

SCORE INTERPRETATION

Mr. Sample's score on the Ambition scale suggests he tends to:

- Be happy as a team player
- Avoid competing directly with others
- Not proactively seek career advancement
- Be reluctant to engage in office politics or take strong stands on divisive issues

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- What role do you typically assume on projects where there is no established leader?
- When and how is it appropriate to engage in office politics to advance one's career?
- How competitive do you tend to be with your colleagues? Has this hurt or helped your career?
- How do you seek and pursue opportunities for career advancement?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Competitive

Being competitive, ambitious, and persistent



Self-confident

Confidence in oneself



Accomplishment

Satisfaction with one's performance



Leadership

Tendency to assume leadership roles



Identity

Satisfaction with one's life tasks



No Social Anxiety

Social self-confidence



SCALE: SOCIABILITY



DESCRIPTION

The Sociability scale predicts a person's interest in frequent and varied social interaction.

SCORE INTERPRETATION

Mr. Sample's score on the Sociability scale suggests he seems:

- Outgoing, talkative, gregarious, and approachable
- To make a strong first impression and enjoy being the center of attention
- Comfortable in high-profile positions involving interaction with the public
- To prefer to talk rather than to listen.

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How important is it for every team member to contribute in a meeting?
- How do you balance talking with listening to engage in effective communication?
- Do you tend to work better on group or individual projects? Why?
- How do you establish and maintain a network of relationships?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Likes Parties

Enjoys social gatherings



Likes Crowds

Finds large crowds exciting



Experience Seeking

Preference for variety and challenge



Exhibitionistic

Seeks attention



Entertaining

Being charming and amusing



SCALE: INTERPERSONAL SENSITIVITY



DESCRIPTION

The Interpersonal Sensitivity scale predicts charm, warmth, tact, and social skill.

SCORE INTERPRETATION

Mr. Sample's score on the Interpersonal Sensitivity scale suggests he seems:

- Perceptive, insightful, and sensitive to people's feelings
- Aware of the needs of others
- To manage relationships well and get along with a wide range of people
- Reluctant to confront poor performers

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- Describe your approach to confronting others' negative performance issues.
- How do you tend to balance the feelings of coworkers with the needs of the business?
- How important do you feel it is for coworkers to like each other?
- What is your approach to developing relationships with internal or external customers?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Easy to Live With
Tolerant and easygoing nature



Sensitive
Perceptive and understanding



Caring
Tends to be kind and considerate



Likes People
Enjoys being around others



No Hostility
Generally accepting



SCALE: PRUDENCE

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DESCRIPTION

The Prudence scale predicts self-control, conscientiousness, and work ethic.

SCORE INTERPRETATION

Mr. Sample's score on the Prudence scale suggests he seems:

- Flexible, adaptable, and able to change directions quickly
- Informal, spontaneous, and able to multitask
- Somewhat resistant to close supervision and willing to challenge the rules
- Willing to test the limits

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How structured and planful are you with your work? How does this affect your ability to adapt on the fly but also complete objectives on time?
- What is your general orientation to rules and regulations?
- How do you react to quickly changing work conditions?
- How likely are you to work long hours to complete a project?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Moralistic

Adhering strictly to conventional values



Mastery

Being hardworking



Virtuous

Being principled



Not Autonomous

Concern about others' opinions of oneself



Not Spontaneous

Preference for predictability



Impulse Control

Lack of impulsivity



Avoids Trouble

Professed probity



SCALE: INQUISITIVE

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DESCRIPTION

The Inquisitive scale predicts curiosity, creativity, and openness to experience and ideas.

SCORE INTERPRETATION

Mr. Sample's score on the Inquisitive scale suggests he seems:

- Imaginative, curious, and open-minded
- Willing to challenge policy and propose alternative solutions
- Interested in the big-picture and strategic issues
- Fond of ideas that others may find unrealistic

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How do you strike a balance between innovation and pragmatism?
- How do you respond to routine, yet essential, tasks and responsibilities?
- Describe your approach to linking daily work to strategic goals.
- How do you respond to individuals who are resistant to change and innovation?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Science Ability

Interest in science



Curiosity

Curious about the world



Thrill Seeking

Enjoyment of adventure and excitement



Intellectual Games

Interested in riddles and puzzles



Generates Ideas

Ideational fluency



Culture

Wide variety of interests



SCALE: LEARNING APPROACH



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DESCRIPTION

The Learning Approach scale predicts a person's learning style and/or preferred method for acquiring new knowledge.

SCORE INTERPRETATION

Mr. Sample's score on the Learning Approach scale suggests he seems:

- To prefer learning by hands-on experiences
- To prefer to rely on existing skills rather than learning new methods
- Uninterested in new technical or industry trends
- To avoid training opportunities unless he can immediately apply the new knowledge

DISCUSSION POINTS

The discussion points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How do you ensure your knowledge and skills remain up to date?
- How do you evaluate the potential usefulness of training opportunities?
- Describe your preferred approach to learning new skills.
- What is more important to you: developing existing skills or learning new skills? Why?

SUBSCALE COMPOSITION

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr. Sample's unique personality characteristics.

Education

Being a good student



Math Ability

Being good with numbers



Good Memory

Remembers things easily



Reading

Keeps up to date

