

THE SCIENCE OF PERSONALITY



The Selection Series

CANDIDATE POTENTIAL | REPORT

HOGAN
ASSESSMENT SYSTEMS

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 organized 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 summarizes the recommendation for job fit and potential hiring.

SECTION I - SUMMARY OF ASSESSMENT RESULTS

Employment Fit

Joe Sample tends to be calm and even tempered, and should easily adjust to fast paced environments and heavy work loads. He will express emotions appropriately and handle stress well. He usually is conscientious, careful about rules and procedures, and will gather the information needed to make informed decisions. Joe Sample tends to be achievement oriented, interested in training, and will stay up-to-date on new developments in business and technology.

Job Fit

Mr. Sample is even-tempered and confident, even in urgent, stressful times. Mr. Sample seems willing to take charge, motivated to achieve, and success-oriented. He is orderly, planful, and careful to avoid mistakes. Mr. Sample will work to improve his job skills.

Candidate Strengths

- Calm under heavy job pressure
- Eager to advance
- Careful about standards
- Works to expand knowledge

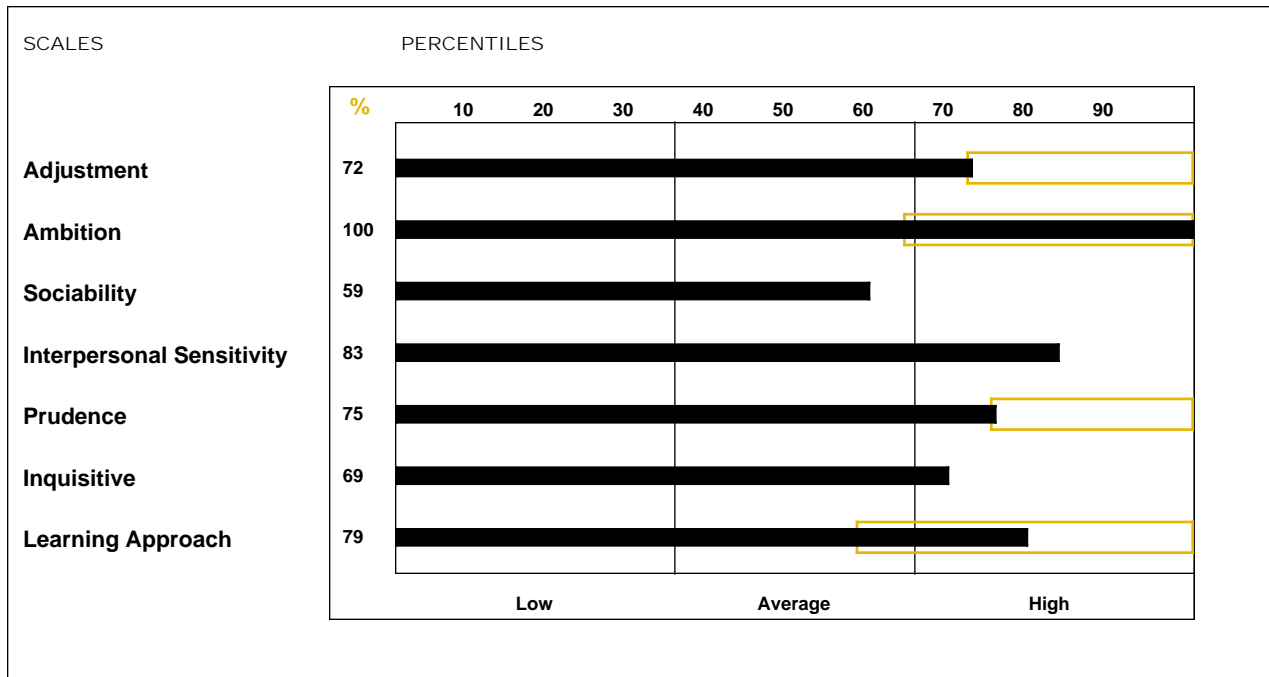
Candidate Areas of Concern

- May ignore negative feedback
- Dissatisfied unless promoted
- May try to do everything equally well
- Can intimidate by being a "know-it-all"

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.

Scales

- Adjustment
- Ambition
- Sociability
- Interpersonal Sensitivity
- Prudence
- Inquisitive
- Learning Approach

Scale Descriptions

- Concerns composure, optimism, and stable moods.
- Concerns taking initiative, being competitive, and seeking leadership roles.
- Concerns seeming talkative, socially bold, and entertaining.
- Concerns being agreeable, considerate, and skilled at maintaining relationships.
- Concerns being conscientious, dependable, and rule-abiding.
- Concerns being curious, imaginative, visionary, and easily bored.
- 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 your company, the overall fit for the position is:



Low Fit



Moderate Fit



High Fit