

A well validated inventory of the personality characteristics necessary for success in careers, relationships, education, and life.

### Features and Benefits

The HPI is the only personality inventory with all these essential features:

- Designed to predict occupational success
- Developed exclusively on working adults
- Based on Five-Factor Model
- Normed on 50,000 working adults
- Validated on over 200 occupations
- No adverse impact
- No invasive or intrusive items
- Computerized interpretive reports
- Scales for these occupational themes -- Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, Managerial Potential.

### Scales and Interpretation

The Hogan Personality Inventory contains seven primary scales, one validity scale, and six occupational scales. Hogan Assessment Systems provides computer generated reports for the HPI, including the Interpretive Report which contains an easy-to-read graph and a scale by scale interpretation of the test results. The report provides a detailed examination of a person's strengths and shortcomings in the pursuit of his or her social and occupational goals. Other reports are available, including the Leadership Potential Report, Career Builder Report and Interpretive with Occupational Scales Report.

#### *Primary Scales:*

**Adjustment:** the degree to which a person is calm and even tempered or conversely, moody and volatile.

**Ambition:** the degree to which a person seems leaderlike, seeks status and values achievement.

**Sociability:** the degree to which a person appears talkative and socially self confident.

**Interpersonal Sensitivity:** reflects social skill, tact and perceptiveness.

**Prudence:** concerns self control and conscientiousness.

**Inquisitive:** the degree to which a person seems curious, adventurous and imaginative.

**Learning Approach:** the degree to which a person enjoys academic activities and enjoys education as an end in itself.

#### **Applications**

The Hogan Personality Inventory can assist qualified professionals in three areas: individualized assessment, personnel selection, and management development.

- For individualized assessment, the HPI provides an evaluation of a person's career potential across the spectrum of occupations.
- In personnel selection, the HPI can be used as part of a multiple hurdle selection process. It identifies applicants whose personal characteristics correspond to the demands of the work, and it yields no adverse impact.
- The HPI has a Leadership Potential Report which, combined with the MVPI Values Report & HDS Challenge Report, can yield information about strengths and developmental needs of managers.

#### *Occupational Scales:*

**Service Orientation:** being attentive, pleasant, and courteous to clients and customers.

**Stress Tolerance:** being able to handle stress; low scores are associated with absenteeism and health problems.

**Reliability:** integrity (high scores) and organizational delinquency (low scores).

**Clerical Potential:** the ability to follow directions, pay attention to details, and communicate clearly.

**Sales Potential:** energy, social skill, and the ability to solve problems for clients.

**Managerial Potential:** leadership ability, planning, and decision-making skills.