

THE SCIENCE OF PERSONALITY



The Selection Series

BASIS | REPORT

HOGAN
ASSESSMENT SYSTEMS

INTRODUCTION

This is the Pre-Employment Assessment Report for Jane Doe. It is divided into different sections, and they are described below.

SECTION I - GRAPHIC REPORT

Hogan Personality Inventory (HPI) Graphic Report

This section provides a graphic report of the candidate's results on the Hogan Personality Inventory (HPI). The HPI evaluates people on seven well-known characteristics that influence occupational success.

Motives, Values, Preferences Inventory (MVPI) Graphic Report

This section provides a graphic report of the candidate's results on the Motives, Values, and Preferences Inventory (MVPI). The MVPI evaluates individual fit within a corporate culture; it indicates the kind of jobs, work, and environments people will find most satisfying.

SECTION II - SUMMARY OF ASSESSMENT RESULTS

Employment Fit

This section reviews the candidate's results, focusing on general characteristics relevant to that person's success in most work environments. The review covers the candidate's reaction to stressful situations, how the candidate will manage the assignments associated with a job, and how the candidate will approach learning in a new job.

Job Fit

This section reviews the candidate's assessment results in terms of fit with a particular job. Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others.

Organization Fit

This section reviews the candidate's results in terms of fit within a particular organization. The culture of every organization is different, and just because a candidate fits with a specific job, does not mean that he/she will fit within the organization. This report has been customized to provide information regarding the fit of a candidate to the organization's culture.

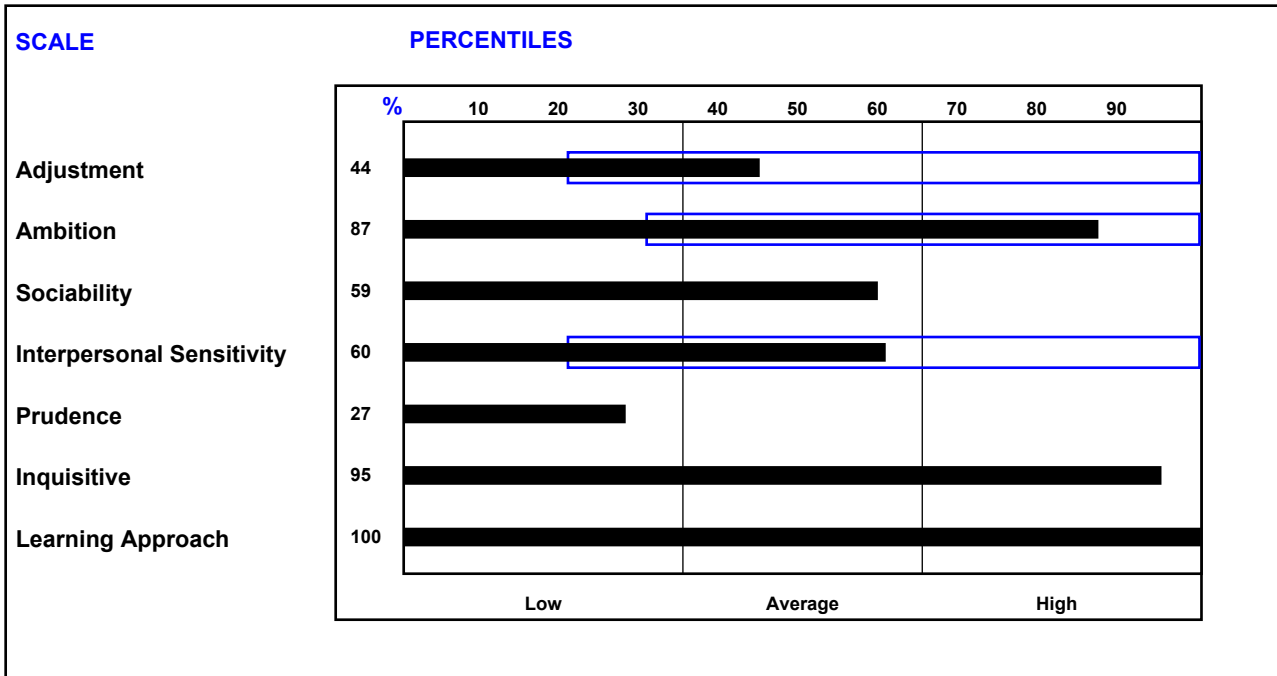
Candidate Fit Recommendation

This section provides an overall recommendation regarding the candidate's degree of fit within the job at your organization. This recommendation is based on the assessment data.

Candidate Interview Style

This section summarizes the candidate's interview style. Interview style can impact the evaluation of a candidate's fit for the position. This section indicates what to expect from a candidate in order to minimize the impact of interviewing skills.

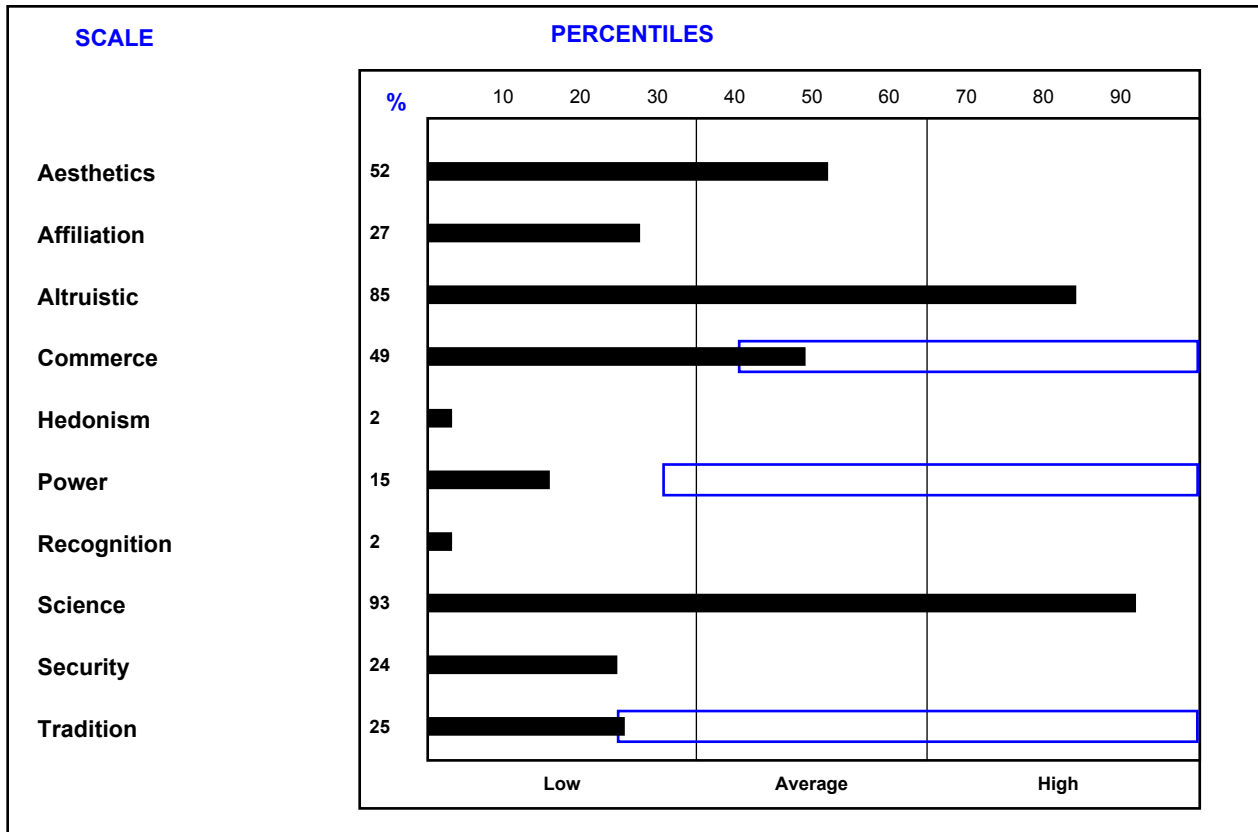
Section I - Graphic Report - Hogan Personality Inventory



NOTES: = Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.

- Adjustment** Reflects the degree to which a person is calm or moody and volatile. High scorers seem confident, resilient, and optimistic. Low scorers seem tense, irritable, and negative.
- Ambition** Evaluates the degree to which a person seems leaderlike and values achievement. High scorers seem competitive and hard working. Low scorers seem unassertive and less interested in advancement.
- Sociability** Assesses the degree to which a person appears socially self-confident. High scorers seem outgoing and colorful. Low scorers seem reserved and quiet.
- Interpersonal Sensitivity** Reflects tact and perceptiveness. High scorers seem friendly, warm, and popular. Low scorers seem independent, frank, and direct.
- Prudence** Concerns self control and conscientiousness. High scorers seem organized, dependable, and easy to supervise. Low scorers seem spontaneous and flexible.
- Inquisitive** Reflects the degree to which a person seems curious, adventurous, and imaginative. High scorers tend to be quick-witted and visionary, but easily bored. Low scorers tend to be practical, focused, and able to concentrate.
- Learning Approach** Reflects the degree to which a person values education as an end in itself. High scorers tend to enjoy reading and studying. Low scorers are less interested in formal education and more interested in hands-on learning on the job.

Section I - Graphic Report - Motives, Values, Preferences Inventory



NOTES: = Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.

- Aesthetics** Concerns quality, and a lifestyle organized around art, music, and fashion.
- Affiliation** Concerns a desire for social contact, and a lifestyle organized around socializing and reaching out to others.
- Altruistic** Concerns a need to help others, and a lifestyle organized around coaching, teaching, and improving the lives of the less fortunate.
- Commerce** Concerns an interest in financial issues, and a lifestyle organized around salary increases and financial planning.
- Hedonism** Concerns the pursuit of fun, variety, and pleasure, and a lifestyle organized around eating, drinking, traveling, and entertaining.
- Power** Concerns the desire to make a difference, and a lifestyle characterized by competition and achievement striving.
- Recognition** Concerns a desire to be recognized, and a lifestyle guided by a search for opportunities to be noticed.
- Science** Concerns being interested in science, enjoying technology, and preferring to make data-based—as opposed to intuitive—decisions.
- Security** Concerns a need for predictability, structure, order, and a lifestyle organized around avoiding risks and minimizing errors and mistakes.
- Tradition** Concerns a commitment to family, work, respect for authority, and a lifestyle organized around tradition and old-fashioned values.