

THE SCIENCE OF PERSONALITY



The Development Series

CAREER COMPASS | REPORT

# Career Compass Report

Report for :

John Doe

ID # :

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**HOGAN**  
ASSESSMENT SYSTEMS

The Science of Personality™

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# INTRODUCTION

## ***Core Values***

People's values define their identities—people's values reflect who they are at a deep and sometimes unconscious level. People are often unaware of their values and are often unable to spell them out completely. Nonetheless, they influence people's lives in important ways. Their values shape their philosophy of life, their choice of friends, and how they spend their spare time. People's values also influence their choice of jobs and careers. People like others who share their values and prefer to work in jobs that support their values.

## ***Uses of this Report***

The Career Compass is based on the Motives, Values, Preferences Inventory (MVPI), a measure of the ten core values found in most cultures throughout history. The Career Compass provides feedback on three important topics. First, it clarifies a person's values, and that is an important part of any person's development. Second, it contains information regarding the fit between a person's values and various occupations and organizational cultures. No matter how talented people may be, if their values are not consistent with the demands of their occupation or current organizational culture, they won't be very happy or successful—and people often choose jobs and careers without considering the values issue. And third, the report describes the kind of people with whom a person will comfortably work and live—because people like others who share their values and dislike people who don't share them.

## ***Reading this Report***

This report is based on a person's scores on ten core values which are organized in four clusters. The next page defines the core values and how they cluster. The following pages provide some values clarification, and interpret the significance of a person's values profile for their career and relations with others. The last page contains a graph of the person's values profile.

## DEFINING CORE VALUES

### *Cluster I: Status Interests*

#### **Recognition**

Wanting to stand out and be noticed, and dreaming of fame and success.

#### **Power**

Wanting to be successful, to make an impact, and to create a legacy.

#### **Hedonism**

Wanting to have fun and enjoy the fruits of one's success.

### *Cluster II: Social Interests*

#### **Altruistic**

Wanting to help the needy and powerless and improve society.

#### **Affiliation**

Wanting to be part of a group and seeking social stimulation.

#### **Tradition**

Believing in family values and endorsing socially approved behavior.

### *Cluster III: Financial Interests*

#### **Security**

Wanting occupational and financial safety and avoiding risk.

#### **Commerce**

Wanting financial success and seeking business opportunities.

### *Cluster IV: Decision Making Style*

#### **Aesthetics**

Wanting to be stylish and fashionable and being concerned about appearances.

#### **Science**

Wanting to solve problems and make decisions based on data.

# INTERPRETING MR. DOE'S VALUES PROFILE

## I. VALUES CLARIFICATION

### Status Interests

Although Mr. Doe appreciates positive comments and feedback on his performance, he is reluctant to engage in self-dramatization, and prefers instead to wait for others to notice his accomplishments. He prefers not to be the center of attention, doesn't like giving public presentations, and dislikes the scrutiny and criticism that often come from working on high profile projects. Mr. Doe is keenly interested in career advancement, evaluates himself in terms of what he has accomplished, hates wasting time, wants to make an impact on his organization and profession, and thinks strategically about how to make a difference. He doesn't mind competition, conflict, or disagreement, and is willing to challenge others, including superiors, when he thinks they are wrong. Moreover, Mr. Doe is a fun-loving person who likes to travel, socialize, entertain, be entertained, and enjoy the fruits of his labor. Others will see him as adventurous, spirited, experience-seeking, and convivial. He likes fast-paced change and new projects and doesn't like bureaucracy, restrictions, prohibitions, or boring tasks.

### Social Interests

Mr. Doe enjoys advising, assisting, and encouraging others, likes teaching, and seems to be a natural coach and mentor. He also thinks it is important to pay attention to the morale of the "little people" by communicating with them regularly, listening to their issues, and encouraging and supporting their efforts. He is also open and willing to listen to criticism and feedback concerning his performance. Moreover, Mr. Doe seems equally happy working by himself or as part of a team. He enjoys meeting new people, but also enjoys having time to himself when he can focus and reflect. He likes people, but doesn't need constant interaction. Finally, he values stability, established procedures, formal relations, hierarchy, standards, custom, tradition, and socially acceptable behavior. He likes the feeling of being part of a larger and more significant social movement. He has a clear sense of right and wrong, is comfortable with authority, and prefers to treat others with politeness, courtesy, and respect.

### Financial Interests

Mr. Doe is concerned about safety and job security, and dislikes risk, uncertainty, and making unnecessary mistakes. He likes others to spell out their expectations and make their performance standards explicit. He would rather be safe than sorry, which means that he will take few unnecessary chances, and usually try to minimize his exposure to risk. In addition, he is quite interested in compensation, investment opportunities, and other financial issues. He is alert for methods to increase profitability and improve the bottom line, and uses income as a way to keep score and evaluate himself. He doesn't make many mistakes with his money, and doesn't have a lot of sympathy for those who do. He enjoys making, saving, and investing money and watching his net worth grow.

## Decision Making Style

Mr. Doe cares about new trends in fashion and style, the look and feel of consumer products, and may make decisions based on the appearance of a product or the style of an offering. He is an advocate for innovation and quality, and values living and working in attractive surroundings. However, his passion for matters of style and quality may cause him to be hard to please and uncomfortable with people and organizations that lack his concern with these issues. Finally, he seems equally willing to make decisions based on data and research or based on his own personal experience and judgment. He is comfortable with technology and understands its importance at work, but he is not addicted to following newest trends and evolutions in technology.

## **II. HELPFUL CAREER TIPS**

### **Drivers**

Mr. Doe will like jobs where there are opportunities to make a difference, have an impact, and create a legacy. He will be less comfortable working in organizations where there are few opportunities to contribute or advance, and may even seek to leave them. He will be most comfortable working in an environment where there is a strong bias toward action and results, usually in a sales or management role. He may need to learn to be patient with those who lack his passion and intensity. Another important feature of his idea job is the sense that the work is contributing to the fulfillment of a larger and more meaningful purpose, that society is being served or history is being reaffirmed by the work. He will prefer to work in environments characterized by formality, restraint, decorum, and hierarchy. Conversely, he will not enjoy working in organizations that promote an aggressively modern agenda, or that ignore politeness, civility, and the appropriate rules of behavior. For optimal career development, he needs to be careful not to become too comfortable with traditional work practices or too set in his ways. Moreover, he is motivated by money, interested in salary issues and other forms of compensation, and stays alert for opportunities for financial advancement. He is not interested in opportunities for public service where compensation is measured in terms of being able to feel virtuous, and he will have little sympathy for people or organizations that are careless with their finances. These values are consistent with work in sales, consulting, banking, real estate, and all forms of finance. He should remember that the financial success of any organization depends on the good will of its staff.

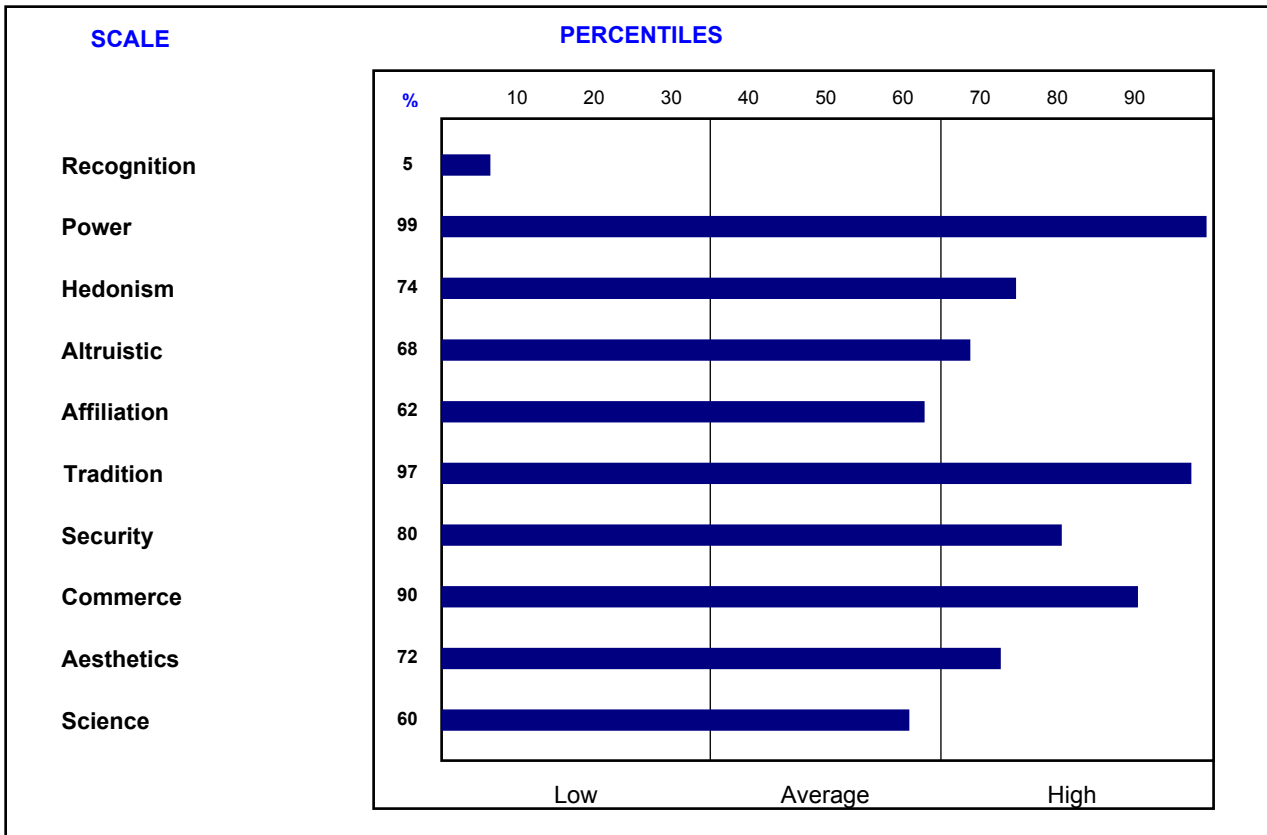
### **Careers**

The assessment results for Mr. Doe suggest that he will be most satisfied with a career where there are opportunities to achieve, to succeed, to make a difference, and to advance his career, which include management, marketing, sales, consulting, and entrepreneurship. He will also enjoy working with people who believe in church, family, and respect for history and tradition.

### **Preferred Working Environment**

Assessment results for Mr. Doe suggest that he will be more attracted to certain working environments than others. Specifically, he will be most satisfied working in organizations that value high performance, productivity, and achievement and where it is possible to contribute and make a difference. He will enjoy leadership positions and opportunities to motivate and empower others. He will also prefer to work with people who take initiative, get things done, and pursue their objectives in a persistent and strategic manner. He will not enjoy working in organizations where there are no opportunities to make a mark and make a difference.

# GRAPHIC REPORT (MOTIVES, VALUES, PREFERENCES INVENTORY)



## SCALE

- Recognition
- Power
- Hedonism
- Altruistic
- Affiliation
- Tradition
- Security
- Commerce
- Aesthetics
- Science

## DEFINITION

- A desire to be known, seen, visible, and famous.
- A desire for success, challenge, competition, and achievement.
- A desire for fun, excitement, variety, and pleasure.
- A desire to serve others, improve society, and help the less fortunate.
- A desire for frequent and varied social contact.
- A concern about ethics, family values, and devotion to duty.
- A desire for structure, order, and predictability in life.
- A desire for increased income, profits, and business opportunities.
- A concern about style, appearance, and fashion.
- A desire to use data to make decisions and solve problems.