

Case Study: Transportation

HOGAN
ASSESSMENT SYSTEMS

THE SCIENCE OF PERSONALITY

CHALLENGE

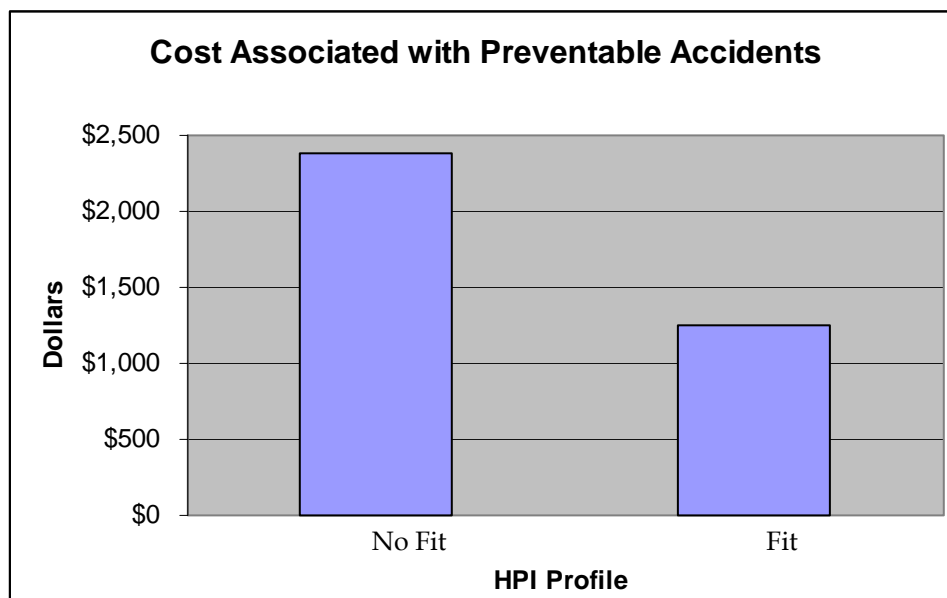
An industry leader in providing high-quality, cost-effective, regional LTL transportation services, was looking to improve their selection process for P&D Drivers. The P&D drivers were responsible for maintaining effective cost controls and on-time service standards within established customer requirements for a localized terminal service area.

SOLUTION

Based on the results of a job analysis, Hogan Assessment Systems suggested the use of the Hogan Personality Inventory (HPI) and the Motives, Values, Preferences Inventory (MVPI) for identifying high potential P&D Drivers. The HPI identifies personality characteristics that have been shown to relate to successful performance while the MVPI measures job-employee fit.

RESULTS

Data were collected from 260 individuals over a period three months. Successful P&D Drivers were identified as likely to stay calm under pressure (high Adjustment); self-confident (high Ambition); perceptive (high Interpersonal Sensitivity); and rule-abiding (high Prudence). Individuals who did *not* meet this profile had an average total cost associated with preventable accidents of \$2,381.



Those individuals who *did* meet the profile were 2.056 times less likely to be involved in a preventable accident. The results of this study illustrate the impact of selecting individuals who possess personality characteristics essential for the job.