

- SELECT
- DEVELOP
- LEAD

HOGAN *SELECT*

ADVANTAGE

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE SELECTION

Report for: Jane Sample

ID: HA150157

Date: 09 June, 2014





The three scales of the Hogan Advantage Report are defined as follows:

DEPENDABILITY

This scale concerns being a good organizational citizen by following rules, accepting supervision, exercising self-control, finishing assignments, and avoiding unnecessary risks. Persons with high scores tend to be consistent, reliable, and self-disciplined. Persons with low scores tend to be impulsive, distractible, and possibly non-conforming.

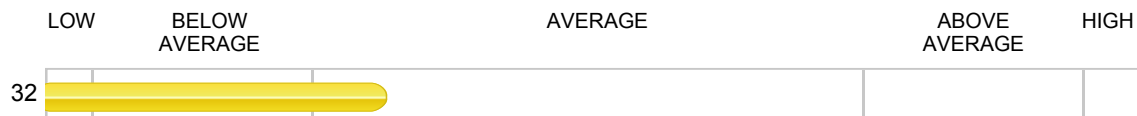
COMPOSURE

This scale concerns the degree to which a person seems calm, even-tempered, and good humoured. Persons with high scores seem to handle stress and pressure well by remaining steady, composed, and unruffled, and they tend to exert a calming influence on others. Persons with low scores tend to be tense, moody, and sensitive, and their performance may suffer when they are stressed.

CUSTOMER FOCUS

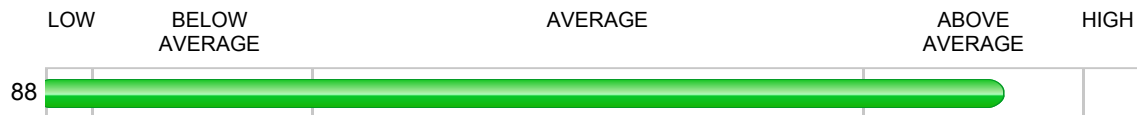
This scale concerns the degree to which a person can provide good customer service when it is appropriate; it is not about being charming or friendly—many introverts are good at customer service and many extraverts are bad. Persons with high scores on this measure tend to be calm, courteous, civil, and patient. Persons with low scores tend to seem inattentive, distracted, tense, and possibly abrupt.

DEPENDABILITY



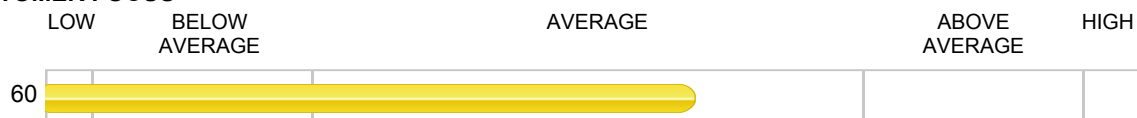
- What are your views on missing work? When is it okay and when is it not?
- How do you think other people would describe your attitude toward work?

COMPOSURE



- Tell me what it's like for you when you are faced with an important deadline and there just doesn't seem to be enough time to get everything done.
- Have you ever felt stressed at work? Tell me about it.

CUSTOMER FOCUS



- On a scale from 1 to 10, how much do you like helping other people?
- Have you ever had a problem with a client at work? Tell me about it.

THIS CANDIDATE'S OVERALL EMPLOYABILITY SCORE IS

60%

The results contained in this report are NOT meant to supersede the judgment of a hiring manager. Rather, a hiring manager should use these results as one input into his/her process for arriving at a hiring decision regarding the candidate.