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# EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Jane Doe

ID: HA154779

Date: August 01, 2012

Job: Professionals





## INTRODUCTION

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organised in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which she will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarises the recommendation for job fit and potential hiring.

**The Hogan Personality Inventory evaluates candidates on seven well-known characteristics that influence occupational success.**

## SECTION I - SUMMARY OF ASSESSMENT RESULTS

### Employment Fit

Jane Doe tends to be calm and even-tempered, and should manage her emotions appropriately regardless of the situation. She is a responsible team player who attends to details, but who can also be flexible about the rules. Jane Doe may not like formal training programs, and should prefer to learn new skills in a hands-on manner.

### Job Fit

Ms. Doe is usually stable and steady. Ms. Doe is seen as relatively energetic and reasonably hard working. She is cooperative and friendly, but she can also disagree with others tactfully. Although she typically respects procedures and processes, she can change direction to deal with the unexpected. Ms. Doe should enjoy taking others' ideas and translating them into workable solutions.

#### Candidate Strengths

- Can admit errors and accept advice
- Supports team efforts
- Considerate but gets results
- Can work within rules
- Better at evaluating than generating ideas

#### Candidate Areas of Concern

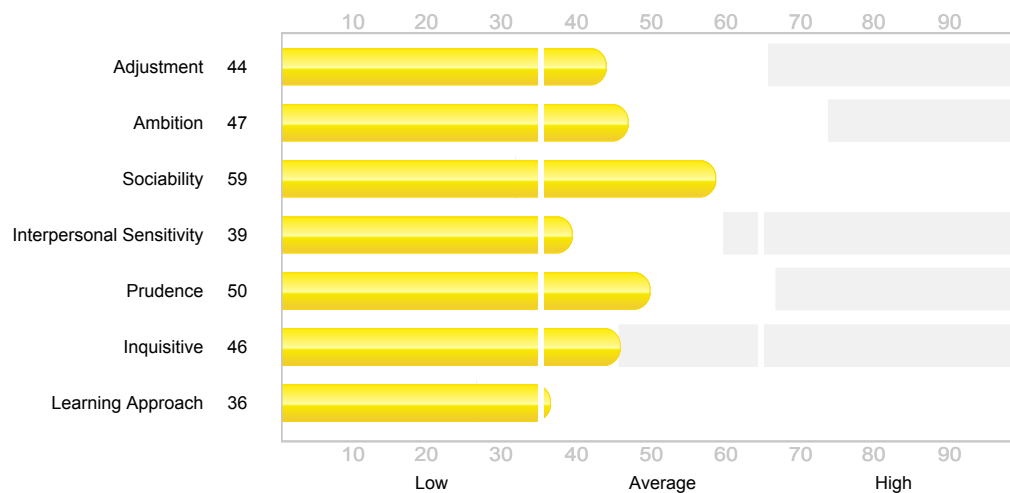
- May lack a sense of urgency
- May be reluctant to make decisions
- Rarely has strong opinions
- May need help prioritising
- Vision is not a top strength

### Candidate Interview Style

- The candidate you interview should seem to have average composure and self-confidence.
- She should seem friendly and congenial, but not overly attention-seeking.
- The candidate should seem cooperative and respectful.



## SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



**NOTES:** Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

**Adjustment** - Concerns composure, optimism, and stable moods.

**Ambition** - Concerns taking initiative, being competitive, and seeking leadership roles.

**Sociability** - Concerns seeming talkative, socially bold, and entertaining.

**Interpersonal Sensitivity** - Concerns being agreeable, considerate, and skilled at maintaining relationships.

**Prudence** - Concerns being conscientious, dependable, and rule-abiding.

**Inquisitive** - Concerns being curious, imaginative, visionary, and easily bored.

**Learning Approach** - Concerns enjoying formal education and actively staying up-to date on business and technical matters.

## SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job specific profile created for similar jobs in this occupation, the overall fit for the job is:



**Low Fit**



**Moderate Fit**



**High Fit**

THIS REPORT AND THE PRESENTED FIT LEVEL ARE BASED ON JOB FAMILY VALIDITY GENERALISATION AND ARE NOT SPECIFIC TO YOUR ORGANISATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.