

- SELECT
- DEVELOP
- LEAD

HOGAN *DEVELOP*

CAREER

DEVELOPMENTAL TIPS ON CAREER MANAGEMENT

Report for : Jane Doe

ID: HB290468

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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 people on seven well-known dimensions or characteristics that influence occupational success. This report is based on your scores on these dimensions; it describes how you are likely to act in various circumstances, it notes your strengths and shortcomings, and it makes some suggestions about how to manage your career. The last page contains the HPI graph on which the report is based, and definitions for the seven dimensions.

This Report is Valid and Interpretable.

The HPI evaluates people on seven well-known dimensions or characteristics that influence occupational success.



STRENGTHS

You are typically calm and able to handle pressure, but at the same time willing to admit errors and listen to feedback. You seem confident and willing to take charge of a group or project when necessary, but you are equally comfortable letting others take the lead role.

You appear friendly, outgoing, and approachable, but also willing to listen and let others talk. You are a pleasant and tolerant person but one who will take a stand when necessary.

You are reasonably planful and careful about procedures, but also are able to be flexible and change directions when necessary. You should be interested in learning new material, but you also see education as a tool rather than as an end in itself. You are open minded and curious, but also take a practical approach to problem solving.



SHORTCOMINGS

Although you are usually calm and steady under pressure, you may sometimes experience stress that others are unaware of. Almost everyone has some issue about which they are sensitive. The key is to understand these sensitive situations and avoid being irritable or emotionally inconsistent when these situations arise. You sometimes seem indifferent as to whom is in charge of projects and work activities. You may not position yourself to take control of tasks or team assignments where you can clearly make an impact. Although you may feel comfortable working both by yourself and with others, take time to evaluate when it is important for you to be recognised and make your opinion known versus when it is important for you to listen and comment at a later time.

Others will see you as a likeable Co-worker. At the same time, you need to convey the message that you have standards for your own performance as well as expectations about that of others. Think through situations to determine whether rules and procedures or flexibility is more important. Although you are reasonably open-minded, don't lose sight of the bigger organisational picture. Remember to consider how your ideas fit into this larger scheme. Because you are bright and well-informed, you read situations and solve problems faster than your colleagues. As a result you may be ready to act before others understand why.



TIPS FOR CAREER DEVELOPMENT

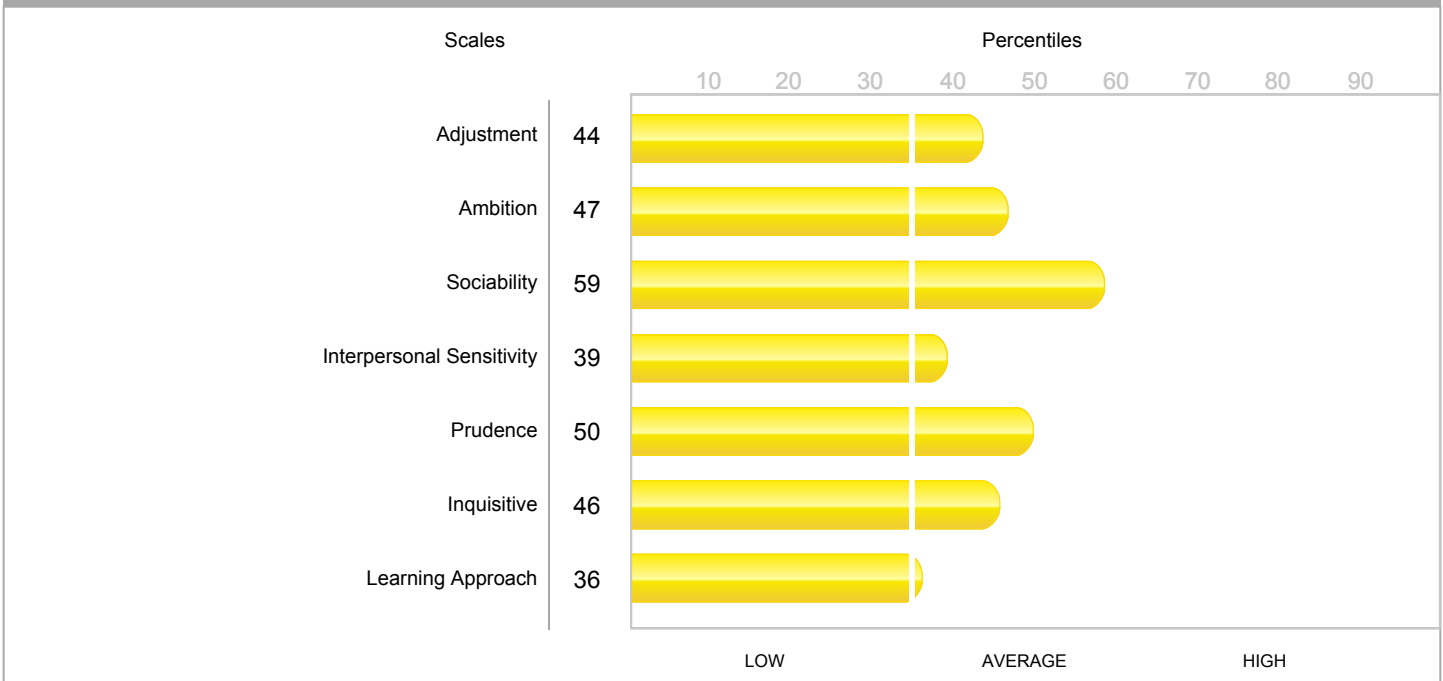
Solicit feedback about your performance from Co-workers and pay attention to negative feedback--don't just dismiss it. Make sure you contribute appropriately to team efforts. Step up to challenges, take initiative, and be enthusiastic. At the same time, stay focused on important organisational or group tasks and be results-oriented. You should look for opportunities to assume leadership roles while supporting your Co-workers through both words and actions.

You should talk regularly with your Co-workers, ask them questions, and seek their advice. Try to achieve a balance between the social and technical aspects of work. Anticipate others' expectations during an interaction and respect their needs. Be positive and remember that you gain others' trust by being rewarding and honest with those who interact with you. Remind yourself to be patient when others make mistakes--typically, others do not deliberately make errors.

Stay open to change and be flexible in uncertain situations. When making decisions, remember that you may never have all the information you need, so be prompt, prioritise your work, keeping in mind that not every task requires equal effort or attention. There's a big picture for every organisation--it is the strategy and vision for the business. Understand it, be able to talk about it, and determine how your activities contribute to this larger picture. Develop a plan for self-improvement and check your progress periodically. Find ways to stay current in your field and be alert for opportunities to learn more skills and develop your competencies.



Graphic Report - Hogan Personality Inventory



High scorers are above the 65th percentile. Average Scores are between the 35th and 65th percentile. Low scores are below the 35th percentile.

- 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 colourful. 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 organised, 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.