

- SELECT
- DEVELOP
- LEAD

**HOGAN** *DEVELOP*

# INTERPRET

HOGAN PERSONALITY INVENTORY WITH OCCUPATIONAL SCALES

Report for: Kelly Warren

ID: HA165071

Date: May 12, 2011





## Introduction

The Hogan Personality Inventory (HPI) is designed to assess personal qualities that promote success in work, in relationships, in education and training, and in life. This report may reveal areas of unexpected strength; conversely, the report may reveal some interpersonal tendencies that can cause problems. In either case, the information will be a useful foundation for personal and professional development.

The information will be a useful foundation for personal and professional development.

Because different occupations require different personal characteristics, the HPI can also be used to aid decisions about personnel selection, job change, and career planning. The primary scales of the inventory are:

<b>Adjustment</b>	High scorers tend to be calm, self-confident, and steady under pressure. Low scorers tend to be tense, moody, and they may not handle pressure well.
<b>Ambition</b>	High scorers tend to be energetic, competitive, and eager to advance themselves. Low scorers tend to be quiet, unassertive, and less interested in advancement.
<b>Sociability</b>	High scorers tend to be outgoing, impulsive, and colorful, and they dislike working by themselves. Low scorers tend to be reserved and quiet; they do not call attention to themselves, and they do not mind working alone.
<b>Interpersonal Sensitivity</b>	High scorers tend to be friendly, warm, and sociable. Low scorers tend to be independent, frank, and direct.
<b>Prudence</b>	High scorers tend to be organized, dependable, and thorough; they follow rules well and are easy to supervise. Low scorers tend to be impulsive and flexible; they tend to resist rules and close supervision; however, they may be creative and spontaneous.
<b>Inquisitive</b>	High scorers tend to be imaginative, inventive, and quick-witted; they may be easily bored and may not pay attention to details. Low scorers tend to be practical and down to earth; they are willing to tolerate boring tasks.
<b>Learning Approach</b>	High scorers tend to enjoy education and to perform well in training. Low scorers are less interested in formal learning and tend not to perform well in school or training environments.



## Validity of these results

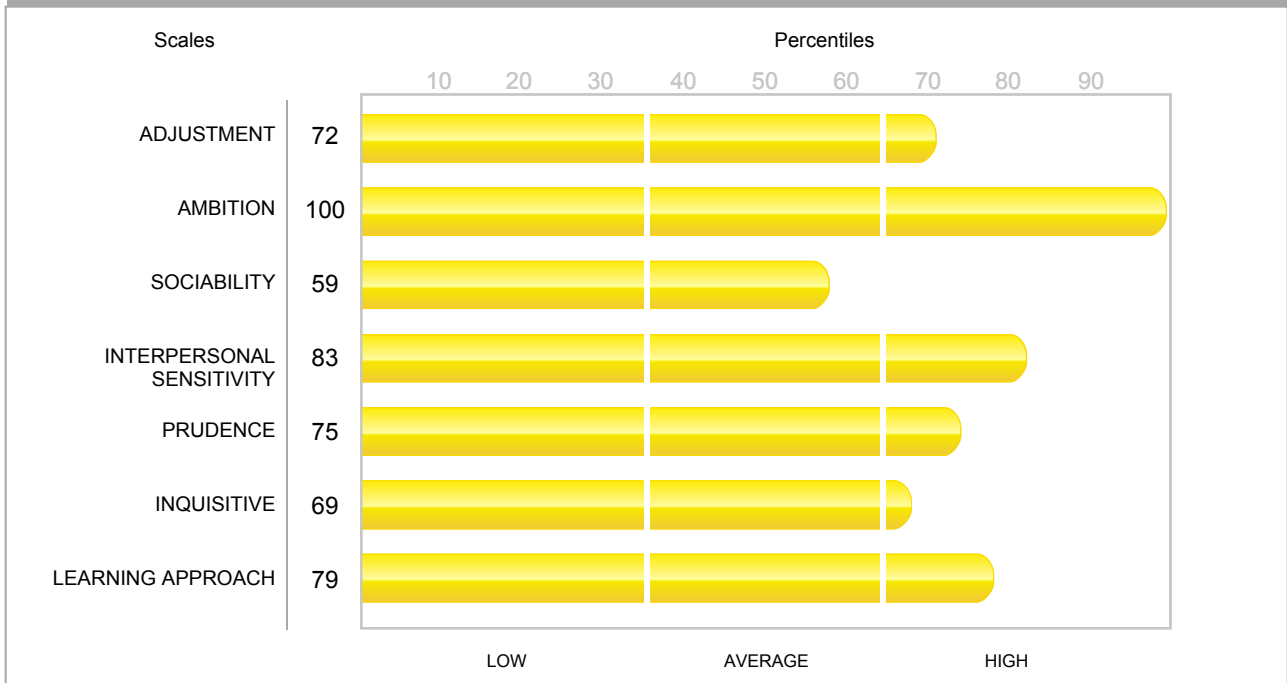
This Test is Valid and Interpretable.

## Personality Interpretation

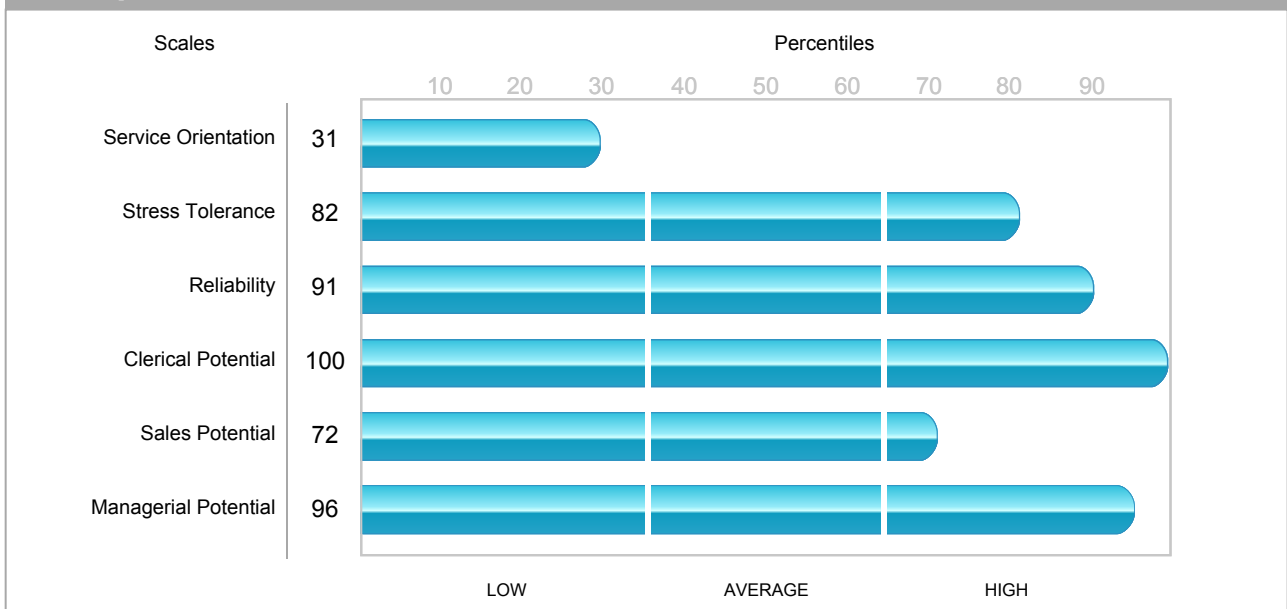
The following report describes Kelly Warren's scores on the HPI. To interpret these results, first note the percentile score for each scale and then read the description of that scale. Next, on the lower half of the page, examine the subscale (i.e. HIC) scores. These will indicate the areas of particular strength and/or weakness that contribute to the larger personality scale. Each subscale is defined and a sample item is given to aid your interpretation. The graph on the right of each subscale shows the total number of items on each subscale as well as the total number endorsed.



### The Hogan Personality Inventory Primary Scales



### Occupational Scales





## Adjustment

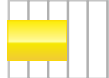

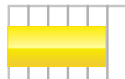


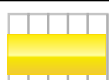


### Scale Description

The Adjustment scale reflects the degree to which a person is steady in the face of pressure, or conversely, sensitive and self-critical. Persons with high scores rarely take things personally and generally handle stress well. Persons with low scores tend to be self-critical and to blame themselves when things go wrong.

### Score = 72nd percentile

Mr./Ms. Warren's score on the Adjustment scale indicates that he/she is quite calm, self-accepting, and confident. He/She is tolerant, easy-going, happy, and rarely introspective. He/She should be free from self-doubt and unnecessary worry, a fine colleague and coworker, and a person who handles stress very well.

### Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Empathy <i>Absence of irritability</i>	I am rarely irritated by faults in others.	 3 out of 5
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Guilt <i>Absence of regret</i>	I rarely feel guilty about some of the things I have done.	 5 out of 6
Calmness <i>Lack of emotionality</i>	I keep calm in a crisis.	 3 out of 4
Even Tempered <i>Not moody or irritable</i>	I rarely lose my temper.	 4 out of 5
No Complaints <i>Disposition to complain</i>	To get peoples' attention, I sometimes complain.	 5 out of 5
Trusting <i>Not paranoid or suspicious</i>	People really care about one another.	 3 out of 3
Good Attachment <i>Good relations with one's parents</i>	No matter what happened I felt my parents loved me.	 4 out of 5



**Ambition**

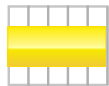

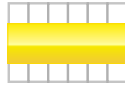
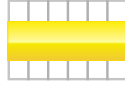

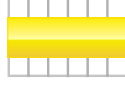
**Scale Description**

The Ambition scale evaluates the degree to which a person seems leaderlike, seeks status, and values achievement. Persons with high scores are competitive, upwardly mobile, and concerned with success. Persons with low scores are cautious, and have modest career aspirations. Ambition is important for work in sales, supervision, and management; it is less important for hourly workers.

**Score = 100th percentile**

Mr./Ms. Warren's score on the Ambition scale is above average suggesting that he/she is energetic and has high standards for accomplishment. Such persons are likely to be competitive and self-assured, and to seek leadership roles. Although he/she values achievement, his/her success will be moderated by his/her social skills, as indicated by the Sociability and Interpersonal Sensitivity scales which are reported next.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Competitive</b> <i>Being competitive, ambitious and persistent</i>	I am an ambitious person.	 5 out of 5
<b>Self-Confident</b> <i>Confidence in oneself</i>	I am a very self-confident person.	 3 out of 3
<b>Accomplishment</b> <i>Satisfaction with one's performance</i>	When I fail at something, I try even harder the next time.	 6 out of 6
<b>Leadership</b> <i>Capacity for leadership</i>	In a group I like to take charge of things.	 6 out of 6
<b>Identity</b> <i>Satisfaction with one's life tasks</i>	I know what I want to be.	 3 out of 3
<b>No Social Anxiety</b> <i>Social self-confidence</i>	I don't mind talking in front of a group of people.	 6 out of 6



**Sociability**



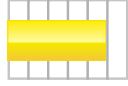
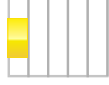

**Scale Description**

The Sociability scale assesses the degree to which a person needs and/or enjoys social interaction. Persons with high scores are extroverted and talkative; they may also be exhibitionistic and they create a strong social impression. Persons with low scores are more quiet and reserved; they tend to take a low social profile. Sociability is important for jobs where one must meet with clients, and is especially important for sales and promotional work. Sociability is less important in jobs where there is little contact with the public.

**Score = 59th percentile**

Mr./Ms. Warren scored in the average range for Sociability, indicating that he/she is neither extroverted nor socially retiring. He/She can work with other people or by himself/herself.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Likes Parties <i>Enjoys parties</i>	I would go to a party every night if I could.	 3 out of 5
Likes Crowds <i>Finds large crowds exciting</i>	Being part of a large crowd is exciting.	 3 out of 4
Experience Seeking <i>Preference for variety and challenge</i>	I like a lot of variety in my life.	 5 out of 6
Exhibitionistic <i>Exhibitionistic tendencies</i>	I like to be the center of attention.	 1 out of 5
Entertaining <i>Being witty and entertaining</i>	I am often the life of the party.	 2 out of 4



## Interpersonal Sensitivity

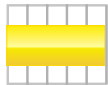


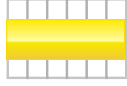

### Scale Description

The Interpersonal Sensitivity scale reflects social sensitivity, tact, and perceptiveness. Persons with high scores tend to be warm, friendly, and considerate; persons with low scores are often unconcerned with how they are regarded by others. Interpersonal Sensitivity is important for sales and management, or jobs where one must meet the public. Interpersonal Sensitivity is less important in jobs where there is little contact with clients and coworkers.

### Score = 83rd percentile

Mr./Ms. Warren's score on the Interpersonal Sensitivity scale suggests that he/she is thoughtful, warm, and considerate; such persons arouse liking and trust in others. He/She has good social skills and should work very well with other people in many capacities.

### Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Easy to Live With <i>Tolerant and easy-going nature</i>	I work well with other people.	 5 out of 5
Sensitive <i>Tends to be kind and considerate</i>	I always try to see the other person's point of view.	 3 out of 4
Caring <i>Interpersonal sensitivity</i>	I am sensitive to other people's moods.	 4 out of 4
Likes People <i>Enjoys social interaction</i>	I enjoy just being with other people.	 6 out of 6
No Hostility <i>Lack of hostility</i>	I never hold grudges very long.	 3 out of 3



**Prudence**







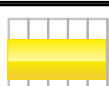
**Scale Description**

The Prudence scale concerns self control and conscientiousness. Persons with high scores tend to be orderly and dependable, but they may also be conservative and over controlled. Persons with low scores tend to be impulsive and unpredictable, but they may be flexible and innovative.

**Score = 75th percentile**

Mr./Ms. Warren's score on the Prudence scale suggests that he/she is reliable, conscientious, and hard working. He/She may also tend to be serious, conforming, reserved, and resistant to change. He/She will respond very well to supervision and he/she is well suited for work that requires close concentration, self-control, and attention to detail.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Moralistic</b> <i>Adhering strictly to conventional values</i>	I always practice what I preach.	 1 out of 5
<b>Mastery</b> <i>Being hard-working</i>	I strive for perfection in everything I do.	 4 out of 4
<b>Virtuous</b> <i>Being perfectionistic</i>	I do my job as well as I possibly can.	 3 out of 5
<b>Not Autonomous</b> <i>Concern about others' opinions of oneself</i>	Other people's opinions of me are important.	 3 out of 3
<b>Not Spontaneous</b> <i>Preference for predictability</i>	I always know what I will do tomorrow.	 3 out of 4
<b>Impulse Control</b> <i>Lack of impulsivity</i>	I rarely do things on impulse.	 4 out of 5
<b>Avoids Trouble</b> <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5



**Inquisitive**





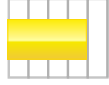

**Scale Description**

The Inquisitive scale reflects the degree to which a person seems creative, adventurous, and analytical. Persons scoring high on Inquisitive tend to be original, imaginative, and to have many interests and hobbies. Persons scoring low on Inquisitive tend to be practical, cautious, and uninterested in speculative questions. Inquisitive is important in jobs where people need to be curious, analytical, questioning, and critical; it is less important in repetitious jobs that require attention to detail.

**Score = 69th percentile**

Mr./Ms. Warren's score on the Inquisitive scale is above average, suggesting that he/she is alert and imaginative. He/She has a wide range of interests, is possibly creative, and enjoys theoretical and artistic activities.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Science Ability <i>Interest in science</i>	I am interested in science.	 1 out of 5
Curiosity <i>Curiosity about the world</i>	I have taken things apart just to see how they work.	 3 out of 3
Thrill Seeking <i>Enjoyment of adventure and excitement</i>	I would like to be a race-car driver.	 3 out of 5
Intellectual Games <i>Enjoys intellectual games</i>	I enjoy solving riddles.	 2 out of 3
Generates Ideas <i>Ideational fluency</i>	I am a quick-witted person.	 4 out of 5
Culture <i>Interest in culture</i>	I like classical music.	 4 out of 4



**Learning Approach**





**Scale Description**

The Learning Approach scale reflects the degree to which a person enjoys academic activities and values education as an end in itself. Persons with high scores on this scale tend to be good students and high academic achievers. Persons with low scores regard education as a means to an end and not as something that is intrinsically important.

**Score = 79th percentile**

Mr./Ms. Warren's score on the Learning Approach scale is in the above average range, suggesting that he/she is academically motivated and probably enjoys education for its own sake. He/She has the appropriate motivation to pursue additional training or an advanced educational degree.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Education <i>Being a good student</i>	As a child, school was easy for me.	 2 out of 3
Math Ability <i>Being good with numbers</i>	I can multiply large numbers quickly.	 1 out of 3
Good Memory <i>Having a good memory</i>	I have a large vocabulary.	 4 out of 4
Reading <i>Enjoys reading</i>	I would rather read than watch TV.	 4 out of 4



**Service Orientation**




**Scale Description**

The Service Orientation scale identifies people who are courteous and helpful when dealing with customers and associates.

**Score = 31st percentile**

Mr./Ms. Warren's score suggests that he/she is not service oriented. He/She appears to be unconcerned with helping others.

**Sub-Scale Interpretation**

HIC Name :	Sample item	Score: Raw and Maximum
<i>Definition</i>		
<b>Virtuous</b> <i>Being perfectionistic</i>	I do my job as well as I possibly can.	 3 out of 5
<b>Empathy</b> <i>Absence of irritability</i>	I am rarely irritated by faults in others.	 3 out of 5
<b>Sensitive</b> <i>Tends to be kind and considerate</i>	I always try to see the other person's point of view.	 3 out of 4



**Stress Tolerance**



**Scale Description**

The Stress Tolerance scale identifies people who handle pressure well and are not tense or anxious.

**Score = 82nd percentile**

Mr./Ms. Warren's score suggests that he/she is resilient. He/She should be pleasant, poised, confident, and healthy.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Guilt <i>Absence of regret</i>	I rarely feel guilty about some of the things I have done.	 5 out of 6
Accomplishment <i>Satisfaction with one's performance</i>	When I fail at something, I try even harder the next time.	 6 out of 6
No Complaints <i>Disposition to complain</i>	To get peoples' attention, I sometimes complain.	 5 out of 5
Calmness <i>Lack of emotionality</i>	I keep calm in a crisis.	 3 out of 4



## Reliability



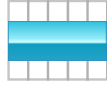

### Scale Description

The Reliability scale concerns willingness to follow organizational rules and be a good organizational citizen.

### Score = 91st percentile

Mr./Ms. Warren's score suggests that he/she is quite reliable, conscientious, careful, and easy to supervise.

### Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Good Attachment</b> <i>Good relations with one's parents</i>	No matter what happened I felt my parents loved me.	 4 out of 5
<b>Impulse Control</b> <i>Lack of impulsivity</i>	I rarely do things on impulse.	 4 out of 5
<b>Avoids Trouble</b> <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5
<b>No Hostility</b> <i>Lack of hostility</i>	I never hold grudges very long.	 3 out of 3



**Clerical Potential**



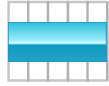
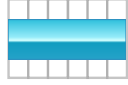

**Scale Description**

The Clerical Potential scale identifies people who are likely to make responsible, hard working employees.

**Score = 100th percentile**

Mr./Ms. Warren received a high score on the measure of Clerical Potential. Persons with scores in this range tend to be competent, stable, steady, and able to listen well.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Complaints <i>Disposition to complain</i>	To get peoples' attention, I sometimes complain.	 5 out of 5
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5
Leadership <i>Capacity for leadership</i>	In a group I like to take charge of things.	 6 out of 6
Caring <i>Interpersonal sensitivity</i>	I am sensitive to other people's moods.	 4 out of 4



**Sales Potential**


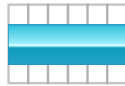
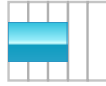

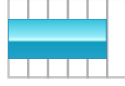


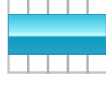
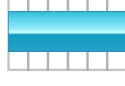

**Scale Description**

The Sales Potential scale identifies people who are self-assured, flexible, ambitious, outgoing, and self-motivated.

**Score = 72nd percentile**

Mr./Ms. Warren's score on the Sales Potential scale is in the high range. Persons with scores in this range tend to be sociable, friendly, and like challenges, which leads to success in sales work.

**Sub-Scale Interpretation**

HIC Name :	Sample item	Score: Raw and Maximum
<i>Definition</i>		
Self-Confident <i>Confidence in oneself</i>	I am a very self-confident person.	 3 out of 3
No Social Anxiety <i>Social self-confidence</i>	I don't mind talking in front of a group of people.	 6 out of 6
Likes Parties <i>Enjoys parties</i>	I would go to a party every night if I could.	 3 out of 5
Likes Crowds <i>Finds large crowds exciting</i>	Being part of a large crowd is exciting.	 3 out of 4
Experience Seeking <i>Preference for variety and challenge</i>	I like a lot of variety in my life.	 5 out of 6
Exhibitionistic <i>Exhibitionistic tendencies</i>	I like to be the center of attention.	 1 out of 5
Entertaining <i>Being witty and entertaining</i>	I am often the life of the party.	 2 out of 4
Easy To Live With <i>Tolerant and easy-going nature</i>	I work well with other people.	 5 out of 5
Likes People <i>Enjoys social interaction</i>	I enjoy just being with other people.	 6 out of 6
Impulsivity <i>Acting on impulse</i>	I frequently do things on impulse.	 1 out of 5



<b>Thrill Seeking</b> <i>Enjoyment of adventure and excitement</i>	I would like to be a race-car driver.		3 out of 5
<b>Generates Ideas</b> <i>Ideational fluency</i>	I am a quick-witted person.		4 out of 5
<b>Self Focus</b> <i>Being introspective</i>	I often try to understand myself.		3 out of 4
<b>No Impression Management</b> <i>Lack of concern about social feedback</i>	I never wonder what people are thinking about me.		3 out of 4



**Managerial Potential**


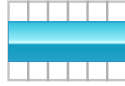
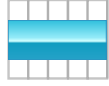


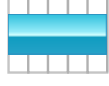
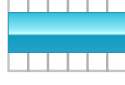
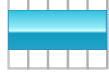
**Scale Description**

The Managerial Potential scale identifies people who can direct others in a pleasant and effective fashion.

**Score = 96th percentile**

Mr./Ms. Warren's score on the Managerial Potential scale is in the high range. Such persons tend to be well-informed, hard working, and enthusiastic, and to do well in management positions.

**Sub-Scale Interpretation**

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Education <i>Being a good student</i>	As a child, school was easy for me.	 2 out of 3
Accomplishment <i>Satisfaction with one's performance</i>	When I fail at something, I try even harder the next time.	 6 out of 6
No Complaints <i>Disposition to complain</i>	To get peoples' attention, I sometimes complain.	 5 out of 5
Identity <i>Satisfaction with one's life tasks</i>	I know what I want to be.	 3 out of 3
Mastery <i>Being hard-working</i>	I strive for perfection in everything I do.	 4 out of 4
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5
Leadership <i>Capacity for leadership</i>	In a group I like to take charge of things.	 6 out of 6
Competitive <i>Being competitive, ambitious and persistent</i>	I am an ambitious person.	 5 out of 5