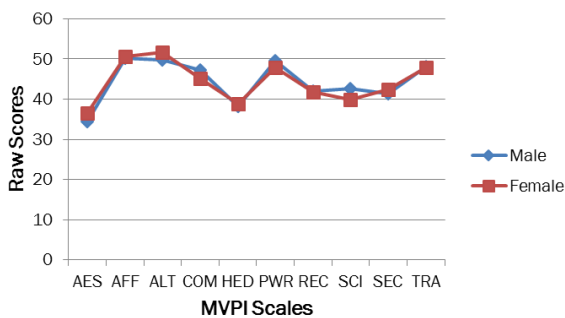
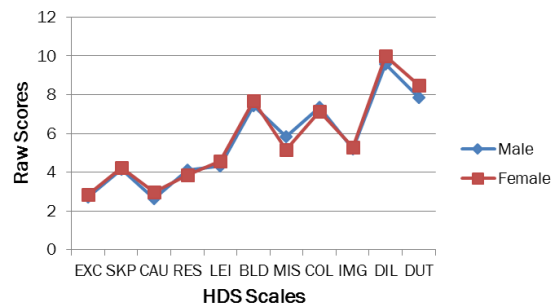
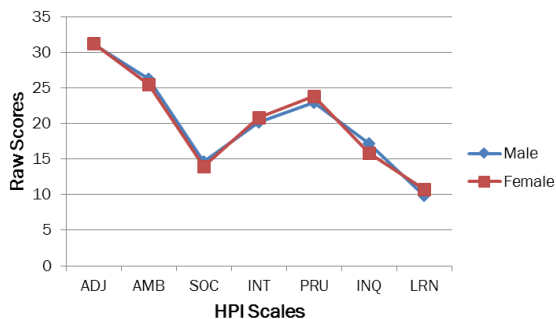


Gender Differences on the HPI, HDS, and MVPI

1. Do we find meaningful gender differences?

Due to concerns about [adverse impact](#), many clients ask us whether we see differences in personality scores for various groups. Specifically, we have recently received several questions about differences in scores for men and women in various roles. Research using the 2005 US HPI norming sample (n=121,452), the 2009 US HDS norming sample (n=102,646), and the 2010 US MVPI norming sample (n=36,661) indicates that, although statistically significant results do exist (ask your local researcher how sample size can impact $p < .05$), there are no *meaningful* differences between males and females. Further, to date, no operational selection profile using the HPI, HDS, or MVPI has demonstrated adverse impact, and no claims of unfair employment discrimination have resulted from an employer's use of Hogan assessments. These results can be shared with clients using both the [Adverse Impact Whitepaper \(2012\)](#) or corresponding [AI Graphs](#) (please contact Research if you need these in PowerPoint). Note that the graphs below indicate raw scores on each scale.



2. Do we see meaningful differences on a Global normative dataset?

Although we see most concern for AI come from our US-based clients, we receive similar requests from organizations using data from the Global Normative Dataset. When we compared the US-based results to those from the Global Normative Dataset, we found similar results: no meaningful differences. All comparisons yielded small or negligible effect sizes. Note that the graphs below indicate raw scores on each scale.

