

THE SCIENCE OF PERSONALITY



The Selection Series

INTERPRETIVE | REPORT

**HOGAN**  
ASSESSMENT SYSTEMS

# Interpretive Report

Report For:

John Sample

ID #:

DC178862

Date:

January 31, 2008

**HOGAN**  
ASSESSMENT SYSTEMS

The Science of Personality™

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## 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.

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 John Sample'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.



# Adjustment

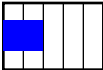

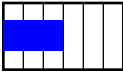

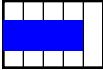


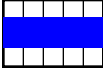
## Scale Description

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 = 44th percentile

Mr. Sample's score on the Adjustment scale suggests that he has a balanced self-image. Neither arrogant nor self-doubting, he will pay attention to criticism but not take it personally. He will normally remain calm when under stress.

## 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.	 2 out of 5
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 3 out of 4
No Guilt <i>Absence of regret</i>	I rarely feel guilty about some of the things I have done.	 3 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.	 1 out of 3
Good Attachment <i>Good relations with one's parents</i>	No matter what happened I felt my parents loved me.	 5 out of 5

# Ambition

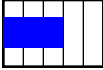




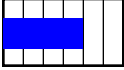
## Scale Description

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 = 47th percentile

Mr. Sample's score on the Ambition scale is in the average range. Such persons are reasonably ambitious and hard working. Although not driven by status concerns, they normally don't resist moving into positions of authority.

## 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.	 <span style="margin-left: 10px;">3 out of 5</span>
<b>Self-Confident</b> <i>Confidence in oneself</i>	I am a very self-confident person.	 <span style="margin-left: 10px;">3 out of 3</span>
<b>Accomplishment</b> <i>Satisfaction with one's performance</i>	When I fail at something, I try even harder the next time.	 <span style="margin-left: 10px;">6 out of 6</span>
<b>Leadership</b> <i>Capacity for leadership</i>	In a group I like to take charge of things.	 <span style="margin-left: 10px;">5 out of 6</span>
<b>Identity</b> <i>Satisfaction with one's life tasks</i>	I know what I want to be.	 <span style="margin-left: 10px;">2 out of 3</span>
<b>No Social Anxiety</b> <i>Social self-confidence</i>	I don't mind talking in front of a group of people.	 <span style="margin-left: 10px;">4 out of 6</span>

# Sociability

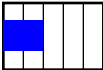

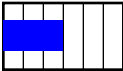
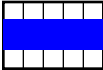

## Scale Description

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. Sample scored in the average range for Sociability, indicating that he is neither extroverted nor socially retiring. He can work with other people or by himself.

## 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.	 2 out of 5
Likes Crowds <i>Finds large crowds exciting</i>	Being part of a large crowd is exciting.	 2 out of 4
Experience Seeking <i>Preference for variety and challenge</i>	I like a lot of variety in my life.	 3 out of 6
Exhibitionistic <i>Exhibitionistic tendencies</i>	I like to be the center of attention.	 5 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 = 39th percentile

Mr. Sample received an average score on the Interpersonal Sensitivity scale. This suggests he has normal social skills and interpersonal sensitivity.

## Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Easy to Live With</b> <i>Tolerant and easy-going nature</i>	I work well with other people.	 <span style="margin-left: 10px;">5 out of 5</span>
<b>Sensitive</b> <i>Tends to be kind and considerate</i>	I always try to see the other person's point of view.	 <span style="margin-left: 10px;">4 out of 4</span>
<b>Caring</b> <i>Interpersonal sensitivity</i>	I am sensitive to other people's moods.	 <span style="margin-left: 10px;">4 out of 4</span>
<b>Likes People</b> <i>Enjoys social interaction</i>	I enjoy just being with other people.	 <span style="margin-left: 10px;">6 out of 6</span>
<b>No Hostility</b> <i>Lack of hostility</i>	I never hold grudges very long.	 <span style="margin-left: 10px;">0 out of 3</span>

# Prudence

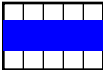

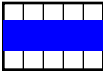



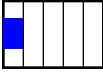
## Scale Description

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 = 50th percentile

Mr. Sample's score on the Prudence scale is in the average range. He is a normally responsible person; he is a sensible and reliable team player who should adjust well to the world of work.

## Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Moralistic <i>Adhering strictly to conventional values</i>	I always practice what I preach.	 <span style="margin-left: 10px;">5 out of 5</span>
Mastery <i>Being hard-working</i>	I strive for perfection in everything I do.	 <span style="margin-left: 10px;">3 out of 4</span>
Virtuous <i>Being perfectionistic</i>	I do my job as well as I possibly can.	 <span style="margin-left: 10px;">5 out of 5</span>
Not Autonomous <i>Concern about others' opinions of oneself</i>	Other people's opinions of me are important.	 <span style="margin-left: 10px;">3 out of 3</span>
Not Spontaneous <i>Preference for predictability</i>	I always know what I will do tomorrow.	 <span style="margin-left: 10px;">3 out of 4</span>
Impulse Control <i>Lack of impulsivity</i>	I rarely do things on impulse.	 <span style="margin-left: 10px;">0 out of 5</span>
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 <span style="margin-left: 10px;">1 out of 5</span>

# Inquisitive

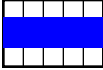

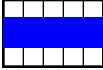



## Scale Description

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 = 46th percentile

Mr. Sample's score on the Inquisitive scale suggests that he has a normal degree of imagination, curiosity, and interest in education. Others may regard him as having a practical rather than a reflective turn of mind.

## Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Science Ability</b> <i>Interest in science</i>	I am interested in science.	 5 out of 5
<b>Curiosity</b> <i>Curiosity about the world</i>	I have taken things apart just to see how they work.	 3 out of 3
<b>Thrill Seeking</b> <i>Enjoyment of adventure and excitement</i>	I would like to be a race-car driver.	 5 out of 5
<b>Intellectual Games</b> <i>Enjoys intellectual games</i>	I enjoy solving riddles.	 1 out of 3
<b>Generates Ideas</b> <i>Ideational fluency</i>	I am a quick-witted person.	 0 out of 5
<b>Culture</b> <i>Interest in culture</i>	I like classical music.	 0 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 = 36th percentile

Mr. Sample received an average score for Learning Approach, suggesting that he has a normal degree of academic motivation. Depending on his career goals, he probably has the motivation necessary to pursue further training, college, and even post-graduate education.

## Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
<b>Education</b> <i>Being a good student</i>	As a child, school was easy for me.	 2 out of 3
<b>Math Ability</b> <i>Being good with numbers</i>	I can multiply large numbers quickly.	 3 out of 3
<b>Good Memory</b> <i>Having a good memory</i>	I have a large vocabulary.	 2 out of 4
<b>Reading</b> <i>Enjoys reading</i>	I would rather read than watch TV.	 0 out of 4