Hogan Personality Inventory

An inventory of the personality characteristics needed for successful careers

The Hogan Personality Inventory (HPI) identifies the bright side of the personality and reveals what we see when people are at their best.

The HPI is a work related view of personality, preferred behaviour and competencies (e.g. resiliency, drive, work ethic, and integrity) which can be hard to identify in an interview. It is used to highlight the preferred working behaviour and personality to predict job success.

Personality assessment is rapidly becoming a best practice for selecting and developing talented employees.

The HPI is the industry standard for measuring normal personality; it has a 25-year history of successfully predicting employee performance and helping companies reduce turnover, absenteeism, shrinkage, and poor customer service. When introduced in the 1970s, it was revolutionary – the first measure of normal personality designed specifically for business applications. Through an ongoing program of research and development, the HPI continues to be an industry leader.

Benefits

Qualified professionals will find the HPI useful for the following purposes:

- **Personnel Selection**: Evaluating a person's basic employability and degree of fit with particular jobs. We can match specific HPI profiles with sets of job requirements; these profiles can then be used to screen applicants. Candidates whose HPI profiles match the requirements of a job's profile are much more likely to be successful.

- **Coaching:** Evaluating seven broad strengths or personal competencies that have wide-ranging career implications — because strengths can turn into problems when they are overdone — and then providing feedback that forms the basis for a behaviourally oriented coaching process.

- **Promoting Strategic Self-awareness**: Perhaps the most important benefit to be

derived from reviewing one's HPI results concerns enhanced self-awareness. The HPI provides systematic information regarding a person's most important strengths, information that can be used to formulate a data-based career strategy.

REPORTS & APPLICATIONS

The report:

- Pinpoints characteristics and tendencies that might lead to career derailment
- Identifies tendencies that impede work relationships and hinder productivity
- Identifies factors relevant to one's own strategic self-awareness
- Identifies how the candidate is likely to act in various circumstances
- Notes strengths and shortcomings

What next?

To receive our full catalogue of psychometric tests or discuss which tests are best suited to your requirements, please email us at info@getfeedback.net or call us on 01491 845532.

Large print available on request

AT A GLANCE

- A business-related measure of normal personality

- Designed to predict occupational success

- 15 to 20 minutes completion time

- Based on the Big Five model: a robust tool

- Developed exclusively on working adults

- Normed on more than 500,000 working adults worldwide

- Validated on more than 200 occupations covering all major industries

- No invasive or intrusive items

- No adverse impact

- Fully Internet enabled

- More than 2,000,000 job applicants have completed the HPI

- User-friendly reports available for selection or development

- Fully outsourced to be managed by Getfeedback or, providing that the user meets the accreditation requirements, can be managed in-house

- Accreditation requirement: British Psychological Society (BPS) Level B accreditation and trained in this tool or by Getfeedback providing feedback on the report at an additional cost

- Recognition as a high quality tool Conforms to BPS and American Psychological Association guidelines