

## Hogan Personality Inventory - UK

by Robert Hogan, Ph.D & Joyce Hogan, Ph.D.  
UK adaptation by Geoff Trickey & Gillian Hyde, Psychological Consultancy Ltd

## HPI Consultant's Brief

by Geoff Trickey & Gillian Hyde, Psychological Consultancy Ltd

### PRIVATE AND CONFIDENTIAL

Candidate Name:	Saskia Sample
Gender:	Female
Issue Number:	HPI/1072/1210
Date Test Completed:	19 April 2005

Candidate: Saskia Sample

Gender: Female

Age: 28

Ethnicity: Black African

### PRIMARY SCALES

	r	%
Adjustment	17	11
Ambition	13	5
Sociability	4	1
Agreeability	15	9
Prudence	18	44
Intellectance	13	39
Scholarship	10	66
Validity Scale	14	99

### OCCUPATIONAL SCALES

	r	%
Service Orientation	9	35
Stress Tolerance	15	16
Reliability	11	54
Clerical Potential	13	10
Sales Potential	25	3
Managerial Potential	24	13

### ADDITIONAL OCC. SCALES

	r	%

Norms: UK Norms combined

## HIC Scores (No. items endorsed / No. items in HIC/Occupational scale loading)

#### ADJUSTMENT

2. Empathy	2/5	SO
3. Not Anxious	1/4	ST CP
4. No Guilt	1/6	ST
5. Calmness	2/4	ST
6. Even Tempered	3/5	
7. No Somatic Complaint	5/5	ST CP MP
8. Trusting	1/3	
9. Good Attachment	2/5	R

#### AMBITION

10. Competitive	4/5	MP
11. Self-Confidence	1/3	SP
12. No Depression	6/6	ST MP
13. Leadership	0/6	CP MP
14. Identity	1/3	MP
15. No Social Anxiety	1/6	SP

#### SOCIABILITY

16. Likes Parties	2/5	SP
17. Likes Crowds	0/4	SP
18. Experience Seeking	2/6	SP
19. Exhibitionistic	0/5	SP
20. Entertaining	0/4	SP

#### AGREEABILITY

21. Easy To Live With	4/5	SP
22. Sensitive	3/4	SO
23. Caring	3/4	CP
24. Likes People	4/6	SP
25. No Hostility	1/3	R

#### PRUDENCE

26. Moralistic	0/5	
27. Mastery	1/4	MP
28. Virtuous	4/5	SO
29. Not Autonomous	1/3	
30. Not Spontaneous	4/4	
31. Impulse Control	4/5	R SP-
32. Avoids Trouble	4/5	R CP MP

#### INTELLECTANCE

33. Science Ability	4/5	
34. Curiosity	0/3	
35. Thrill Seeking	2/5	SP
36. Intellectual Games	3/3	
37. Generates Ideas	1/5	SP
38. Culture	3/4	

#### SCHOLARSHIP

39. Education	3/3	MP
40. Maths Ability	0/3	
41. Good Memory	4/4	
42. Reading	3/4	

#### OTHER

43. Self Focus	4/4	SP
44. No Impression Manage	3/4	SP

#### VALIDITY

1. Validity	14/14
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Client: PCL/louise10

Issue Number: HPI/1072/1210

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## Introduction

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You recently completed the Hogan Personality Inventory and this report summarises your responses to that questionnaire. It is important to recognise that no one personality is intrinsically better or worse than any other. However, in relation to particular careers and personal development goals, different personality profiles clearly do have their implications. Knowing one's strengths and limitations in relation to particular jobs will assist in the development of strategies that maximise personal effectiveness in those roles. The report below is intended to assist you with the continuing process of developing self-awareness and appreciating how you come across to others. It may also help you to recognise where your particular assets lie. No personality questionnaire can give you total certainty on these points, but the HPI benefits in this respect from many years of research and validation. The points made below simply reflect your questionnaire responses, so there are unlikely to be any great surprises. However, it will be constructive to consider those details in the following text which are most at odds with the way that you have come to view yourself, either to reaffirm your present view or to reconsider it.

### **The Validity Of This Report**

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Of course it is possible to answer any questionnaire carelessly or inaccurately, although research suggests that for job applicants, the base line for faking and distortion is actually very low. Nevertheless, a number of techniques have been included in these assessment procedures to monitor the validity of responses.

You endorsed 14 items on the HPI Validity scale. This score indicates that the profile is valid and interpretable.

## Your Personality Profile

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Your questionnaire responses suggest that you react passionately at times. Because you tend to show your feelings, it will often be evident to others when you feel deeply about people or events. Others probably consider you candid and introspective. This HPI profile also suggests that you may be inclined to demand a lot of yourself. You seem to be quite self-critical and perhaps too ready to admit to personal shortcomings and to blame yourself when things go wrong. Your sensitivities may mean that you have a tendency to take things personally at times when no offence is intended. People with this kind of profile often have a tendency not to take other people at face value and are inclined to suspect their motives. You may find it difficult to be at your most effective when put under pressure, perhaps tending to become irritable and uncertain. You probably require an appreciative and supportive atmosphere if you are to optimise your contribution. People with these characteristics may work best in informal, unconventional or creative situations where passionate and individualistic reactions are more likely to be accepted, or in jobs where they have greater freedom to follow their own course.

In the paragraphs that follow, you may find that our description of your personality has been influenced by your readiness to be honest and self-critical. This may at times result in descriptions that are unduly negative.

It appears that you are not a competitive person. You probably prefer to avoid positions of authority and you are likely to take a relatively relaxed attitude to career advancement and personal recognition - even to the extent that you let opportunities for promotion pass you by. People with your kind of profile tend to be unconcerned with status, power or commercial success. They tend to be modest in their aspirations and happy to leave leadership roles to others. You will probably be perceived by others as relaxed, laid back and easy going. In your career development you will probably be either cautious and conservative or simply unconcerned. Once you have found a comfortable niche you will probably prefer to remain in this familiar role rather than either speculating about future possibilities or, especially if you are fairly prudent, taking the risks associated with changing your job in the hope of achieving advancement. You are most likely to appreciate roles where you find the job content appealing, are familiar with procedures and where long steady service is appreciated. You are unlikely to identify with the assertiveness and drive required for many management and sales roles and for other entrepreneurial activities

Some of the questions in the HPI questionnaire were designed to explore your sociability. This is concerned with the degree to which a person needs varied and lively social interaction. Your responses to these questions suggest that you are quiet, reserved, and don't depend on the company of others. It seems that you avoid being the centre of attention and would rather not attend large social gatherings, or parties. You are generally content with your own company and may be somewhat apprehensive about attending big social events, particularly if you have to take the lead in dealing with people you do not know. Because you prefer not to be the one to initiate social interaction and are generally happy to take a low social profile, others may perceive you as shy or unsociable. You may prefer to work independently and are probably more comfortable working in positions that are not predominantly defined by the requirement for you to interact with or communicate with others. Although socially reticent, this does not imply that you lack the social skills to deal with social situations when required to do so. People with similar profiles typically have a social life that is comparatively subdued and centred on a close circle of people they know well. Your actual social skills will be reflected in the qualities discussed in the next scale.

When it comes to social interaction with colleagues and acquaintances, your questionnaire responses portray you as someone who is not particularly concerned about other people's opinions of you. For this reason, you are likely to be viewed by others as self-contained, and possibly as edgy and unresponsive and sometimes as inconsiderate. If you are acting in a managerial or supervisory role where others are looking to you for appreciation and support, this independence may have particular impact on your colleagues. Because you seem to be unconcerned about what others think of you, you may find it difficult to appreciate the needs of your colleagues in this respect. In these situations you may have difficulty in motivating others and are likely to come across as tough-minded, an impression that would not be conducive to jobs that involve dealing with the public. On the other hand, you will probably have little difficulty in dealing with management situations that require tough action.

There are elements in your profile that suggest you may be someone who is reasonably organised and systematic without being over cautious or too conservative. You appear to be able to keep your impulsiveness under control as a rule, and generally to behave in a predictable and dependable manner, rather than dealing with things in a spontaneous or unplanned way. You are likely to be a normally responsible person; a sensible and reliable person who is planful, yet reasonably flexible, and someone who should adjust well to the world of work.

With regard to interests and your general approach to life, the indications are that you have a normal degree of imagination and curiosity. You have as much interest in learning new things as most other people. You probably have some interests and hobbies, but others may regard you as having a practical rather than a reflective turn of mind. Although you may tend to be somewhat wary of new ideas and generally practical in your outlook, this may be balanced by a degree of imaginativeness and originality. However, you are unlikely to find particular fascination in purely speculative questions. You appear to have qualities that could be valued in jobs where people need to be somewhat curious, analytical and questioning, but you are probably comfortable working within a framework of established procedures.

It appears that you probably have a positive attitude towards education. People with scores in this range seem alert and well informed and often enjoy learning for its own sake. They usually have quite a high level of academic motivation and are likely to welcome opportunities for personal development. You are therefore likely to have the appropriate motivation for continuing education or training, perhaps to an advanced level. Depending on whether you are also prudent rather than risk taking, others probably perceive you as insightful, committed and painstaking.

#### **NOTE**

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In conclusion, it is important to remember that this report is based on your responses to the personality questionnaire. The statements in this report should not, therefore, contain too many surprises. However, since this report is based on the findings of both research studies and practical applied uses of the questionnaire, these statements will be somewhat generalised and reflect the characteristics that are typical for people who have profiles similar to yours. Although the picture presented in this report should be broadly correct for most people there are of course variations amongst individuals who have similar profiles. Your values and priorities in particular will play an important role in influencing the way in which your personality characteristics, as discussed in this report, will find expression in your behaviour.