

Hogan Personality Inventory - UK

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HPI Feedback Summary Report

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Gender:	Male
Issue Number:	HPI/293/295
Date Test Completed:	03 December 2004

Introduction

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

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

You spent rather a long time deliberating over some of the items and this may not have helped in achieving an authentic profile. For the best results, you are encouraged to respond in an open and straightforward manner. When you cannot decide which way to respond to a question, it is unlikely that this item will be associated with any of your more distinctive characteristics.

Your Personality Profile

Your questionnaire responses suggest that you can feel very deeply about people and events and have a tendency to react passionately. Only one person in twenty describes themselves as this extreme in this respect so this is likely to be a pronounced aspect of your personality. You appear to be rather introspective, inclined to demand a lot of yourself and you may be somewhat tense and stress prone. It seems that you worry about things more than most people and that, because you are prepared to question your own contribution, you are likely to blame yourself when things go wrong. It may be that you admit to more personal shortcomings than is either necessary or realistic. Because you are sensitive and self-critical, you may sometimes take things personally when no offence is intended. Your moods probably vary a lot and this could make it difficult for others to know where they stand with you and what to expect of you. This HPI profile also suggests that you may have a tendency to question other people's motives rather than being prepared to take them at face value. You probably find it difficult to be at your most effective when put under pressure, perhaps tending to become irritable and uncertain. You may work well on your own, or require an appreciative and supportive atmosphere if you are to optimise your contribution. People with these characteristics often work best in unconventional or creative environments where passionate and individualistic reactions are most appreciated, 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 and enjoys 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 probably enjoy working predominantly with technology, data or equipment, rather than with clients. 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.

You certainly don't come across as someone who wants to please everybody. Your questionnaire responses portray you as someone who is self-contained and who is not bothered about other people's opinions of you. For this reason, you are likely to be viewed by others as edgy and unresponsive — even as inconsiderate. Only one person in twenty describe themselves as this extreme in this respect so this is likely to be a distinctive aspect of your personality. It seems that you are not particularly sensitive to other people's moods or feelings and you may find it difficult to get on with people. People with similar scores to yours may express little interest in, or even feel uncomfortable with, the personal concerns of colleagues and subordinates. You may take no particular pleasure or interest in social interaction and probably prefer to work with facts rather than people. This independence will clearly have an impact on your colleagues, particularly when you are acting in a supervisory role and where others may be looking to you for appreciation and support. Because you are 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 very conducive to jobs where one must deal with the public. On the other hand, you will probably have little difficulty in dealing with management situations that require tough and decisive action.

There are elements in your profile that suggest you are a very unconventional and colourful person who may be viewed by others as unsystematic and perhaps disorganised. It seems that you often act on impulse and prefer not to plan things too far in advance. These are qualities that can contribute to creativity, particularly in people who also have wide interests and ambition. If you are innovative, it is likely that you will focus on the wider picture and leave the details for others to complete. You don't appear to be particularly concerned to avoid trouble and others are likely to perceive you as a non-conformist. These are qualities that may be viewed as problematic within formal or traditional work settings but they are likely to be valued in a creative context if they are combined with the ability to generate ideas. Although any tendency to be impulsive and unpredictable will always have the potential to create problems with authority, such qualities are likely to be valued in some work situations. Some environments appreciate spontaneity and flexibility above caution, conservatism and control. You are more likely to be appreciated for the originality of your contribution than for either your close attention to detail or the ability to see things through to completion.

With regard to interests and your general approach to life, there are strong indications that you are interested in the here and now, rather than in speculative questions or theoretical issues, in other words, that you have a generally practical outlook. This suggests that you are also direct and rather matter-of-fact. It seems that you have little or no time for artistic activities such as opera or poetry, and it is unlikely that you will actively seek out thrill-seeking activities. You are probably not perceived by others as particularly inventive or curious. You will probably give low priority to the pursuit of scientific or artistic interests. Generally, people with this type of profile are content with their lives and are unlikely to develop wide interests or to pursue hobbies. They tend to be cautious and deliberate and are particularly valued in jobs that demand careful adherence to established routines. Jobs where people need to be questioning, analytical, critical or innovative would be less suitable for people with your kind of profile.

It appears that you have not always been drawn towards formal academic study and that you are unlikely to be interested in learning just for the sake of it. Perhaps you found your early education unrewarding, in which case you may have been discouraged from further study or training. Any enthusiasm you have for reading will probably involve reading for a purpose rather than purely for pleasure. People with similar scores to yours are often uncomfortable dealing with detailed numerical information and you may not consider yourself to be particularly mathematically minded. You are more likely to be viewed by others as practical rather than studious. This does not imply lack of ability, however. Some people with similar profiles return to education later in life; others adopt a relaxed attitude towards education, seeing formal studies more as a means to an end rather than something that is intrinsically important. However, success in work related training will depend more on your current level of motivation than on your past attitude towards education.

NOTE

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.