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# EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Report Sample

ID: HC788088

Date: 05 December, 2014

Job: Sales and Customer Support





**INTRODUCTION**

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organised in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which he will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarises the recommendation for job fit and potential hiring.

**The Hogan Personality Inventory evaluates candidates on seven well-known characteristics that influence occupational success.**

**SECTION I - SUMMARY OF ASSESSMENT RESULTS**

**Employment Fit**

Report Sample seems poised, confident, and self-assured but may overestimate his abilities and ignore feedback. He should be conscientious and hard working, however he can be inflexible and reluctant to delegate. Report Sample tends to be achievement oriented, interested in training, and will stay up-to-date on new developments in business and technology.

**Job Fit**

Mr. Sample is even-tempered and confident, even in urgent, stressful times. Mr. Sample seems willing to take charge, motivated to achieve, and success-oriented. In addition, others will find him to be considerate, tactful, and patient. He is orderly, planful, and careful to avoid mistakes.

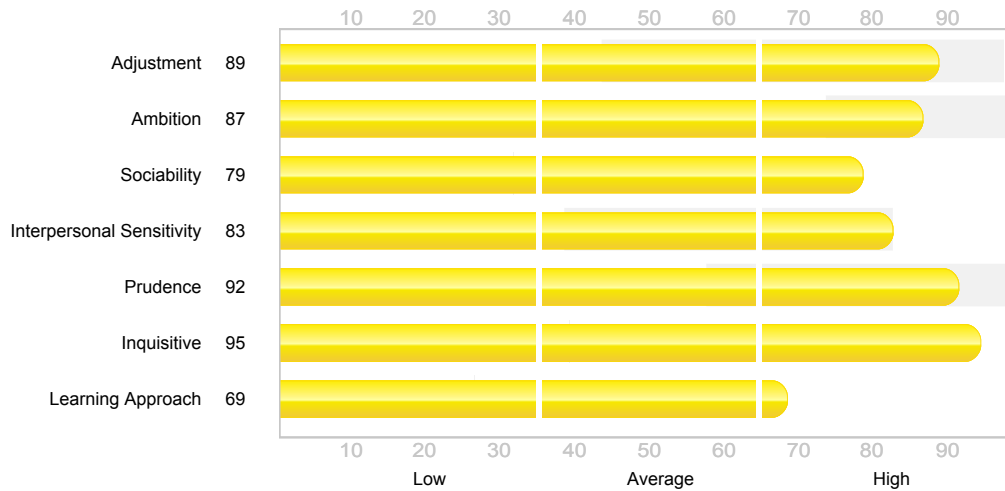
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> <li>• Calm under heavy job pressure</li> <li>• Eager to advance</li> <li>• Builds coalitions with staff</li> <li>• Careful about standards</li> </ul>	<ul style="list-style-type: none"> <li>• May ignore negative feedback</li> <li>• Dissatisfied unless promoted</li> <li>• Goes along to get along</li> <li>• May try to do everything equally well</li> </ul>

**Candidate Interview Style**

- The candidate you interview should seem relaxed, poised, and self-confident.
- He should make a positive first impression, being talkative and approachable.
- The candidate should seem agreeable and diplomatic.



SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



**NOTES:** Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

**Adjustment** - Concerns composure, optimism, and stable moods.

**Ambition** - Concerns taking initiative, being competitive, and seeking leadership roles.

**Sociability** - Concerns seeming talkative, socially bold, and entertaining.

**Interpersonal Sensitivity** - Concerns being agreeable, considerate, and skilled at maintaining relationships.

**Prudence** - Concerns being conscientious, dependable, and rule-abiding.

**Inquisitive** - Concerns being curious, imaginative, visionary, and easily bored.

**Learning Approach** - Concerns enjoying formal education and actively staying up-to date on business and technical matters.

SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job specific profile created for similar jobs in this occupation, the overall fit for the job is:



**Low Fit**



**Moderate Fit**



**High Fit**

THIS REPORT AND THE PRESENTED FIT LEVEL ARE BASED ON JOB FAMILY VALIDITY GENERALISATION AND ARE NOT SPECIFIC TO YOUR ORGANISATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.