BASIS

AN IN-DEPTH SOLUTION FOR CANDIDATE SELECTION

Report For: Sample Candidate

ID: HG302125

DATE: May 18, 2020

Job Title: Hogan - Leader (HPI Only)

INTRODUCTION

This is the Pre-Employment Assessment Report for Sample Candidate. It is divided into different sections, and they are described below.

SECTION I - GRAPHIC REPORT

Hogan Personality Inventory (HPI) Graphic Report
This section provides a graphic report of the candidate's results on the Hogan Personality Inventory (HPI). The HPI evaluates people on seven well-known characteristics that influence occupational success.

SECTION II - SUMMARY OF ASSESSMENT RESULTS
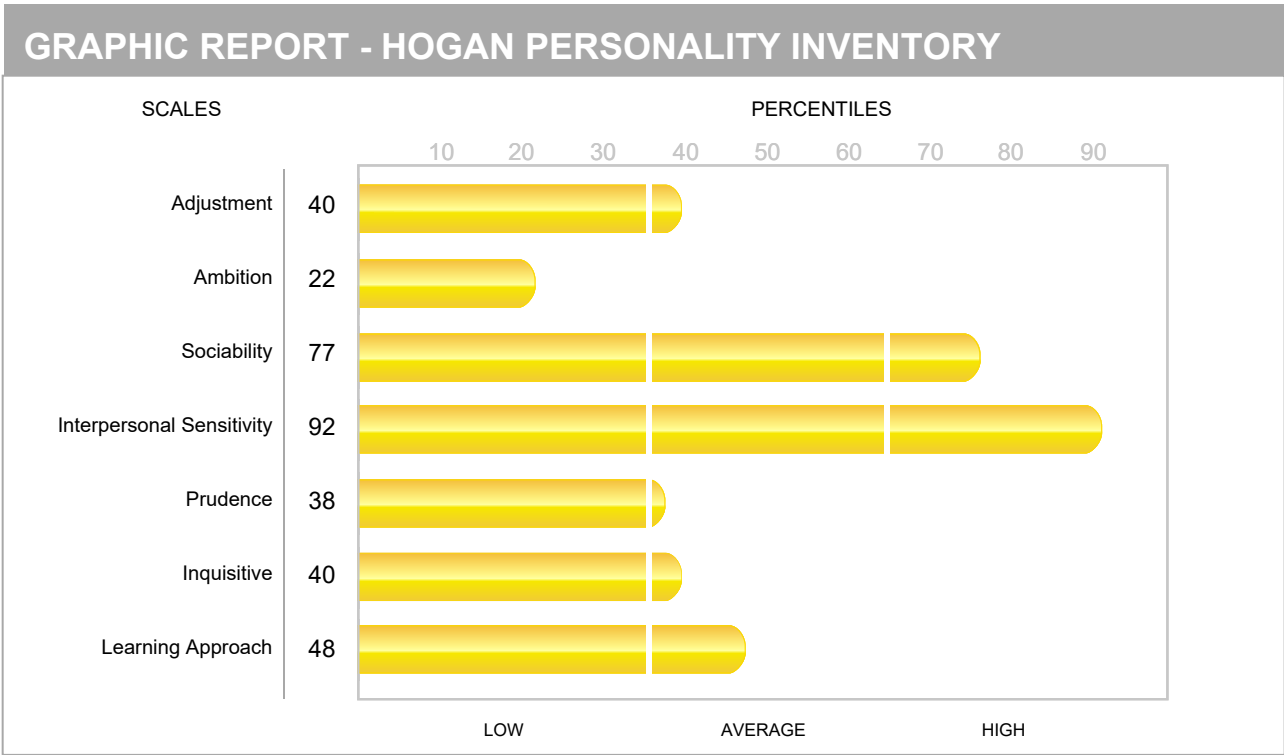
Employment Fit
This section reviews the candidate's results, focusing on general characteristics relevant to that person's success in most work environments. The review covers the candidate's reaction to stressful situations, how the candidate will manage the assignments associated with a job, and how the candidate will approach learning in a new job.

Job Fit
This section reviews the candidate's assessment results in terms of fit with a particular job. Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others.

Candidate Interview Style
This section summarizes the candidate's interview style. Interview style can impact the evaluation of a candidate's fit for the position. This section indicates what to expect from a candidate in order to minimize the impact of interviewing skills.

GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY

SCALES		PERCENTILES

		10	20	30	40	50	60	70	80	90

Adjustment	40	
Ambition	22	
Sociability	77	
Interpersonal Sensitivity	92	
Prudence	38	
Inquisitive	40	
Learning Approach	48	

LOW   AVERAGE   HIGH

NOTES: Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.

Adjustment	Reflects the degree to which a person is calm or moody and volatile. High scorers seem confident, resilient, and optimistic. Low scorers seem passionate, energetic, and self-critical.
Ambition	Evaluates the degree to which a person seems leaderlike and values achievement. High scorers seem competitive and hard working. Low scorers are good team players and seem comfortable letting others lead but may appear complacent.
Sociability	Assesses the degree to which a person appears socially self-confident. High scorers seem outgoing and colorful. Low scorers seem reserved and quiet.
Interpersonal Sensitivity	Reflects tact and perceptiveness. High scorers seem friendly, warm, and popular. Low scorers seem independent, frank, and direct.
Prudence	Concerns self control and conscientiousness. High scorers seem organized, dependable, and easy to supervise. Low scorers seem spontaneous and flexible.
Inquisitive	Reflects the degree to which a person seems curious, adventurous, and imaginative. High scorers tend to be quick-witted and visionary, but easily bored. Low scorers tend to be practical, focused, and able to concentrate.
Learning Approach	Reflects the degree to which a person values education as an end in itself. High scorers tend to enjoy reading and studying. Low scorers are less interested in formal education and more interested in hands-on learning on the job.

Section II – Summary of Assessment Results

Employment Fit — Overall Suitability for Work

Sample Candidate may be stressed by deadlines and concerned about improving performance. When frustrated or inconvenienced, he may seem emotional and not perform productively until the incident passes. Sample Candidate tends to be flexible, spontaneous, and comfortable with ambiguity. However, he may dislike tasks that require extensive planning and organizing, or that require a high level of detail-orientation. Sample Candidate may be interested in training and staying up to date. However, he may prefer to learn on the job rather than in a formal training situation.

Job Fit — Suitability for the Position

Mr. Candidate should be typically calm and composed and effectively handle most stressful work situations. He may sometimes worry excessively about possible mistakes or overreact in response to stressful situations. He will work well in either team-based or individual roles. Because he is quite willing to defer to others, he may be seen as lacking a strong sense of initiative. Sample Candidate will seem diplomatic, charming, warm, and friendly. He will develop and maintain effective relationships with colleagues and clients. However, his desire to avoid conflict may interfere with good business and personnel decisions. He seems to follow rules and avoid risks, but can also adapt to changing conditions and adjust to ambiguity. He will be moderately detail-oriented, organized, and will seem able efficiently to prioritize his work.

Candidate Strengths

- Will typically listen to others' suggestions and use their feedback to improve performance or business relationships
- Will strike a balance between staying calm and showing a sense of urgency
- Will not mind if promotional opportunities are not readily available
- Modest and self-effacing; willing to be a follower when necessary
- Will read social and political cues quickly and easily
- Will work hard in an effort to please everyone
- Seems able to be flexible while working within organizationally-accepted guidelines
- Seems conscientious but adaptable; should complete most tasks promptly but thoroughly

Candidate Areas of Concern

- May have difficulty deciding what to do during periods of heavy pressure
- May become tense and indecisive during stressful times
- May not step up and take initiative when necessary
- May tend to provide laissez faire leadership--not hold staff to appropriate standards
- May seem conflict-averse and have difficulty confronting staff when performance issues arise
- May have difficulty giving subordinates negative feedback
- May have trouble knowing when to stop gathering information and make a decision
- May be reluctant to act without clear guidelines

Overall Candidate Recommendation

Based on the assessment results, and in comparison to the job or job family profile, Sample Candidate's overall fit for the position is:

Low Fit   **Moderate Fit**   **High Fit**

Candidate Interview Style
The following suggests how Sample Candidate is likely to behave during the interview.

Interview Style	Low	Moderate	High
Emotional Demeanor Candidates with low scores may appear tense and nervous; those with high scores may appear calm and relaxed.		X	
Rapport Candidates with low scores may seem quiet and even shy; those with high scores may seem talkative and approachable.			X
Relationship Building Candidates with low scores may appear challenging and independent; those with high scores may seem agreeable and ingratiating.			X