

**UK English
Hogan Personality Inventory,
Hogan Development Survey
&
Motives, Values,
Preferences Inventory
Norms**

Documentation of Normative Data



THE SCIENCE OF PERSONALITY

HPI Norms. To create the norm for the UK English HPI, Hogan aggregated all available data, yielding a final sample size of 64,768. All data were collected from working adults. Table A.1 displays the characteristics of the sample, sorted by age and gender. Note that specific job type data are unavailable for this sample. Tables A.2 and A.3 present the norms for the UK HPI.

Table A.1 UK English HPI Normative Sample (N = 64,768)

Category	Sample N	Sample %
Age		
Under 30	13,456	20.8%
30 - 39	16,758	25.9%
40 - 49	15,526	24.0%
Over 50	7,146	11.0%
Not Reported	11,882	18.3%
Gender		
Male	37,719	58.2%
Female	23,187	35.8%
Not Reported	3,862	6.0%

Note. Sample N = number of cases in normative sample; Sample % = percentage of cases in normative sample.

Table A.2 UK English HPI Norms (N = 64,768) – Primary Scales

Raw Score	ADJ Norm	AMB Norm	SOC Norm	INP Norm	PRU Norm	INQ Norm	LRN Norm
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	1
2	0	0	0	0	0	0	2
3	0	0	1	0	0	0	5
4	0	0	1	0	0	1	8
5	0	0	2	0	0	2	13
6	0	0	4	0	0	3	19
7	0	0	6	0	0	5	27
8	0	1	8	0	0	8	37
9	1	1	12	0	1	12	49
10	1	1	16	1	1	16	62
11	1	2	21	1	2	21	75
12	2	2	27	2	4	27	86
13	3	3	34	3	6	34	94
14	3	3	42	4	9	42	100
15	4	4	50	7	13	50	
16	5	6	59	10	17	59	
17	6	7	68	17	23	67	
18	8	9	76	27	30	75	
19	10	11	83	43	38	82	
20	12	14	89	66	47	88	
21	14	17	94	90	56	92	
22	17	21	98	100	66	96	
23	20	27	100		74	98	
24	23	33	100		82	99	
25	27	41			88	100	
26	31	51			93		
27	36	64			96		
28	42	81			98		
29	48	100			100		
30	55				100		
31	63				100		
32	71						
33	79						
34	86						
35	93						
36	98						
37	100						

Note. ADJ = Adjustment, AMB = Ambition, SOC = Sociability, INP = Interpersonal Sensitivity, PRU = Prudence, INQ = Inquisitive, LRN = Learning Approach.

Table A.3 UK English HPI Norms (N = 64,768) - Validity & Occupational Scales

Raw Score	VAL Norm	SERV Norm	ST Norm	REL Norm	CLR Norm	SALE Norm	MNGR Norm
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	1	0	0	0
4	0	1	0	2	0	0	0
5	0	2	0	4	0	0	0
6	0	5	1	7	0	0	0
7	0	9	1	11	0	0	0
8	0	15	1	16	0	0	0
9	0	24	2	23	1	0	0
10	1	37	3	32	1	0	0
11	4	53	4	42	2	0	0
12	12	71	5	54	3	0	0
13	41	89	6	66	5	0	0
14	100	100	8	78	8	0	0
15			10	88	12	0	0
16			14	95	17	0	1
17			17	99	24	0	1
18			22	100	33	0	1
19			28		44	0	2
20			36		56	1	3
21			46		69	1	3
22			59		83	1	4
23			74		94	1	6
24			90		100	1	7
25			100			2	10
26						2	13
27						3	16
28						3	21
29						4	27
30						5	34
31						6	43
32						7	54
33						8	67
34						10	79
35						12	91
36						14	98
37						16	100
38						19	
39						21	
40						25	
41						28	
42						32	
43						36	
44						40	

Table A.3 UK English HPI Norms (N = 64,768) – Validity & Occupational Scales (continued)

Raw Score	VAL Norm	SERV Norm	ST Norm	REL Norm	CLR Norm	SALE Norm	MNGR Norm
45						45	
46						50	
47						55	
48						60	
49						65	
50						70	
51						74	
52						79	
53						83	
54						87	
55						90	
56						93	
57						95	
58						97	
59						98	
60						99	
61						100	
62						100	
63						100	
64						100	
65						100	

Note. VAL = Validity, SERV = Service Orientation, ST = Stress Tolerance, REL = Reliability, CLR = Clerical, SALE = Sales, MNGR = Manager.

HDS Norms. To create the norm for the UK English HDS, Hogan aggregated all available data, yielding a final sample size of 13,063. All data were collected from working adults. Table A.4 displays the characteristics of the sample, sorted by age and gender. Note that specific job type data are unavailable for this sample. Tables A.5 and A.6 present the norms for the UK HDS.

Table A.4 UK English HDS Normative Sample (N =13,063)

Category	Sample N	Sample %
Age		
Under 30	1,167	8.9%
30 – 39	3,248	24.9%
40 – 49	3,542	27.1%
Over 50	1,626	12.4%
Not Reported	3,480	26.6%
Gender		
Male	6,532	50.0%
Female	3,690	28.2%
Not Reported	2,841	21.7%

Note. Sample N = number of cases in sample; Sample % = percentage of cases in sample.

Table A.5 UK English HDS Norms (N =13,063)

HDS Scales											
Raw	EXC	SKE	CAU	RES	LEI	BOL	MIS	COL	IMA	DIL	DUT
Score	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm
0	15	2	10	1	1	0	0	0	0	0	0
1	34	8	27	7	5	1	2	2	3	0	0
2	51	21	43	23	14	4	5	5	9	1	1
3	65	37	58	43	28	9	12	9	20	3	4
4	75	53	70	62	45	18	21	16	34	5	10
5	82	68	79	76	61	29	33	25	50	10	20
6	87	79	86	85	76	42	47	35	64	16	35
7	92	87	91	92	86	55	61	47	76	24	51
8	95	92	95	96	92	68	75	60	85	35	68
9	97	96	97	98	96	79	86	71	92	49	82
10	98	98	99	99	98	88	93	81	96	66	91
11	99	99	99	100	99	94	97	89	98	82	96
12	100	100	100	100	100	98	99	95	99	93	99
13	100	100	100	100	100	99	100	99	100	99	100
14	100	100	100	100	100	100	100	100	100	100	100

Note. EXC = Excitable, SKE = Skeptical, CAU = Cautious, RES = Reserved, LEI = Leisurely, BOL = Bold, MIS = Mischievous, COL = Colorful, IMA = Imaginative, DIL = Diligent, DUT = Dutiful.

Table A.6 UK English HDS - Form 5 Norms

HDS Scales											
Raw	EXC	SKE	CAU	RES	LEI	BOL	MIS	COL	IMA	DIL	DUT
Score	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm	Norm
0	15	2	10	1	1	0	0	0	0	0	0
1	15	21	10	7	14	1	2	0	3	1	0
2	34	37	27	23	28	9	5	9	9	1	4
3	51	53	43	43	45	9	12	16	9	3	4
4	65	68	58	62	61	18	21	25	20	5	10
5	75	86	70	62	76	29	33	35	34	10	20
6	87	87	79	76	86	42	47	47	50	16	35
7	92	87	86	85	92	55	61	60	64	24	51
8	95	92	91	92	96	68	61	71	64	35	51
9	97	96	95	96	96	79	75	81	76	49	68
10	98	98	99	98	98	88	86	89	85	66	82
11	99	99	99	98	99	94	93	95	96	82	91
12	100	100	100	100	100	98	97	99	98	93	99
13	100	100	100	100	100	99	100	100	100	99	100
14	100	100	100	100	100	100	100	100	100	100	100

Note. EXC = Excitable, SKE = Skeptical, CAU = Cautious, RES = Reserved, LEI = Leisurely, BOL = Bold, MIS = Mischievous, COL = Colorful, IMA = Imaginative, DIL = Diligent, DUT = Dutiful.

MVPI Norms. To create the norm for the UK English MVPI, Hogan aggregated all available data, yielding a final sample size of 9,867. All data were collected from working adults. Table A.7 displays the characteristics of the sample, sorted by age and gender. Note that specific job type data are unavailable for this sample. Table A.8 presents the norms for the UK MVPI.

Table A.7 UK English MVPI Normative Sample (N = 9,867)

Category	Sample N	Sample %
Age		
Under 30	1,253	12.7%
30 - 39	2,415	24.5%
40 - 49	2,359	23.9%
Over 50	1,143	11.6%
Not Reported	2,697	27.3%
Gender		
Male	4,608	46.7%
Female	2,993	30.3%
Not Reported	2,266	23.0%

Note. Sample N = number of cases in normative sample; Sample % = percentage of cases in normative sample.

Table A.7 UK English MVPI Norms (N = 9,867)

Raw Score	AES Norm	AFF Norm	ALT Norm	COM Norm	HED Norm	POW Norm	REC Norm	SCI Norm	SEC Norm	TRA Norm
0-19	-	-	-	-	-	-	-	-	-	-
20	1	0	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0	0	0
22	3	0	0	0	0	0	0	1	1	0
23	5	0	0	0	0	0	1	1	2	0
24	10	0	0	0	1	0	1	2	3	0
25	13	0	0	0	1	0	2	3	4	0
26	19	0	0	1	2	0	3	5	7	0
27	23	0	0	1	3	0	4	6	9	0
28	29	0	0	2	4	1	6	9	12	1
29	34	0	1	3	5	1	8	11	15	1
30	39	0	1	4	8	2	11	14	19	1
31	43	1	1	5	9	2	13	17	22	2
32	49	1	2	6	13	3	16	20	27	3
33	53	1	3	8	15	4	19	22	31	4
34	57	1	4	11	20	6	23	26	36	6
35	61	2	4	13	23	7	26	29	40	9
36	65	2	6	16	28	9	31	33	45	12
37	68	3	8	19	32	11	35	37	49	15
38	72	4	10	24	38	14	41	41	55	20
39	75	5	12	27	42	16	46	45	59	24
40	78	6	15	32	48	20	52	49	65	31
41	80	7	17	37	53	23	56	53	68	36
42	83	9	21	43	59	28	62	58	73	44
43	85	11	25	47	64	32	66	61	76	50
44	88	15	30	54	70	37	71	66	80	58
45	89	18	34	58	74	41	74	69	83	64
46	91	24	40	65	80	47	79	73	87	71
47	93	28	45	70	83	52	82	77	89	76
48	94	36	51	76	87	59	85	81	92	81
49	95	42	56	80	90	63	88	83	94	85
50	97	52	63	85	93	70	91	87	96	89
51	97	59	68	88	95	74	92	89	97	91
52	98	70	74	92	97	80	94	92	98	94
53	98	75	79	94	98	84	96	94	99	95
54	99	84	84	97	99	88	97	96	99	97
55	99	88	87	98	100	91	98	97	100	98
56	100	93	92	99	100	95	99	98	100	99
57	100	95	94	99	100	96	99	99	100	99
58	100	98	97	100	100	99	100	99	100	100
59	100	99	98	100	100	99	100	100	100	100
60	100	100	100	100	100	100	100	100	100	100

Note. AES = Aesthetics, AFF = Affiliation, ALT = Altruistic, COM = Commerce, HED = Hedonism, POW = Power, REC = Recognition, SCI = Science, SEC = Security, TRA = Tradition.