



HOGAN PERSONALITY INVENTORY

A MEASURE OF NORMAL PERSONALITY USED TO PREDICT JOB PERFORMANCE

FEATURES & BENEFITS

- 206 true/false questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Based on the Five-Factor Model
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- No adverse impact
- Fourth grade reading level
- Instantaneous scoring and reporting output
- Online administration by protected access

REPORTS & APPLICATIONS

- Notes strengths and shortcomings
- Makes suggestions about how to manage an individual's career
- Pinpoints characteristics relevant for success in most work environments
- Notes interview style
- Summarizes the recommendation for job fit and potential hiring
- Classifies candidates as high fit, moderate fit, or low fit

PRIMARY SCALES

- Adjustment** confidence, self-esteem, and composure under pressure
- Ambition** initiative, competitiveness, and desire for leadership roles
- Sociability** extraversion, gregarious, and need for social interaction
- Interpersonal Sensitivity** tact, perceptiveness, and ability to maintain relationships
- Prudence** self-discipline, responsibility and conscientiousness
- Inquisitive** imagination, curiosity, and creative potential
- Learning Approach** achievement-oriented, stays up-to-date on business and technical matters

OCCUPATIONAL SCALES

- Service Orientation** being attentive, pleasant, and courteous to customers
- Stress Tolerance** being able to handle stress, even-tempered, calm under fire
- Reliability** honesty, integrity, and positive organizational citizenship
- Clerical Potential** ability to follow directions, pay attention to detail, and communicate clearly
- Sales Potential** energy, social skills, and the ability to solve problems for customers
- Managerial Potential** leadership ability, planning, and decision-making skills

