

A well-validated inventory of the personality characteristics necessary for success in careers, relationships, education, and life.

## Features and Benefits

The HPI is the only personality inventory with all these essential features:

- Designed to predict occupational success
- Developed exclusively on working adults
- Based on Five-Factor Model
- Normed on 30,000 working adults
- Validated in over 100 organizations
- Fourth grade reading level
- No adverse impact
- No invasive or intrusive items
- Computerized interpretive reports
- Software for on-site scoring
- Computer or paper and pencil administration
- Scales for these occupational themes -- Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, Managerial Potential

## Scales and Interpretation

The Hogan Personality Inventory contains seven primary scales, one validity scale, and six occupational scales. Hogan Assessment Systems provides a computer generated interpretive report for the HPI. This carefully developed and validated 10-page document contains an easy-to-read graph and a scale by scale interpretation of the test results. The report provides a detailed examination of a person's strengths and shortcomings in the pursuit of his or her social and occupational goals.

### Primary Scales:

**Adjustment:** confidence, self-esteem, and composure under pressure.

**Ambition:** initiative, competitiveness, and leadership potential.

**Sociability:** extraversion, gregariousness, and a need for social interaction.

**Likeability:** warmth, charm, and the ability to maintain relationships.

**Prudence:** responsibility, self-control, and conscientiousness.

**Intellectance:** imagination, curiosity, and creative potential.

**School Success:** the degree to which a person is achievement-oriented and stays up-to-date on business and technical matters.

### Occupational Scales:

**Service Orientation:** being attentive, pleasant, and courteous to clients and customers.

**Stress Tolerance:** being able to handle stress; low scores are associated with absenteeism and health problems.

**Reliability:** integrity (high scores) and organizational delinquency (low scores).

**Clerical Potential:** the ability to follow directions, pay attention to details, and communicate clearly.

**Sales Potential:** energy, social skill, and the ability to solve problems for clients.

**Managerial Potential:** leadership ability, planning, and decision-making skills.

## Applications

The Hogan Personality Inventory can assist qualified professionals in three areas: individualized assessment, personnel selection, and management development.

For individualized assessment, the HPI provides an evaluation of a person's career potential across the spectrum of occupations. This information can then be used to: decide whether a person is suited for an occupation; decide whether a person should consider postgraduate education; and identify aspects of a person's interpersonal style that might need attention.

In personnel selection, the HPI can be used as part of a multiple hurdle selection process. It identifies applicants whose personal characteristics correspond to the demands of the work, and it yields no adverse impact.

The HPI has a Management Development Report (MDR), based on data from 360° feedback evaluations. The positive and negative implications of each scale are spelled out for a manager's career. Then developmental suggestions are generated, keyed to the individual's profile.



## Basic Test Facts

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- 206 true/false items that have been carefully screened to minimize invasion of privacy
- 4th grade reading level
- 15-20 minute completion time
- designed for ages 18 and above

## Technical Facts

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Norms are based on 30,000 adults including personnel from such organizations as healthcare, armed forces, transportation, protective services, education, retail, insurance, financial services, and manufacturing.

The HPI has been used in over 100 validity studies to predict the occupational performance of nursing aides, clerks, customer service reps, counter personnel, loan officers, bomb disposal technicians, psychiatric hospital counselors, truck drivers, sales representatives, fire fighters, police officers, managers, and other groups.

Research, to date, indicates no adverse impact by race/ethnicity or gender in operational use of the HPI for personnel decisions. Older people receive slightly higher scores than younger people. Test-retest reliabilities range from .74 to .86.

## Types of Administration

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The HPI is self-administered and may be taken in a group setting or individually, using paper-and-pencil or on-line computer administration.

Hogan Assessment Systems has developed software to enable you to score and interpret tests in your office. After the tests have been completed, they are immediately scored and the reports are printed using your equipment. Everything you need is contained in the software--no long distance transmissions or special computer equipment is required.

With HAS software and an NCS scanner linked to an IBM-compatible PC or PC/XT, you can have a convenient and flexible system for obtaining immediate test results. Any number of tests can be administered in your usual manner without interrupting regular office routines. Then, within minutes, each answer sheet can be scanned, scored, and a complete report generated on your printer.

Other scoring options include mail-in processing of HPI answer sheets with 24-hour turnaround or answer sheets may also be sent by FAX for more immediate results.

Scoring output alternatives include an interpretive report, a graph, or a formatted ASCII text data file.

## Support Materials

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In addition to the various computerized scoring and processing options, Hogan Assessment Systems offers individualized and customized support materials and services in order to make the HPI as valuable an assessment tool as possible. Details are included in the manual.

### **Manual**

The 1995 manual for the HPI provides a comprehensive discussion of the technical features of the inventory. It is an invaluable guide to test interpretation, research, and individualized assessment.

### **Specimen Sets**

Specimen sets are available for those considering first time use of the HPI. Specimen sets include a manual, reusable test booklet, prepaid answer sheet, and sample report.



## Paper and Pencil Alternative to Assessment Centers

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The Hogan Personality Inventory, in conjunction with two other relatively short and carefully developed inventories, can give you the full power of an assessment center--in your office and at a fraction of the cost of a standard assessment center evaluation.

The Hogan Development Survey (HDS) provides in-depth information about problems--such as arrogance and passive aggression--that are hard to detect in an interview or with measures of normal personality.

The Motives, Values, Preferences Inventory (MVPI) provides detailed information regarding a person's values, goals, and motives. This is invaluable information for placing, counseling and managing potential employees, and for evaluating the fit between individuals and their corporate cultures.

Like the HPI, the HDS and MVPI are fully validated and available with comprehensive interpretive reports.

## Ordering Information

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We are ready to answer any questions you may have about our assessment materials and scoring services.

For more information on the Hogan Personality Inventory, scoring and reporting services, and specimen sets, call:

800-261-2912

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