



The Hogan Personality Inventory

Interpretive Report

John Doe

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Introduction

The Hogan Personality Inventory (HPI) is designed to assess personal qualities that promote success in work, in relationships, in education and training, and in life. This report may reveal areas of unexpected strength; conversely, the report may reveal some interpersonal tendencies that can cause problems. In either case, the information will be a useful foundation for personal and professional development.

Because different occupations require different personal characteristics, the HPI can also be used to aid decisions about personnel selection, job change, and career planning. The primary scales of the inventory are:

Adjustment	High scorers tend to be calm, self-confident, and steady under pressure. Low scorers tend to be tense, moody, and they may not handle pressure well.
Ambition	High scorers tend to be energetic, competitive, and eager to advance themselves. Low scorers tend to be quiet, unassertive, and less interested in advancement.
Sociability	High scorers tend to be outgoing, impulsive, and colorful, and they dislike working by themselves. Low scorers tend to be reserved and quiet; they do not call attention to themselves, and they do not mind working alone.
Likeability	High scorers tend to be friendly, warm, and sociable. Low scorers tend to be independent, frank, and direct.
Prudence	High scorers tend to be organized, dependable, and thorough; they follow rules well and are easy to supervise. Low scorers tend to be impulsive and flexible; they tend to resist rules and close supervision; however, they may be creative and spontaneous.
Intellectance	High scorers tend to be imaginative, inventive, and quick-witted; they may be easily bored and may not pay attention to details. Low scorers tend to be practical and down to earth; they are willing to tolerate boring tasks.
School Success	High scorers tend to enjoy education and to perform well in training. Low scorers are less interested in formal learning and tend not to perform well in school or training environments.

Validity of these results

This Test is Valid and Interpretable.

Personality Interpretation

The following report describes Mr./Ms. Doe's scores on the HPI. To interpret these results, first note the percentile score for each scale and then read the description of that scale. Next, on the lower half of the page, examine the subscale (i.e. HIC) scores. These will indicate the areas of particular strength and/or weakness that contribute to the larger personality scale. Each subscale is defined and a sample item is given to aid your interpretation. The graph on the right of each subscale shows the total number of items on each subscale as well as the total number endorsed.

Occupational Interpretation

In addition to the report on the main personality scales, reports on one or more occupational scales may also be provided in this report. The HPI occupational scales concern attitudes and characteristics that have broad, general importance for job performance. These scales are based on the personality dimensions presented previously. They were developed by comparing persons with high and low standing on the occupational dimension under consideration using the HPI. Qualities that distinguished high rated people from low rated people formed the scales. The following are the main occupational scales:

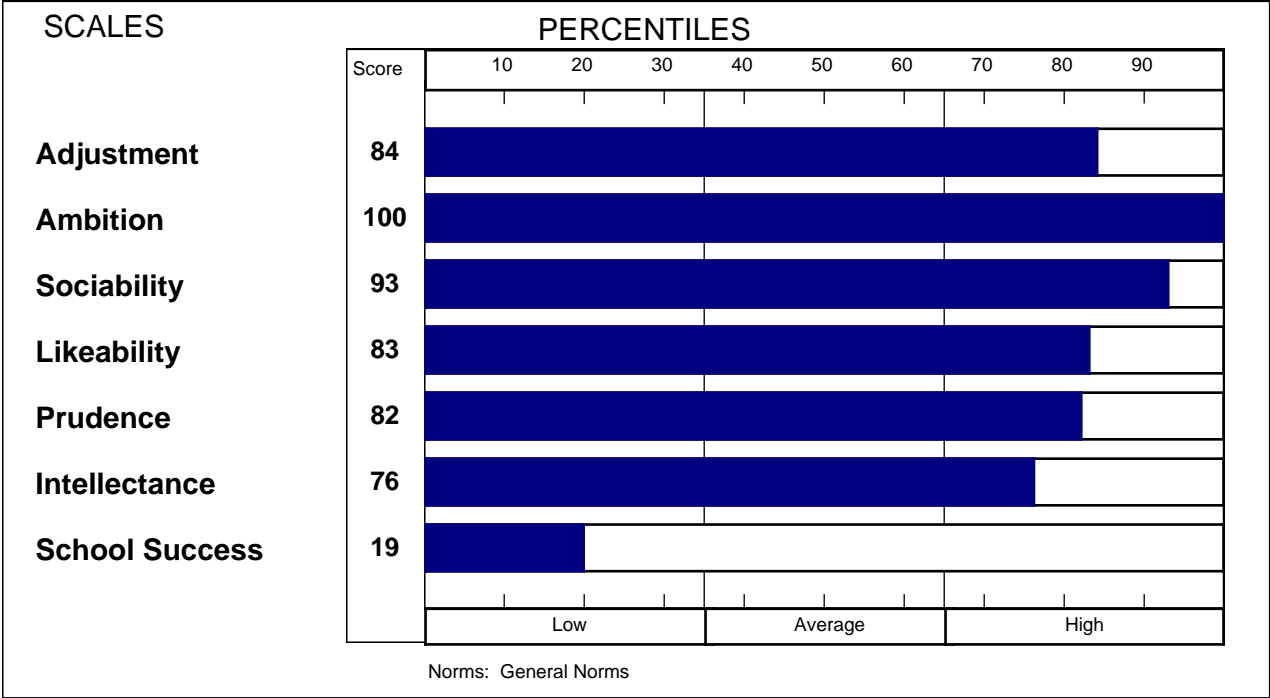
Service Orientation	Concerns being attentive and helpful.
Stress Tolerance	Reflects the ability to deal with pressure and adversity.
Reliability	Measures willingness to comply with rules and procedures.
Clerical Potential	Concerns the ability to perform well in clerical work.
Sales Potential	Assesses traits associated with successful sales performance
Managerial Potential	Reflects talent for leadership and persuasion.

The report may also provide scores on one or more special occupational scales. These are scales which have been found to have relevance to job performance within a particular organization.

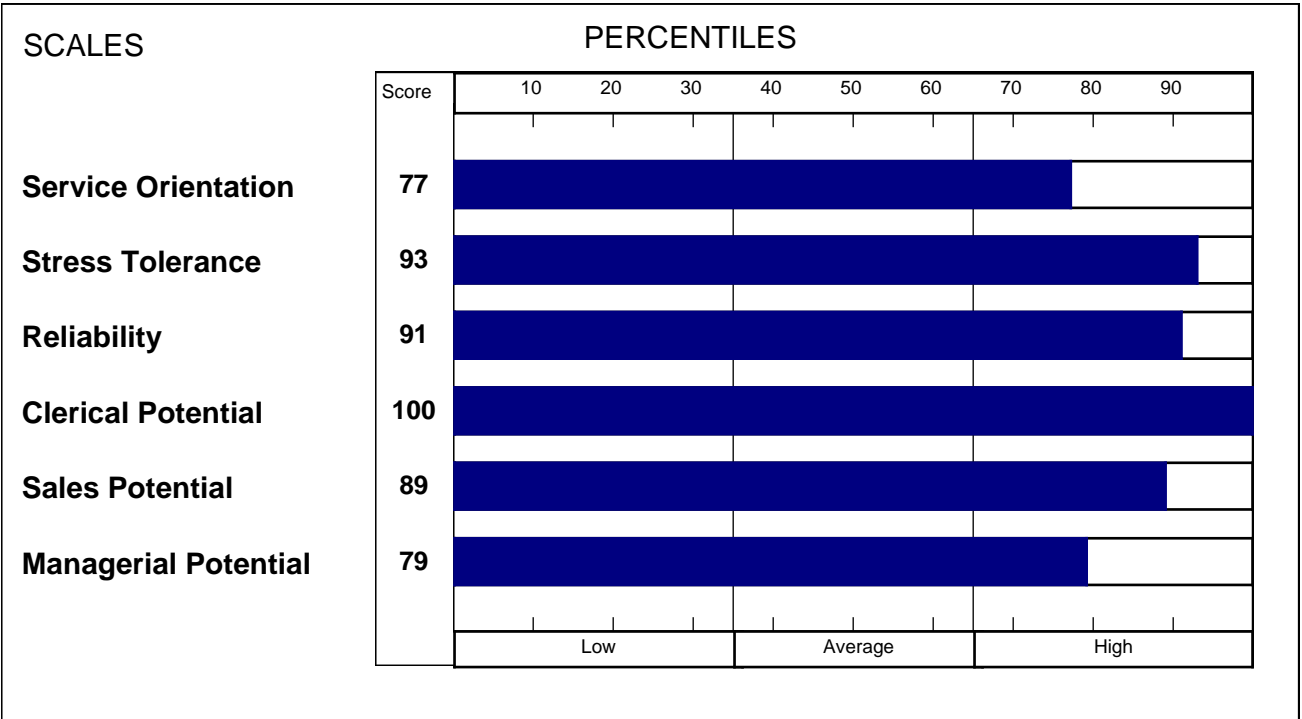
The graphs on the following page provide an overall view of Mr./Ms. Doe's scores on each scale. Scores shown are in percentiles. The percentile scores indicate the percentage of people from a comparison group who tend to score at or below Mr./Ms. Doe's obtained score.

The Hogan Personality Inventory Primary Scales

This Test is Valid and Interpretable.



Occupational Scales



Adjustment

Scale Description

The Adjustment scale reflects the degree to which a person is steady in the face of pressure, or conversely, sensitive and self-critical. Persons with high scores rarely take things personally and generally handle stress well. Persons with low scores tend to be self-critical and to blame themselves when things go wrong.

Score = 84th percentile

Mr./Ms. Doe's score on the Adjustment scale indicates that he/she is quite calm, self-accepting, and confident. He/She is tolerant, easy-going, happy, and rarely introspective. He/She should be free from self-doubt and unnecessary worry, a fine colleague and coworker, and a person who handles stress very well.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Empathy <i>Absence of irritability</i>	I am rarely irritated by faults in others.	 5 out of 5
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Guilt <i>Absence of regret</i>	I rarely feel guilty about some of the things I have done.	 5 out of 6
Calmness <i>Lack of emotionality</i>	I keep calm in a crisis.	 4 out of 4
Even Tempered <i>Not moody or irritable</i>	I rarely lose my temper.	 3 out of 5
No Somatic Complaint <i>Lack of health concerns</i>	I almost always feel good.	 5 out of 5
Trusting <i>Not paranoid or suspicious</i>	People really care about one another.	 3 out of 3
Good Attachment <i>Good relations with one's parents</i>	No matter what happened I felt my parents loved me.	 4 out of 5

Ambition






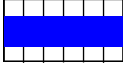
Scale Description

The Ambition scale evaluates the degree to which a person seems leaderlike, seeks status, and values achievement. Persons with high scores are competitive, upwardly mobile, and concerned with success. Persons with low scores are cautious, and have modest career aspirations. Ambition is important for work in sales, supervision, and management; it is less important for hourly workers.

Score = 100th percentile

Mr./Ms. Doe's score on the Ambition scale is above average suggesting that he/she is energetic and has high standards for accomplishment. Such persons are likely to be competitive and self-assured, and to seek leadership roles. Although he/she values achievement, his/her success will be moderated by his/her social skills, as indicated by the Sociability and Likeability scales which are reported next.

Sub-Scale Interpretation

HIC Name :	Sample item	Score: Raw and Maximum
Competitive <i>Definition</i> <i>Being competitive, ambitious and persistent</i>	I am an ambitious person.	 5 out of 5
Self-Confident <i>Confidence in oneself</i>	I am a very self-confident person.	 3 out of 3
No Depression <i>Feelings of contentment</i>	I am a happy person.	 6 out of 6
Leadership <i>Capacity for leadership</i>	In a group I like to take charge of things.	 6 out of 6
Identity <i>Satisfaction with one's life tasks</i>	I know what I want to be.	 3 out of 3
No Social Anxiety <i>Social self-confidence</i>	I don't mind talking in front of a group of people.	 6 out of 6

Sociability

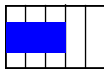

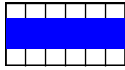
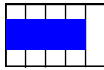

Scale Description

The Sociability scale assesses the degree to which a person needs and/or enjoys social interaction. Persons with high scores are extroverted and talkative; they may also be exhibitionistic and they create a strong social impression. Persons with low scores are more quiet and reserved; they tend to take a low social profile. Sociability is important for jobs where one must meet with clients, and is especially important for sales and promotional work. Sociability is less important in jobs where there is little contact with the public.

Score = 93rd percentile

Mr./Ms. Doe received a moderately high score for Sociability. Persons scoring in this range are talkative, gregarious, and they seek social attention; they prefer not to work alone.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Likes Parties <i>Enjoys parties</i>	I would go to a party every night if I could.	 3 out of 5
Likes Crowds <i>Finds large crowds exciting</i>	Being part of a large crowd is exciting.	 4 out of 4
Experience Seeking <i>Preference for variety and challenge</i>	I like a lot of variety in my life.	 6 out of 6
Exhibitionistic <i>Exhibitionistic tendencies</i>	I like to be the center of attention.	 4 out of 5
Entertaining <i>Being witty and entertaining</i>	I am often the life of the party.	 3 out of 4

Likeability

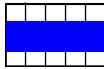


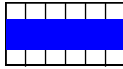

Scale Description

The Likeability scale reflects social sensitivity, tact, and perceptiveness. Persons with high scores tend to be warm, friendly, and considerate; persons with low scores are often unconcerned with how they are regarded by others. Likeability is important for sales and management, or jobs where one must meet the public. Likeability is less important in jobs where there is little contact with clients and coworkers.

Score = 83rd percentile

Mr./Ms. Doe's score on the Likeability scale suggests that he/she is thoughtful, warm, and considerate; such persons arouse liking and trust in others. He/She has good social skills and should work very well with other people in many capacities.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Easy to Live With <i>Tolerant and easy-going nature</i>	I work well with other people.	 5 out of 5
Sensitive <i>Tends to be kind and considerate</i>	I always try to see the other person's point of view.	 3 out of 4
Caring <i>Interpersonal sensitivity</i>	I am sensitive to other people's moods.	 4 out of 4
Likes People <i>Enjoys social interaction</i>	I enjoy just being with other people.	 6 out of 6
No Hostility <i>Lack of hostility</i>	I never hold grudges very long.	 3 out of 3

Prudence

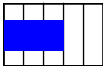

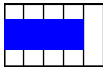


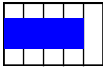
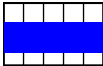
Scale Description

The Prudence scale concerns self control and conscientiousness. Persons with high scores tend to be orderly and dependable, but they may also be conservative and over controlled. Persons with low scores tend to be impulsive and unpredictable, but they may be flexible and innovative.

Score = 82nd percentile

Mr./Ms. Doe's score on the Prudence scale suggests that he/she is reliable, conscientious, and hard working. He/She may also tend to be serious, conforming, reserved, and resistant to change. He/She will respond very well to supervision and he/she is well suited for work that requires close concentration, self-control, and attention to detail.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Moralistic <i>Adhering strictly to conventional values</i>	I always practice what I preach.	 3 out of 5
Mastery <i>Being hard-working</i>	I strive for perfection in everything I do.	 4 out of 4
Virtuous <i>Being perfectionistic</i>	I do my job as well as I possibly can.	 4 out of 5
Not Autonomous <i>Concern about others' opinions of oneself</i>	Other people's opinions of me are important.	 1 out of 3
Not Spontaneous <i>Preference for predictability</i>	I always know what I will do tomorrow.	 3 out of 4
Impulse Control <i>Lack of impulsivity</i>	I rarely do things on impulse.	 4 out of 5
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5

Intellectance



Scale Description

The Intellectance scale reflects the degree to which a person seems creative, adventurous, and analytical. Persons scoring high on Intellectance tend to be original, imaginative, and to have many interests and hobbies. Persons scoring low on Intellectance tend to be practical, cautious, and uninterested in speculative questions. Intellectance is important in jobs where people need to be curious, analytical, questioning, and critical; it is less important in repetitious jobs that require attention to detail.

Score = 76th percentile

Mr./Ms. Doe's score on the Intellectance scale is above average, suggesting that he/she is alert and imaginative. He/She has a wide range of interests, is possibly creative, and enjoys theoretical and artistic activities.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Science Ability <i>Interest in science</i>	I am interested in science.	 4 out of 5
Curiosity <i>Curiosity about the world</i>	I have taken things apart just to see how they work.	 3 out of 3
Thrill Seeking <i>Enjoyment of adventure and excitement</i>	I would like to be a race-car driver.	 2 out of 5
Intellectual Games <i>Enjoys intellectual games</i>	I enjoy solving riddles.	 2 out of 3
Generates Ideas <i>Ideatinal fluency</i>	I am a quick-witted person.	 4 out of 5
Culture <i>Interest in culture</i>	I like classical music.	 3 out of 4

School Success





Scale Description

The School Success scale reflects the degree to which a person enjoys academic activities and values education as an end in itself. Persons with high scores on this scale tend to be good students and high academic achievers. Persons with low scores regard education as a means to an end and not as something that is intrinsically important.

Score = 19th percentile

Mr./Ms. Doe's score on the School Success scale suggests that he/she is not particularly interested in education and has somewhat less than the average amount of academic motivation. He/She should think carefully before embarking on any expensive educational undertakings.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Education <i>Being a good student</i>	As a child, school was easy for me.	 0 out of 3
Math Ability <i>Being good with numbers</i>	I can multiply large numbers quickly.	 2 out of 4
Good Memory <i>Having a good memory</i>	I have a large vocabulary.	 3 out of 4
Reading <i>Enjoys reading</i>	I would rather read than watch TV.	 0 out of 4

Service Orientation

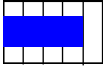
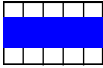

Scale Description

The Service Orientation scale identifies people who are courteous and helpful when dealing with customers and associates.

Score = 77th percentile

Mr./Ms. Doe's score suggests that he/she is strongly service oriented. He/She appears to be courteous, attentive, friendly, and easy-going.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Virtuous <i>Being perfectionistic</i>	I do my job as well as I possibly can.	 4 out of 5
Empathy <i>Absence of irritability</i>	I am rarely irritated by faults in others.	 5 out of 5
Sensitive <i>Tends to be kind and considerate</i>	I always try to see the other person's point of view.	 3 out of 4

Stress Tolerance


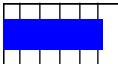
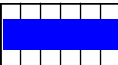
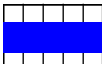

Scale Description

The Stress Tolerance scale identifies people who handle pressure well and are not tense or anxious.

Score = 93rd percentile

Mr./Ms. Doe's score suggests that he/she is resilient. He/She should be pleasant, poised, confident, and healthy.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Guilt <i>Absence of regret</i>	I rarely feel guilty about some of the things I have done.	 5 out of 6
No Depression <i>Feelings of contentment</i>	I am a happy person.	 6 out of 6
No Somatic Complaint <i>Lack of health concerns</i>	I almost always feel good.	 5 out of 5
Calmness <i>Lack of emotionality</i>	I keep calm in a crisis.	 4 out of 4

Reliability

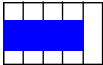
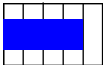


Scale Description

The Reliability scale concerns willingness to follow organizational rules and be a good organizational citizen.

Score = 91st percentile

Mr./Ms. Doe's score suggests that he/she is quite reliable, conscientious, careful, and easy to supervise.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Good Attachment <i>Good relations with one's parents</i>	No matter what happened I felt my parents loved me.	 4 out of 5
Impulse Control <i>Lack of impulsivity</i>	I rarely do things on impulse.	 4 out of 5
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5
No Hostility <i>Lack of hostility</i>	I never hold grudges very long.	 3 out of 3

Clerical Potential




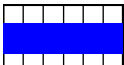

Scale Description

The Clerical Potential scale identifies people who are likely to make responsible, hard working employees.

Score = 100th percentile

Mr./Ms. Doe received a high score on the measure of Clerical Potential. Persons with scores in this range tend to be competent, stable, steady, and able to listen well.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Not Anxious <i>Absence of anxiety</i>	I am seldom tense or anxious.	 4 out of 4
No Somatic Complaint <i>Lack of health concerns</i>	I almost always feel good.	 5 out of 5
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.	 5 out of 5
Leadership <i>Capacity for leadership</i>	In a group I like to take charge of things.	 6 out of 6
Caring <i>Interpersonal sensitivity</i>	I am sensitive to other people's moods.	 4 out of 4

Sales Potential

Scale Description

The Sales Potential scale identifies people who are self-assured, flexible, ambitious, outgoing, and self-motivated.

Score = 89th percentile

Mr./Ms. Doe's score on the Sales Potential scale is in the high range. Persons with scores in this range tend to be sociable, friendly, and like challenges, which leads to success in sales work.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item	Score: Raw and Maximum
Self-Confident <i>Confidence in oneself</i>	I am a very self-confident person.	 3 out of 3
No Social Anxiety <i>Social self-confidence</i>	I don't mind talking in front of a group of people.	 6 out of 6
Likes Parties <i>Enjoys parties</i>	I would go to a party every night if I could.	 3 out of 5
Likes Crowds <i>Finds large crowds exciting</i>	Being part of a large crowd is exciting.	 4 out of 4
Experience Seeking <i>Preference for variety and challenge</i>	I like a lot of variety in my life.	 6 out of 6
Exhibitionistic <i>Exhibitionistic tendencies</i>	I like to be the center of attention.	 4 out of 5
Entertaining <i>Being witty and entertaining</i>	I am often the life of the party.	 3 out of 4
Easy To Live With <i>Tolerant and easy-going nature</i>	I work well with other people.	 5 out of 5
Likes People <i>Enjoys social interaction</i>	I enjoy just being with other people.	 6 out of 6

Impulsivity	<i>Acting on impulse</i>	I frequently do things on impulse.		1 out of 5
Thrill Seeking	<i>Enjoyment of adventure and excitement</i>	I would like to be a race-car driver.		2 out of 5
Generates Ideas	<i>Ideational fluency</i>	I am a quick-witted person.		4 out of 5
Self Focus	<i>Being introspective</i>	I often try to understand myself.		3 out of 4
No Impression Management	<i>Lack of concern about social feedback</i>	I never wonder what people are thinking about me.		3 out of 4

Managerial Potential

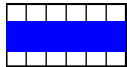
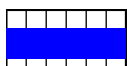
Scale Description

The Managerial Potential scale identifies people who can direct others in a pleasant and effective fashion.

Score = 79th percentile

Mr./Ms. Doe's score on the Managerial Potential scale is in the high range. Such persons tend to be well-informed, hard working, and enthusiastic, and to do well in management positions.

Sub-Scale Interpretation

HIC Name : <i>Definition</i>	Sample item		Score: Raw and Maximum
Education <i>Being a good student</i>	As a child, school was easy for me.		0 out of 3
No Depression <i>Feelings of contentment</i>	I am a happy person.		6 out of 6
No Somatic Complaint <i>Lack of health concerns</i>	I almost always feel good.		5 out of 5
Identity <i>Satisfaction with one's life tasks</i>	I know what I want to be.		3 out of 3
Mastery <i>Being hard-working</i>	I strive for perfection in everything I do.		4 out of 4
Avoids Trouble <i>Professed probity</i>	When I was in school I rarely gave the teachers any trouble.		5 out of 5
Leadership <i>Capacity for leadership</i>	In a group I like to take charge of things.		6 out of 6
Competitive <i>Being competitive, ambitious and persistent</i>	I am an ambitious person.		5 out of 5