

# The Selection Series



candidate potential | report

Professionals

Average Score

ID # : BB598922

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**HOGAN**  
ASSESSMENT SYSTEMS

The Science of Personality™

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This report and the presented fit level are based on job family validity generalization and are not specific to your organization. This report should only be used in conjunction with other candidate information to assist in the hiring decision.

## INTRODUCTION

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organized in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which he/she will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarizes the recommendation for job fit and potential hiring.

## SECTION I - SUMMARY OF ASSESSMENT RESULTS

### Employment Fit

Average Score tends to be calm and even-tempered, and should manage his/her emotions appropriately regardless of the situation. He/She is a responsible team player who attends to details, but who can also be flexible about the rules. Average Score may not like formal training programs, and should prefer to learn new skills in a hands-on manner.

### Job Fit

Mr./Ms. Score seems appropriately self-confident when there is pressure to perform. Mr./Ms. Score is not very competitive but can take on authority when needed. He/She is willing to address performance problems and he/she can do so without annoying others. Although he/she will support policies and processes, he/she can be flexible enough to adapt to new demands. Mr./Ms. Score may not be a leading innovator but can contribute to strategic problem solving.

### Candidate Strengths

- Satisfied with his/her performance
- Supports organizational agendas
- Maintains relations with difficult people
- Willing to try new methods when encouraged
- Better at operational than theoretical matters

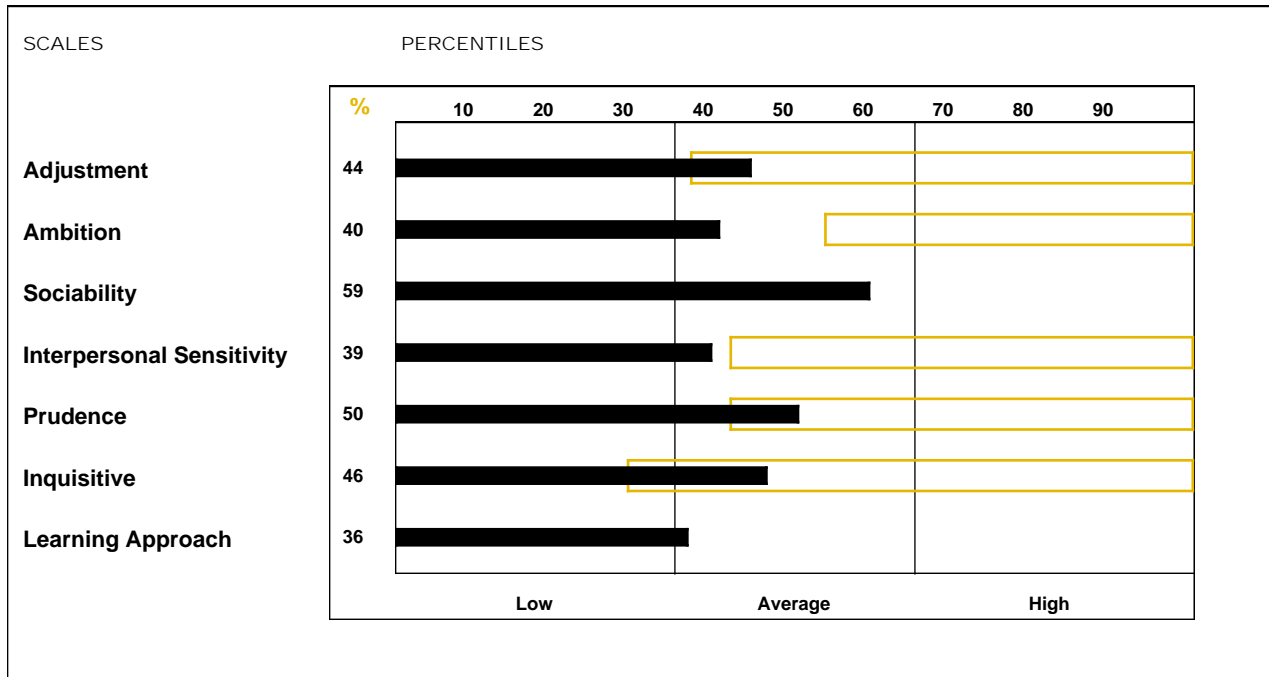
### Candidate Areas of Concern

- May experience stress when others don't
- May not seek challenges
- Sometimes fails to take a firm position
- Uncomfortable with ambiguity
- Can be indifferent to change

### Candidate Interview Style

- The candidate you interview should seem to have average composure and self-confidence.
- He/She should seem friendly and congenial, but not overly attention-seeking.
- The candidate should seem cooperative and respectful.

SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



NOTES:  Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

Scales

Adjustment

Ambition

Sociability

Interpersonal Sensitivity

Prudence

Inquisitive

Learning Approach

Scale Descriptions

Concerns composure, optimism, and stable moods.

Concerns taking initiative, being competitive, and seeking leadership roles.

Concerns seeming talkative, socially bold, and entertaining.

Concerns being agreeable, considerate, and skilled at maintaining relationships.

Concerns being conscientious, dependable, and rule-abiding.

Concerns being curious, imaginative, visionary, and easily bored.

Concerns enjoying formal education and actively staying up-to date on business and technical matters.

SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job specific profile created for your company, the overall fit for the position is:



Low Fit



Moderate Fit



High Fit