Introduction

The Hogan Personality Inventory is a measure of normal personality that contains seven primary scales and six occupational scales used to describe Sam Poole’s performance in the workplace, including how he/she manages stress, interacts with others, approaches work tasks, and solves problems. Although this report presents scores on a scale-by-scale basis, every scale contributes to Sam Poole’s performance. This report notes strengths as well as areas for improvement and provides discussion points for developmental feedback.

• When examining HPI scale scores, it is important to remember that high scores are not necessarily better, and low scores are not necessarily worse. Every scale score reflects distinct strengths and shortcomings.

• HPI scores should be interpreted in the context of the person’s occupational role to determine whether these characteristics are strengths or areas for potential development.

• The HPI is based upon the well-accepted Five Factor Model of personality.

Scale Definitions

<table>
<thead>
<tr>
<th>HPI Scale Name</th>
<th>Low scorers tend to be</th>
<th>High scorers tend to be</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment</td>
<td>open to feedback</td>
<td>calm</td>
</tr>
<tr>
<td></td>
<td>candid and honest</td>
<td>steady under pressure</td>
</tr>
<tr>
<td></td>
<td>moody and self-critical</td>
<td>resistant to feedback</td>
</tr>
<tr>
<td>Ambition</td>
<td>good team players</td>
<td>energetic</td>
</tr>
<tr>
<td></td>
<td>willing to let others lead</td>
<td>competitive</td>
</tr>
<tr>
<td></td>
<td>complacent</td>
<td>restless and forceful</td>
</tr>
<tr>
<td>Sociability</td>
<td>good at working alone</td>
<td>outgoing</td>
</tr>
<tr>
<td></td>
<td>quiet</td>
<td>talkative</td>
</tr>
<tr>
<td></td>
<td>socially reactive</td>
<td>attention-seeking</td>
</tr>
<tr>
<td>Interpersonal Sensitivity</td>
<td>direct and frank</td>
<td>friendly</td>
</tr>
<tr>
<td></td>
<td>willing to confront others</td>
<td>warm</td>
</tr>
<tr>
<td></td>
<td>cold and tough</td>
<td>conflict averse</td>
</tr>
<tr>
<td>Prudence</td>
<td>flexible</td>
<td>organised</td>
</tr>
<tr>
<td></td>
<td>open-minded</td>
<td>dependable</td>
</tr>
<tr>
<td></td>
<td>impulsive</td>
<td>inflexible</td>
</tr>
<tr>
<td>Inquisitive</td>
<td>practical</td>
<td>imaginative</td>
</tr>
<tr>
<td></td>
<td>not easily bored</td>
<td>quick-witted</td>
</tr>
<tr>
<td></td>
<td>un inventive</td>
<td>poor implementers</td>
</tr>
<tr>
<td>Learning Approach</td>
<td>hands-on learners</td>
<td>interested in learning</td>
</tr>
<tr>
<td></td>
<td>focused on their interests</td>
<td>insightful</td>
</tr>
<tr>
<td></td>
<td>technology averse</td>
<td>intolerant of the less informed</td>
</tr>
</tbody>
</table>
Executive Summary

Based on Sam Poole’s responses to the HPI, on a day-to-day basis, he/she seems:

- Unfazed by external pressure and rarely, if ever, shows signs of stress. Others may sometimes perceive his/her resilience as arrogance because little seems to bother him/her and because he/she may tend to ignore feedback.

- Energetic and hardworking. He/She will take initiative when appropriate, but also be content to work as part of a team or let others lead as long as he/she can make significant contributions.

- Approachable, talkative, and comfortable meeting strangers. Sam Poole may dislike working alone.

- Pleasant, cooperative, tactful, and friendly. He/She should be good at relationship management but tends to avoid confrontation or conflict.

- Responsible, detail-oriented, and amenable to close supervision. He/She can be somewhat inflexible but otherwise a good organisational citizen.

- Curious, innovative, creative, tolerant, and open-minded. He/She may also seem impractical and easily bored.

- Knowledgeable, up to date, and interested in learning. He/She should do well in structured learning or training environments and may find it hard to understand people who have no interest in formal learning.
Percentile Scores

The percentile scores indicate the proportion of the population who will score at or below Sam Poole. For example, a score of 75 on a given scale indicates that Sam Poole's score is higher than approximately 75% of the population.

- Scores of 0 to 25 are considered low
- Scores of 26 to 50 are considered below average
- Scores of 51 to 75 are considered above average
- Scores at or above 76 are considered high

<table>
<thead>
<tr>
<th>Scale</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment</td>
<td>98</td>
</tr>
<tr>
<td>Ambition</td>
<td>73</td>
</tr>
<tr>
<td>Sociability</td>
<td>74</td>
</tr>
<tr>
<td>Interpersonal Sensitivity</td>
<td>69</td>
</tr>
<tr>
<td>Prudence</td>
<td>72</td>
</tr>
<tr>
<td>Inquisitive</td>
<td>90</td>
</tr>
<tr>
<td>Learning Approach</td>
<td>73</td>
</tr>
</tbody>
</table>

This report is valid and interpretable.
Scale: Adjustment

Description
The Adjustment scale predicts the ability to handle stress, manage emotions, and listen to feedback.

Score interpretation
Sam Poole’s score on the Adjustment scale suggests he/she tends to:
• Be unaffected by chaotic environments and heavy workloads
• Be calm and confident in stressful circumstances
• Be perceived as possibly arrogant
• Ignore past mistakes
• Resist or dismiss feedback

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.
• Describe your approach to dealing with job stress.
• When and how is it appropriate to seek feedback on your job performance?
• How do the moods of your work colleagues affect you?
• How do you typically respond to feedback that others give you?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole's unique personality characteristics.

Empathy Absence of irritability
Not Anxious Absence of anxiety
No Guilt Absence of regret
Calmness Lack of emotionality
Even-tempered Not moody or irritable
No Complaints Does not complain
Trusting Not paranoid or suspicious
Good Attachment Good relations with authority figures
Scale: Ambition

Description
The Ambition scale predicts leadership, drive, competitiveness, and initiative.

Score interpretation
Sam Poole’s score on the Ambition scale suggests he/she tends to:
- Seem active and energetic
- Take the initiative and lead team projects
- Get involved in office politics and take stands on issues
- Become restless in positions where there is no opportunity for promotion

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant’s role.
- What role do you typically assume on projects where there is no established leader?
- When and how is it appropriate to engage in office politics to advance one’s career?
- How competitive do you tend to be with your colleagues? Has this hurt or helped your career?
- How do you seek and pursue opportunities for career advancement?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s unique personality characteristics.

- **Competitive** Being competitive, ambitious, and persistent
- **Self-confident** Confidence in oneself
- **Accomplishment** Satisfaction with one’s performance
- **Leadership** Tendency to assume leadership roles
- **Identity** Satisfaction with one’s life tasks
- **No Social Anxiety** Social self-confidence
Scale: Sociability

Description
The Sociability scale predicts a person's interest in frequent and varied social interaction.

Score interpretation
Sam Poole’s score on the Sociability scale suggests he/she seems:
• Outgoing and willing to contribute to social situations
• Talkative and approachable
• To enjoy being the centre of attention
• Comfortable working with the public and interacting with strangers

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant’s role.
• How important is it for every team member to contribute in a meeting?
• How do you balance talking with listening to engage in effective communication?
• Do you tend to work better on group or individual projects? Why?
• How do you establish and maintain a network of relationships?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s unique personality characteristics.

Likes Parties Enjoys social gatherings
Likes Crowds Finds large crowds exciting
Experience Seeking Preference for variety and challenge
Exhibitionistic Seeks attention
Entertaining Being charming and amusing
Scale: Interpersonal Sensitivity

Description
The Interpersonal Sensitivity scale predicts charm, warmth, tact, and social skill.

Score interpretation
Sam Poole's score on the Interpersonal Sensitivity scale suggests he/she seems:
• Perceptive, insightful, and sensitive to people's feelings
• Aware of the needs of others
• To manage relationships well and get along with a wide range of people
• Reluctant to confront poor performers

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.
• Describe your approach to confronting others' negative performance issues.
• How do you tend to balance the feelings of work colleagues with the needs of the business?
• How important do you feel it is for work colleagues to like each other?
• What is your approach to developing relationships with internal or external customers?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole's unique personality characteristics.

Easy to Live With Tolerant and easygoing nature
Sensitive Tends to be kind and considerate
Caring Perceptive and understanding
Likes People Enjoys being around others
No Hostility Generally accepting
Scale: Prudence

Description
The Prudence scale predicts self-control, conscientiousness, and work ethic.

Score interpretation
Sam Poole’s score on the Prudence scale suggests he/she seems:
• Organised, hardworking, and planful
• Reliable, dependable, and conscientious
• To work well with established rules and processes
• Inflexible and perhaps resistant to change

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant’s role.
• How structured and planful are you with your work? How does this affect your ability to adapt on the fly but also complete objectives on time?
• What is your general orientation to rules and regulations?
• How do you react to quickly changing work conditions?
• How likely are you to work long hours to complete a project?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s unique personality characteristics.

Moralistic Adhering strictly to conventional values
Mastery Being hardworking
Virtuous Being principled
Not Autonomous Concern about others’ opinions of oneself
Not Spontaneous Preference for predictability
Impulse Control Lack of impulsivity
Avoids Trouble Professed probity
Scale: Inquisitive

Description
The Inquisitive scale predicts curiosity, creativity, and openness to experience and ideas.

Score interpretation
Sam Poole’s score on the Inquisitive scale suggests he/she seems:
• Imaginative, curious, and open-minded
• Willing to challenge policy and propose alternative solutions
• Interested in the big-picture and strategic issues
• Fond of ideas that others may find unrealistic

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant’s role.
• How do you strike a balance between innovation and pragmatism?
• How do you respond to routine, yet essential, tasks and responsibilities?
• Describe your approach to linking daily work to strategic goals.
• How do you respond to individuals who are resistant to change and innovation?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s unique personality characteristics.

Science Ability
Interest in science

Curiosity
Curious about the world

Thrill Seeking
Enjoyment of adventure and excitement

Intellectual Games
Interested in riddles and puzzles

Generates Ideas
Ideational fluency

Culture
Wide variety of interests
Scale: Learning Approach

Description
The Learning Approach scale predicts a person’s learning style and/or preferred method for acquiring new knowledge.

Score interpretation
Sam Poole’s score on the Learning Approach scale suggests he/she seems:
• Interested in learning, training, and staying up to date with new developments in his/her field
• Bright and well informed
• To do well in formal training or education settings
• Surprised when others are not well informed or interested in learning

Discussion points
The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant’s role.
• How do you ensure your knowledge and skills remain up to date?
• How do you evaluate the potential usefulness of training opportunities?
• Describe your preferred approach to learning new skills.
• What is more important to you: developing existing skills or learning new skills? Why?

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s unique personality characteristics.

Education Being a good student
Math Ability Being good with numbers
Good Memory Remembers things easily
Reading Keeps up to date
Occupational Scales

The HPI occupational scales predict a person's competency to perform in six general occupational roles. The scales are based on research comparing high and low performers in each of the job categories. The scales assess qualities that distinguished the high-rated performers from the low-rated performers. *Note: This information is designed for use in employee selection and hiring. It is not recommended for use in employee development.*

The HPI occupational scales include:

- **Service Orientation** Concerns potential for performance in jobs requiring customer service
- **Stress Tolerance** Concerns being able to deal with stress and pressure at work
- **Reliability** Concerns being a good organisational citizen
- **Clerical Potential** Concerns potential for performance in administrative and clerical jobs
- **Sales Potential** Concerns potential for performance in sales jobs
- **Managerial Potential** Concerns potential for performance in managerial jobs

The scores indicate the proportion of the population who will score at or below Sam Poole.

- low **Scores of 0 to 25 are considered**
- below average **Scores of 26 to 50 are considered**
- above average **Scores of 51 to 75 are considered**
- high **Scores at or above 76 are considered**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Percentage</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service Orientation</td>
<td></td>
<td>73</td>
</tr>
<tr>
<td>Stress Tolerance</td>
<td></td>
<td>77</td>
</tr>
<tr>
<td>Reliability</td>
<td></td>
<td>77</td>
</tr>
<tr>
<td>Clerical Potential</td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>Sales Potential</td>
<td></td>
<td>95</td>
</tr>
<tr>
<td>Managerial Potential</td>
<td></td>
<td>93</td>
</tr>
</tbody>
</table>

%
Scale: Service Orientation

Description

The Service Orientation scale identifies people who treat customers and colleagues in a courteous and helpful manner. High scorers seem kind, considerate, and tactful. Low scorers seem abrupt, tense, irritable, and preoccupied.

Score interpretation

Sam Poole's score on the Service Orientation scale suggests he/she has above average potential to perform in roles requiring strong customer service.

Subscale composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole's Service Orientation score.

- **Virtuous** Being principled
- **Empathy** Absence of irritability
- **Sensitive** Perceptive and understanding
**Scale: Stress Tolerance**

**Description**

The Stress Tolerance scale identifies people who easily handle stress, pressure, and heavy workloads. High scorers seem calm, resilient, and even-tempered. They are not bothered by disruptions or unexpected reversals and rarely turn crises into personal dramas. Low scorers seem moody, self-critical, and easily upset.

**Score interpretation**

Sam Poole’s score on the Stress Tolerance scale suggests he/she has the potential to perform well in stressful roles.

**Subscale composition**

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s Stress Tolerance score.

- **Not Anxious** *Absence of anxiety*
- **No Guilt** *Absence of regret*
- **Accomplishment** *Satisfaction with one’s performance*
- **No Complaints** *Does not complain*
- **Calmness** *Lack of emotionality*
Description
The Reliability scale identifies people who willingly follow rules and respect corporate values in the workplace. High scorers are good organisational citizens who will seem dependable, responsible, and self-disciplined. Low scorers will tend to be less compliant and rule observant.

Score interpretation
Sam Poole’s score on the Reliability scale suggests he/she should be an excellent corporate citizen.

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s Reliability score.

- **Good Attachment** Good relations with authority figures
- **Impulse Control** Lack of impulsivity
- **Avoids Trouble** Professed probity
- **No Hostility** Generally accepting
## Scale: Clerical Potential

**Description**

The Clerical Potential scale identifies people with talent for clerical work and administrative responsibilities. High scorers seem mature, hardworking, socially skilled, and willing to take charge. Low scorers seem tense, indecisive, and anxious.

**Score interpretation**

Sam Poole's score on the Clerical Potential scale suggests he/she should perform well in clerical or administrative roles.

**Subscale composition**

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole's Clerical Potential score.

- **Not Anxious** Absence of anxiety
- **No Complaints** Does not complain
- **Avoids Trouble** Professed probity
- **Leadership** Tendency to assume leadership roles
- **Caring** Tends to be kind and considerate
Scale: Sales Potential

Description
The Sales Potential scale identifies people with talent for sales. High scorers seem to enjoy being the centre of attention and are described as self-confident, sociable, and quick-witted. They also seem talkative, outgoing, and assertive. Lower scorers tend to be shy, quiet, and reserved.

Score interpretation
Sam Poole’s score on the Sales Potential scale suggests he/she should perform well in sales roles.

Subscale composition
The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole’s Sales Potential score.

- **Self-confident** *Confidence in oneself*
- **No Social Anxiety** *Social self-confidence*
- **Likes Parties** *Enjoys social gatherings*
- **Likes Crowds** *Finds large crowds exciting*
- **Experience Seeking** *Preference for variety and challenge*
- **Exhibitionistic** *Seeks attention*
- **Entertaining** *Being charming and amusing*
- **Easy To Live With** *Tolerant and easygoing nature*
- **Likes People** *Enjoys being around others*
- **Impulsivity** *Acting on impulse*
- **Thrill Seeking** *Enjoyment of adventure and excitement*
- **Generates Ideas** *Ideational fluency*
- **Self-focus** *Being introspective*
- **No Impression Management** *Lack of concern about social feedback*
Scale: Managerial Potential

Description

The Managerial Potential scale identifies people with talent for building and maintaining effective teams. High scorers are described as ambitious, competitive, hardworking, and wanting to be in charge. They are seen as trustworthy, planful, and efficient. Low scorers seem passive, reactive, or lazy.

Score interpretation

Sam Poole's score on the Managerial Potential scale suggests he/she should perform well in managerial roles.

Subscale composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Sam Poole's Managerial Potential score.

- **Education** Being a good student
- **Accomplishment** Satisfaction with one's performance
- **No Complaints** Does not complain
- **Identity** Satisfaction with one's life tasks
- **Mastery** Being hardworking
- **Avoids Trouble** Professed probity
- **Leadership** Tendency to assume leadership roles
- **Competitive** Being competitive, ambitious, and persistent