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- DEVELOP
- LEAD

**HOGANSELECT**

# B A S I S

AN IN-DEPTH SOLUTION FOR CANDIDATE SELECTION

Report For: Candidate Sample

ID: HC852607

DATE: March 17, 2015

Job Title: Leader Fit Sample





## INTRODUCTION

This is the Pre-Employment Assessment Report for Candidate Sample. It is divided into different sections, and they are described below.

## SECTION I - GRAPHIC REPORT

### **Hogan Personality Inventory (HPI) Graphic Report**

This section provides a graphic report of the candidate's results on the Hogan Personality Inventory (HPI). The HPI evaluates people on seven well-known characteristics that influence occupational success.

### **Hogan Development Survey (HDS) Graphic Report**

This section provides a graphic report for the candidate's results on the Hogan Development Survey (HDS). The HDS identifies 11 potentially derailing characteristics that can cause an otherwise effective individual to struggle in their career.

### **Motives, Values, Preferences Inventory (MVPI) Graphic Report**

This section provides a graphic report of the candidate's results on the Motives, Values, and Preferences Inventory (MVPI). The MVPI evaluates individual fit within a corporate culture; it indicates the kind of jobs, work, and environments people will find most satisfying.

## SECTION II - SUMMARY OF ASSESSMENT RESULTS

### **Employment Fit**

This section reviews the candidate's results, focusing on general characteristics relevant to that person's success in most work environments. The review covers the candidate's reaction to stressful situations, how the candidate will manage the assignments associated with a job, and how the candidate will approach learning in a new job.

### **Job Fit**

This section reviews the candidate's assessment results in terms of fit with a particular job. Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others.

### **Job Risks**

This section provides an overview of results from the Hogan Development Survey (HDS) which indicate risk factors that can impede performance effectiveness if not managed.

### **Organization Fit**

This section reviews the candidate's results in terms of fit within a particular organization. The culture of every organization is different, and just because a candidate fits with a specific job, does not mean that he/she will fit within the organization. This report has been customized to provide information regarding the fit of a candidate to the organization's culture.

### **Candidate Fit Recommendation**

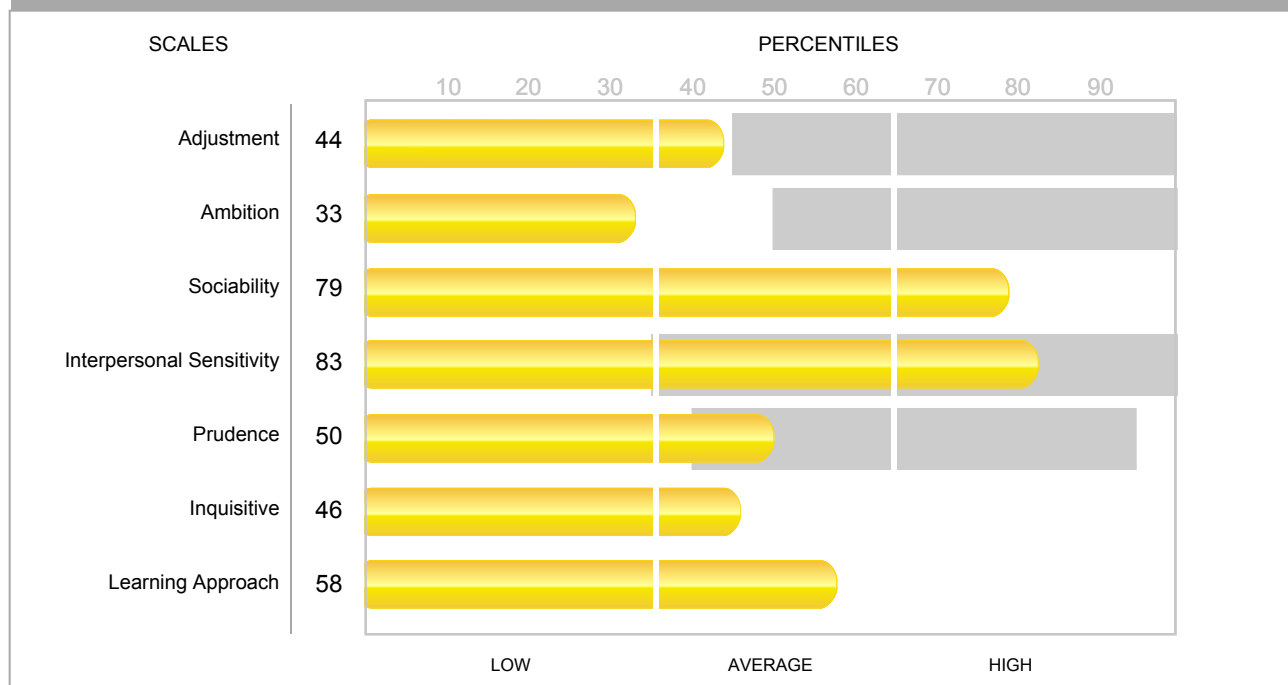
This section provides an overall recommendation regarding the candidate's degree of fit within the job at your organization. This recommendation is based on the assessment data.

### **Candidate Interview Style**

This section summarizes the candidate's interview style. Interview style can impact the evaluation of a candidate's fit for the position. This section indicates what to expect from a candidate in order to minimize the impact of interviewing skills.



## GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



NOTES: Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.

<b>Adjustment</b>	Reflects the degree to which a person is calm or moody and volatile. High scorers seem confident, resilient, and optimistic. Low scorers seem tense, irritable, and negative.
<b>Ambition</b>	Evaluates the degree to which a person seems leaderlike and values achievement. High scorers seem competitive and hard working. Low scorers seem unassertive and less interested in advancement.
<b>Sociability</b>	Assesses the degree to which a person appears socially self-confident. High scorers seem outgoing and colorful. Low scorers seem reserved and quiet.
<b>Interpersonal Sensitivity</b>	Reflects tact and perceptiveness. High scorers seem friendly, warm, and popular. Low scorers seem independent, frank, and direct.
<b>Prudence</b>	Concerns self control and conscientiousness. High scorers seem organized, dependable, and easy to supervise. Low scorers seem spontaneous and flexible.
<b>Inquisitive</b>	Reflects the degree to which a person seems curious, adventurous, and imaginative. High scorers tend to be quick-witted and visionary, but easily bored. Low scorers tend to be practical, focused, and able to concentrate.
<b>Learning Approach</b>	Reflects the degree to which a person values education as an end in itself. High scorers tend to enjoy reading and studying. Low scorers are less interested in formal education and more interested in hands-on learning on the job.



## GRAPHIC REPORT - HOGAN DEVELOPMENT SURVEY



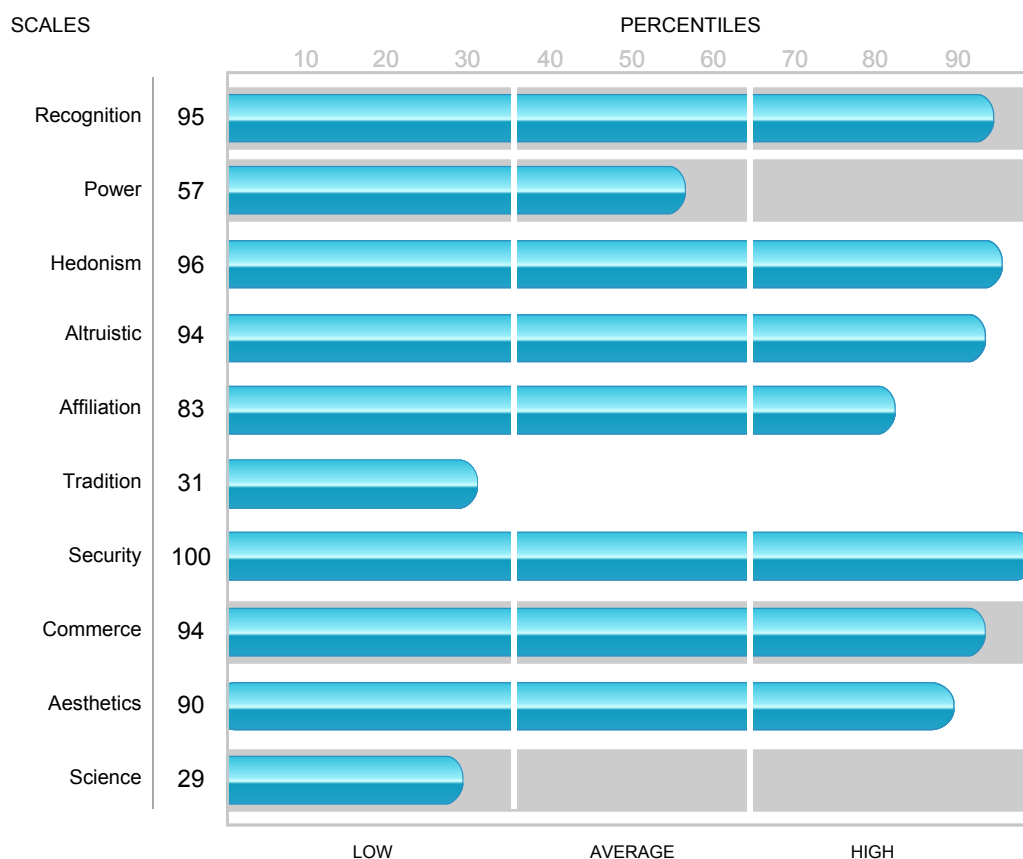
NOTES: Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.



<b>Excitable</b>	Behavior ranging from emotional calmness to emotional explosiveness.
<b>Skeptical</b>	Behavior ranging from trusting others to believing others usually attempt to deceive.
<b>Cautious</b>	Behavior ranging from flexibility to a cautious reluctance to try new things.
<b>Reserved</b>	Behavior ranging from caring about others to a lack of concern about other people.
<b>Leisurely</b>	Behavior ranging from cooperative and coachable to stubborn, irritable, and hard to coach.
<b>Bold</b>	Behavior ranging from modesty to assertive self-promotion and inflated views of one's value.
<b>Mischievous</b>	Behavior ranging from unassertive and responsible to impulsive and willing to test the limits.
<b>Colorful</b>	Behavior ranging from quiet self-restraint to dramatic and entertaining self-expression.
<b>Imaginative</b>	Behavior ranging from levelheaded and sensible to imaginative, unusual, and unpredictable.
<b>Diligent</b>	Behavior ranging from relaxed and tolerant to detail-oriented, picky, and overly-conscientious.
<b>Dutiful</b>	Behavior ranging from independent to overly conforming and eager to please others.



## GRAPHIC REPORT - MOTIVES, VALUES, PREFERENCES INVENTORY



NOTES: Scales with a shaded bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.



<b>Recognition</b>	Concerns a desire to be recognized, and a lifestyle guided by a search for opportunities to be noticed.
<b>Power</b>	Concerns the desire to make a difference, and a lifestyle characterized by competition and achievement striving.
<b>Hedonism</b>	Concerns the pursuit of fun, variety, and pleasure, and a lifestyle organized around eating, drinking, traveling, and entertaining.
<b>Altruistic</b>	Concerns a need to help others, and a lifestyle organized around coaching, teaching, and improving the lives of the less fortunate.
<b>Affiliation</b>	Concerns a desire for social contact, and a lifestyle organized around socializing and reaching out to others.
<b>Tradition</b>	Concerns a commitment to family, work, respect for authority, and a lifestyle organized around tradition and old-fashioned values.
<b>Security</b>	Concerns a need for predictability, structure, order, and a lifestyle organized around avoiding risks and minimizing errors and mistakes.
<b>Commerce</b>	Concerns an interest in financial issues, and a lifestyle organized around salary increases and financial planning.
<b>Aesthetics</b>	Concerns quality, and a lifestyle organized around art, music, and fashion.
<b>Science</b>	Concerns being interested in science, enjoying technology, and preferring to make data-based—as opposed to intuitive—decisions.



## Section II – Summary of Assessment Results

### Employment Fit — Overall Suitability for Work

Candidate Sample tends to be calm and even-tempered, and should manage his emotions appropriately whether the situation is stressful or relaxed. He is a responsible team player who attends to details, but who can also be flexible about standard procedures. Candidate Sample may be interested in training and staying up to date. However, he may prefer to learn on the job rather than in a formal training situation.

### Job Fit — Suitability for the Position

#### Candidate Strengths

#### Candidate Areas of Concern

### Job Risks - Tendencies that Could Undermine Performance Success

Candidate Sample has the following potential risks that need to be managed:

### Organization Fit - Suitability for the Culture

### Overall Candidate Recommendation

Based on the assessment results, and in comparison to the job or job family profile, Candidate Sample's overall fit for the position is:



**Low Fit**



**Moderate Fit**



**High Fit**

### Candidate Interview Style

The following suggests how Candidate Sample is likely to behave during the interview.

Interview Style	Low	Moderate	High
<b>Emotional Demeanor</b> Candidates with low scores may appear tense and nervous; those with high scores may appear calm and relaxed.		X	
<b>Rapport</b> Candidates with low scores may seem quiet and even shy; those with high scores may seem talkative and approachable.			X
<b>Relationship Building</b> Candidates with low scores may appear challenging and independent; those with high scores may seem agreeable and ingratiating.			X