



HOGAN PERSONALITY INVENTORY

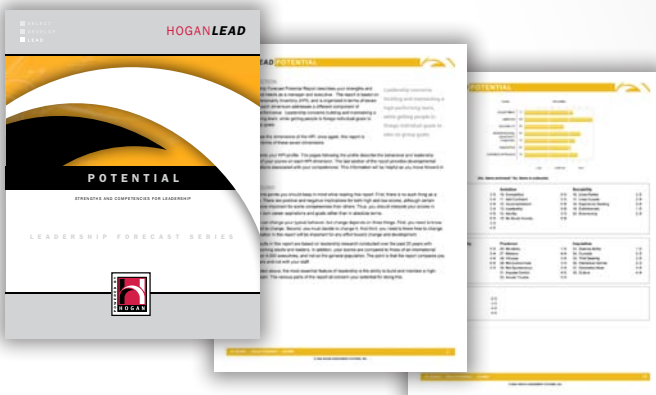
A MEASURE OF NORMAL PERSONALITY USED TO PREDICT JOB PERFORMANCE

FEATURES & BENEFITS

- 206 true/false questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Based on the Five-Factor Model
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- No adverse impact
- Fourth grade reading level
- Instantaneous scoring and reporting output
- Online administration by protected access

REPORTS & APPLICATIONS

- Notes strengths and shortcomings
- Makes suggestions about how to manage an individual's career
- Pinpoints characteristics relevant for success in most work environments
- Notes interview style
- Summarizes the recommendation for job fit and potential hiring
- Classifies candidates as high fit, moderate fit, or low fit



PRIMARY SCALES

Adjustment	confidence, self-esteem, and composure under pressure
Ambition	initiative, competitiveness, and desire for leadership roles
Sociability	extraversion, gregarious, and need for social interaction
Interpersonal Sensitivity	tact, perceptiveness, and ability to maintain relationships
Prudence	self-discipline, responsibility and conscientiousness
Inquisitive	imagination, curiosity, and creative potential
Learning Approach	achievement-oriented, stays up-to-date on business and technical matters

OCCUPATIONAL SCALES

Service Orientation	being attentive, pleasant, and courteous to customers
Stress Tolerance	being able to handle stress, even-tempered, calm under fire
Reliability	honesty, integrity, and positive organizational citizenship
Clerical Potential	ability to follow directions, pay attention to detail, and communicate clearly
Sales Potential	energy, social skills, and the ability to solve problems for customers
Managerial Potential	leadership ability, planning, and decision-making skills