

# Hogan Personality Inventory (HPI)



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Bringing Knowledge to Action

PURPOSE	To predict employee performance through personality measurement
ADMINISTER TO	Individuals 18 years and older
READING/EDUCATIONAL LEVEL	Grade 12 (NQF Level 4)
ADMINISTRATION TIME	15-20 minutes
SCORING OPTIONS	User Portal/JvR Online/Data-capturing by Client Services
PUBLICATION DATE	2008
HPCSA	Classified
TRAINING	Compulsory Accreditation training
LANGUAGES	English and multiple languages
SA NORMS	Yes

The Hogan Personality Inventory (HPI) describes normal, or bright-side personality qualities, that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.

## ASSESSMENT SCALES

The HPI includes the following scales:

**Adjustment:** Self-confidence, self-esteem, and composure under pressure

**Ambition:** Initiative, competitiveness, and desire for leadership roles

**Sociability:** Extraversion, gregariousness, and a need for social interaction

**Interpersonal Sensitivity:** Warmth, charm, and the ability to maintain relationships

**Prudence:** Self-discipline, responsibility, and conscientiousness



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**Inquisitive:** Imagination, curiosity, vision and creative potential

**Learning Approach:** Enjoys learning, staying current on business- and technical matters

And six occupational scales:

**Service Orientation:** Attentiveness and courteousness towards customers

**Stress Tolerance:** Composure, calm under pressure

**Reliability:** Honesty, positive organisational citizenship

**Clerical Potential:** Self-discipline, meticulousness, and the ability to communicate clearly

**Sales Potential:** Energy, social skills, and the ability to solve problems for customers

**Managerial Potential:** Leadership ability, planning, and decision-making skills

## AREAS OF APPLICATION

The HPI predicts job performance by assessing normal personality and can be used for the following purposes:

- Recruitment and Selection
- Individual Development

## REPORT OPTIONS

The HPI has the following individual software reports available:

- **Insight:** The report notes strengths, as well as areas for improvement and provides discussion points for developmental feedback
- **Data:** This report provides numerical scores for the primary scales
- **Manage:** This report identifies employee strengths, as well as their potential shortcomings, with tips to optimise employee performance
- **Safety for Development:** This report provides a graphic summary and interpretation of a participant's safety-related behaviour
- **Safety for Selection:** This report outlines participants' strengths and areas of concern, relating to a general employment fit for a safety-critical work environment.

The following software reports form part of a series and the HPI, HDS and MVPI need to be completed. These can be generated in different packages depending on the report option required:

### Leadership Forecast Series:

- **Potential:** This report outlines an individual's day-to-day leadership style, including behavioral descriptions, leadership competencies, and comprehensive development recommendations
- **Challenges:** This report predicts career-derailing behaviors that interfere with the ability to build a cohesive and high-performing team
- **Values:** This report explores the core values and goals that ultimately drive a leader's behavior, aspirations, and expectations about life
- **Summary:** This report provides an overview of a participant's strengths, challenges and values, therefore integrating results across the HPI, HDS and MVPI.
- **Coaching:** This report is a self-guided, comprehensive development-planning tool for individual leadership development
- **Flash:** No interpretation information is provided. The report is designed for use by a coach or user with expertise, to interpret based on numbers alone

### Insight Series:

- **Insight Package:** This report provides organisations with scientifically validated information about an individual's strengths, performance risks and core values, therefore providing mid-level managers the self-awareness to perform effectively
- **Flash:** No interpretation information is provided. The report is designed for use by a coach or user, with expertise to interpret based on numbers alone

The following software report does not form part of a series and the HPI, HDS and MVPI need to be completed:

- **High Potential Talent:** This report's intent is to prioritise areas where focus and attention should be targeted, resulting in maximised leadership potential