

Hogan Personality Inventory (HPI)

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Bringing Knowledge to Action

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| 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

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