

- SELECT
- DEVELOP
- LEAD

HOGANSELECT

EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

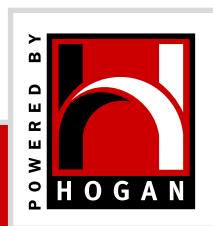
Report for: Martina Mustermann

ID: HC106694

Date: May 31, 2023

Job: Sales and Customer Support

PERSONALITY
GUIDANCE





INTRODUCTION

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organized in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which she will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarizes the recommendation for job fit and potential hiring.

The Hogan Personality Inventory evaluates candidates on seven well-known characteristics that influence occupational success.

SECTION I - SUMMARY OF ASSESSMENT RESULTS

Employment Fit

Martina Mustermann tends to be calm and even-tempered, and should manage her emotions appropriately regardless of the situation. Although Martina Mustermann may be flexible and can change directions quickly, she may also be impulsive, somewhat careless, and resist close supervision. Martina Mustermann may not like formal training programs, and should prefer to learn new skills in a hands-on manner.

Job Fit

Ms. Mustermann can handle workloads without becoming stressed or emotional. Ms. Mustermann seems to be competitive, decisive, leader-like, and eager to advance. In addition, she will be comfortable enforcing tough rules and procedures. She will be flexible and able to change directions quickly.

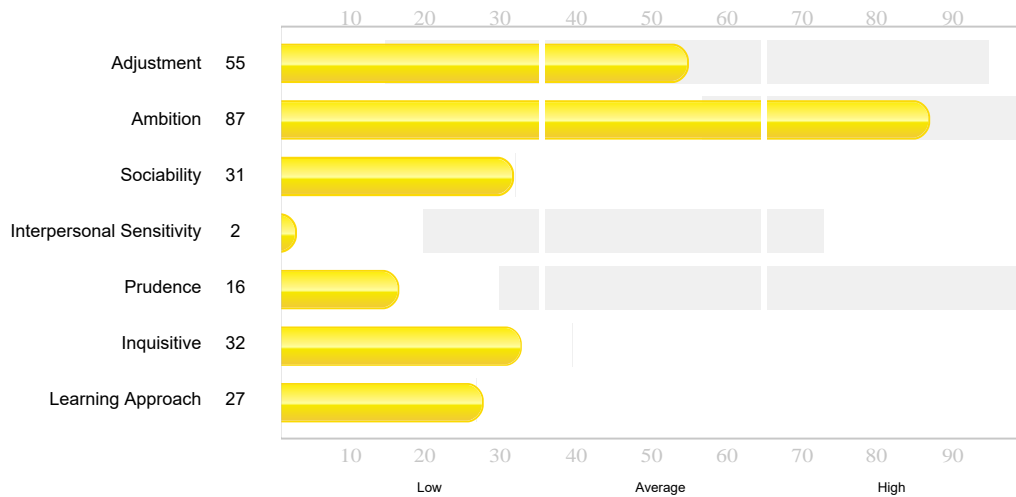
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> • Remains calm, poised, and stable under pressure • Willing to take initiative • Will confront non-performance • Comfortable with ambiguity 	<ul style="list-style-type: none"> • May not always listen to feedback • Demands opportunities for advancement • Seems indifferent to others' feelings • Dislikes planning ahead

Candidate Interview Style

- The candidate you interview should seem to have average composure and self-confidence.
- She may seem to be a good listener, but quiet and even shy.
- The candidate is likely to respond in a frank and direct manner.



SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



NOTES: Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

Adjustment - Concerns composure, optimism, and stable moods.

Ambition - Concerns taking initiative, being competitive, and seeking leadership roles.

Sociability - Concerns seeming talkative, socially bold, and entertaining.

Interpersonal Sensitivity - Concerns being agreeable, considerate, and skilled at maintaining relationships.

Prudence - Concerns being conscientious, dependable, and rule-abiding.

Inquisitive - Concerns being curious, imaginative, visionary, and easily bored.

Learning Approach - Concerns enjoying formal education and actively staying up-to date on business and technical matters.

SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job family profile, the overall fit for the job is:



Low Fit



Moderate Fit



High Fit

THIS REPORT AND THE PRESENTED FIT LEVEL ARE BASED ON JOB FAMILY VALIDITY GENERALIZATION AND ARE NOT SPECIFIC TO YOUR ORGANIZATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.