**Australian Research Release**

Using Personality Assessment to Predict Long Haul Driver Success in the Transport Industry

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# USING PERSONALITY ASSESSMENT TO PREDICT DRIVER SUCCESS IN THE TRANSPORT INDUSTRY

## BACKGROUND

Hogan Assessment Systems (Hogan) was founded by Drs. Robert and Joyce Hogan after more than 15 years of accumulating evidence proving personality testing can be used to predict on the job performance.  What began as a small firm in Tulsa, Oklahoma over 20 years ago, Hogan has grown into a premier provider of employee assessment tools around the world.  Over 1,500 organisations worldwide, including over half of the Fortune 500 companies and some of Australia's leading companies, have used Hogan tools to select and development their talent.

The most widely recognised assessment developed by Hogan is the Hogan Personality Inventory (HPI).  The HPI was developed in the 1970s as the first measure of normal personality specifically designed to predict on the job performance.  Since then, the HPI has been used to predict success in jobs across the entire spectrum, from groundskeepers and oil riggers to jet pilots and CEOs.

## HOGAN'S TRUCKING EXPERIENCE

Hogan's commercial experience with the Transport industry began early in the life of the company.  Since that time, Hogan has been involved in numerous studies involving Professional Drivers.  Hogan has worked with a variety of organisations in the transport industry to select employees for jobs such as Pick-Up & Delivery Drivers, Line Haul Drivers, Owner/Operators, Short Haul Drivers, and Long Haul Drivers, among others.  This extensive involvement with the transport industry has allowed Hogan to accumulate a wealth of knowledge regarding the positive and negative aspects of personality as they apply to Professional Drivers.  Specifically, Hogan's past research shows that, across jobs and organisations, successful Drivers tend to be calm and even-tempered, handling stress very well.  They are also dependable, planful, and responsible, as well as trustworthy, considerate, and cooperative.  Finally, successful Drivers are consistently self-confident, persistent, and results-focused.

## PROFILING AND SYSTEM SERVICES, PETER BERRY CONSULTANCY, AND HOGAN TRUCKING STUDY

As outlined above, Hogan's assessments have a proven track record of predicting success in the U.S. trucking industry.  However, international clients have requested evidence that this ability be demonstrated locally as well.  So, in early 2008, PASS, Peter Berry Consultancy, and Hogan partnered to launch a study to predict performance in the Long Haul Transport Driver job in Australia.

To achieve this, we collected data on over 90 experienced Long Haul Transport Drivers from multiple companies throughout Australia. First, we gathered performance data in the form of supervisor ratings of behaviors such as Schedule Management, Efficiency, Safety Behaviors, and Punctuality, as well as objective information regarding Accidents and Driving Violations. Second, each Long Haul Transport Driver involved in this study completed the HPI.

Hogan's Research Department then conducted statistical analyses using the job performance and HPI data. Results indicated that the HPI could reliably predict Long Haul Transport Driver success in Australia.

Our next step was to transform these positive results into a profile transport companies could use to hire Long Haul Transport Drivers who are more likely to be successful on the job. To develop the Long Haul Transport Driver profile, we combined the information obtained in the current study with results from Hogan's extensive archive of transport jobs. In all, we located over 40 studies in the Hogan archive conducted on jobs that were sufficiently similar to the Long Haul Transport Driver job in respect to the tasks and responsibilities associated with performing the job. This combined research approach allowed us to maximize the likelihood that the Australian Long Haul Transport Driver profile will work well in the Australian transport industry.

Based on this research, the profile will help organisations *select* applicants who are calm and even-tempered (Adjustment), goal-oriented (Ambition), perceptive and tactful (Interpersonal Sensitivity), rule-abiding and dependable (Prudence), and cooperative yet independent and focussed (Moderate Sociability). Consequently, the profile will also help organisations screen out applicants for the Long Haul Transport Driver job who are stress prone and overly self-critical (Adjustment), unassertive and indecisive (Ambition), uncaring and insensitive towards others (Interpersonal Sensitivity), careless with respect to an organisation's rules, policies, and procedures (Prudence), and loud, overbearing, and more concerned with interacting with people than completing tasks (Sociability).

This profile provides five increasing levels of "fit" with the Long Haul Transport Driver job. The higher the level of fit, the more likely the person will successfully perform on the job. The graphs below demonstrate the effectiveness of the profile. As seen in Figure 1, the percent of drivers with driving problems (e.g., Preventable Accidents, Unreported Accidents) decreases with higher levels of fit. Further, Long Haul Transport Drivers who receive a Low Fit (1) score on the profile are *more than 2.5 times* as likely to have encountered a driving problem than those who receive a High Fit (5) score.

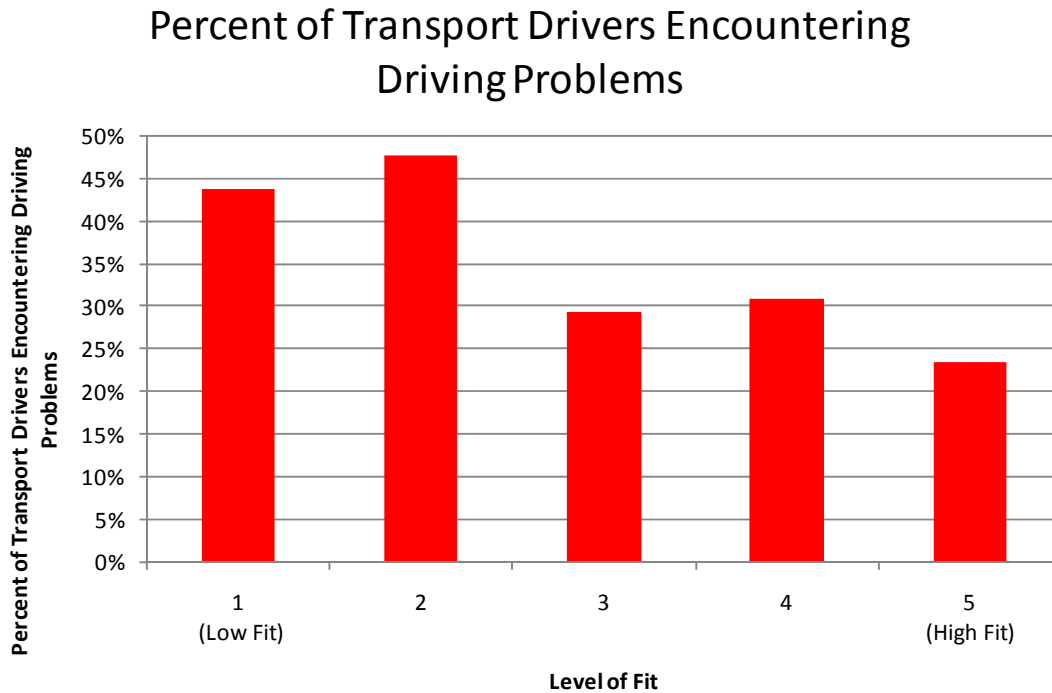Figure 1. Driving Problems and Level of Fit with the Long Haul Transport Driver Profile

Figure 2 demonstrates that the profile is also effective at reducing driving violations. Although more than 20% of Long Haul Transport Drivers with Low Fit (1) scores had driving violations, less than 6% of High Fit (5) Long Haul Transport Drivers had driving violations. That means that drivers who receive a High Fit (5) score are almost *4.5 times less likely* to receive a driving violation than drivers who receive a Low Fit (1) score.

Figure 2. Driving Violations and Level of Fit with the Transport Driver Profile

## Percent of Transport Drivers Receiving Driving Violations
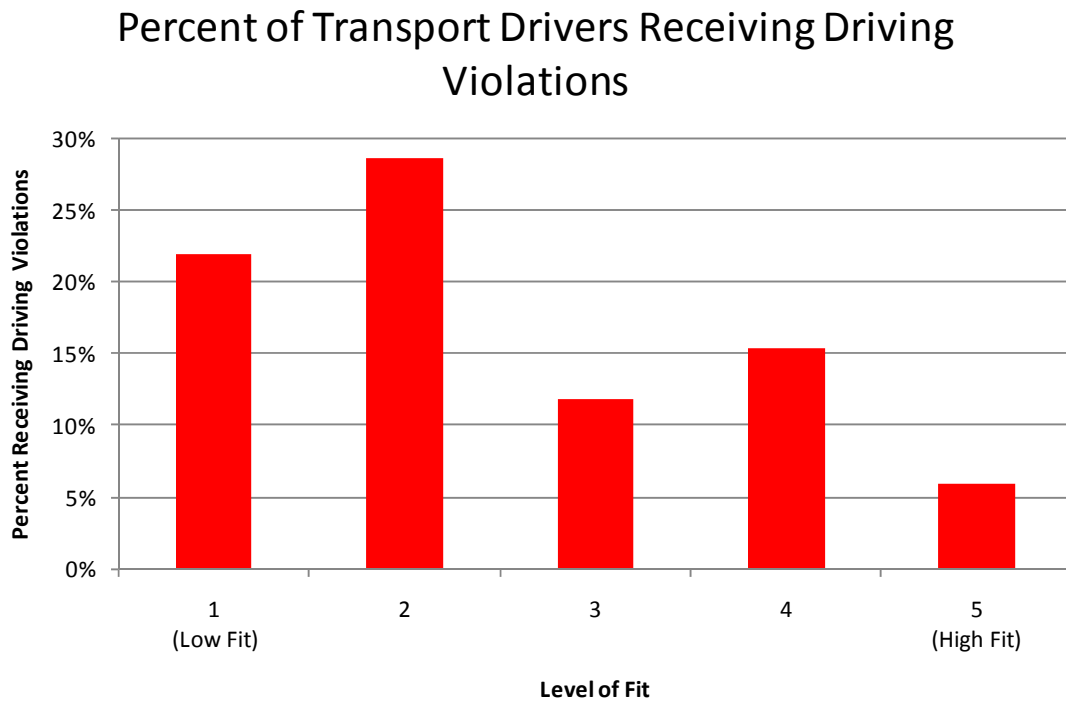
In addition to the importance of reducing accidents and driving violations, companies are also looking for well-rounded performers. By combining supervisor ratings of performance dimensions such as Schedule Management, Safety Behaviors, Punctuality, Efficiency, etc., we were able to compare a measure of Overall Work Performance against levels of fit with the profile. As Figure 3 indicates, the higher the level of fit, the more likely a Long Haul Transport Driver will be rated as a high performer. In fact, Long Haul Transport Drivers who receive a High Fit (5) score are *over 4 times more likely* to be rated as a high performer than those who receive a Low Fit (1) score

Figure 3. High-Performing Drivers and Level of Fit with the Transport Driver Profile

## High Performing Drivers and Level of Fit with the Long Haul Transport Driver Profile
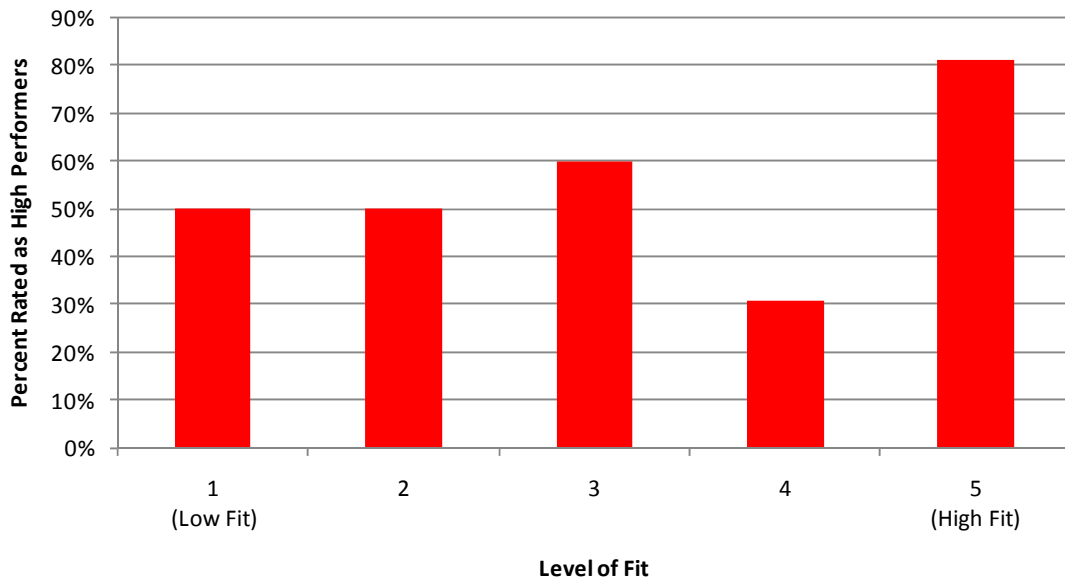
In summary, research conducted by PASS, PBC, and Hogan demonstrates that the Hogan Personality Inventory can be used to hire high-performing Long Haul Transport Drivers who are less likely to be involved in accidents and receive driving violations. Now that the research has been conducted and the profile has been created, interested companies can begin using this profile right away.

For more information or to get set up with the profile, please contact:

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