

**HPI**

# Hogan Personality Inventory

## The bright side of personality

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.

The HPI was developed in the in the context of socioanalytic theory, in which getting along with and getting ahead of others are seen as the dominant themes in social life. Based on the Five-Factor Model, the HPI captures key behavioural tendencies relevant to these life themes and are based on the five-factor model of personality.

The Hogan Personality Inventory is comprised of seven primary scales, six occupational scales, and 42 subscales.

## Scales and Definitions

**Adjustment** - confidence, self-esteem, composure under pressure

**Ambition** - initiative, competitiveness, desire for leadership roles

**Sociability** - extraversion, gregarious, need for social interaction

**Interpersonal Sensitivity** - tact, perceptiveness, ability to maintain relationships

**Prudence** - self-discipline, responsibility, thoroughness

**Inquisitive** - imagination, curiosity, creative potential

**Learning Approach** - achievement orientation, valuing education

## HPI Specifics

- 15- to 20-minute completion time
- Available in more than 40 languages
- Normed on more than 500,000 worldwide
- Validated on more than 200 occupations
- No invasive or intrusive items
- No adverse impact
- Online administration

## Learn more about the HPI

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