

Sample Corp

Sample Team Development



Hogan Group Graph

HOGAN PERSONALITY INVENTORY (HPI) SCALES

HPI

The Bright Side of Personality

Scale	Low Scorers tend to be:	High Scorers tend to be:
Adjustment	Vigilant, self-aware, strong sense of urgency Pessimistic, tense/moody, stress-prone	Resilient, optimistic, composed, stress-tolerant Overly self-assured, resists feedback, arrogant
Ambition	Supportive, team-oriented, great team-player Lower confidence, competitive energy, drive	Self-confident, driven, energetic, persistent, leader-like Forceful, competitive, becomes restless easily
Sociability	Task-focused, business-like, good listening skills Low-impact communication style, socially reactive	Socially proactive, team-oriented, communicative Distractible, over-talks, poor listening skills
Interpersonal Sensitivity	Direct, frank, straightforward communication Potentially insensitive, imperceptive, or abrasive	Diplomatic, friendly, perceptive, sensitive Potentially “too soft” with feedback, conflict-avoidant
Prudence	Flexible, ambiguity-tolerant, comfortable with change Inattentive to details, disorganised, impulsive	Rule-following, process-focused, organised Rigid/inflexible, change resistant, overly compliant
Inquisitive	Pragmatic, level headed, strong implementer Overly tactical, short-term view of problems	Strategic, idea-oriented; creative, curious Low process/execution focus, easily bored
Learning Approach	Hands-on, application-focused, practical learner “Just in time” learner, may seem uninformed	Up-to-date, continuous, “traditional” learner Possibly too pedantic or a “know it all”

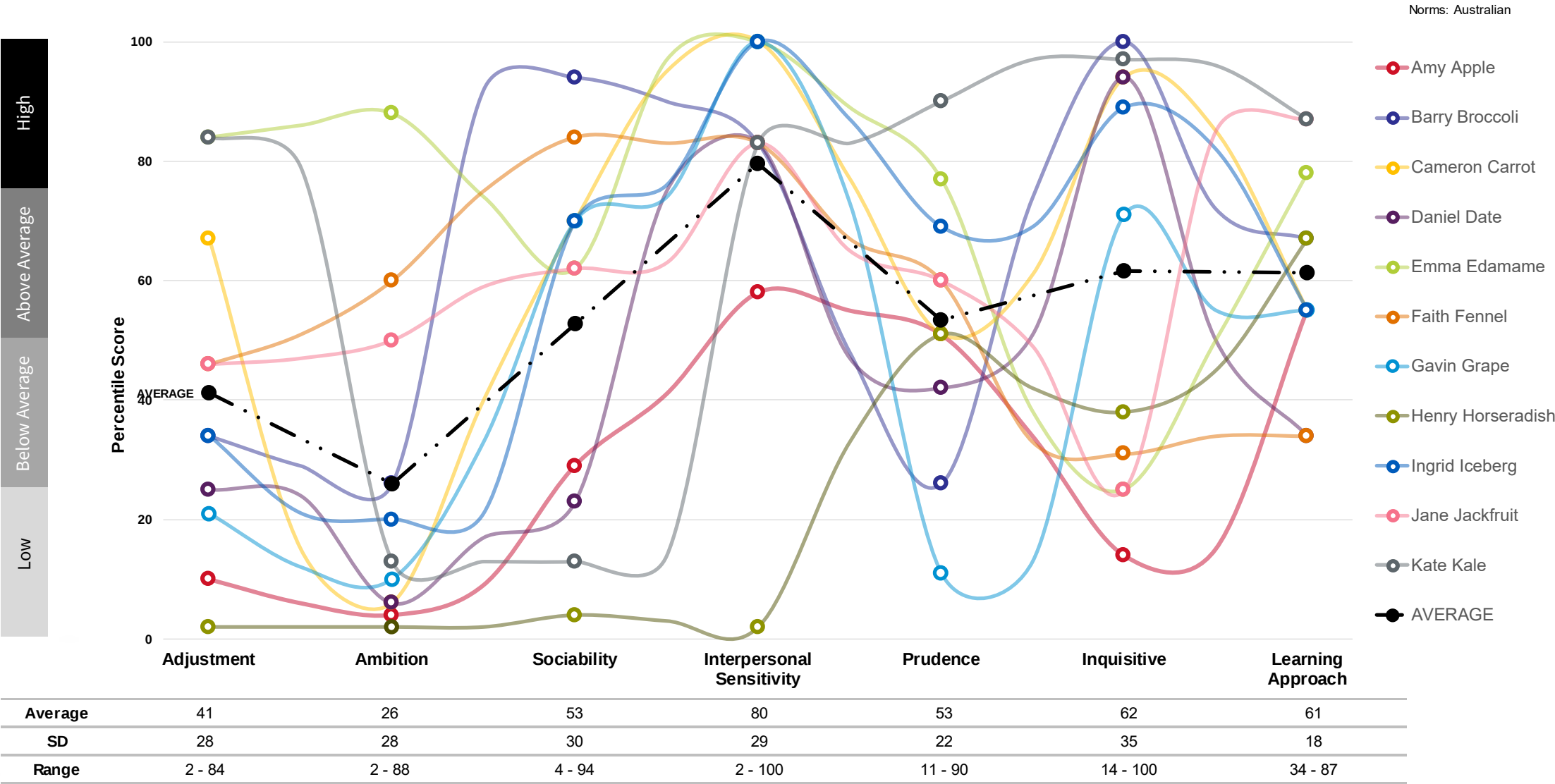
Describes your typical approach to work and interacting with others

HOGAN PERSONALITY INVENTORY (HPI)



Group Profile

The Group Profile illustrates the average score for the group for each HPI scale. Each coloured marker represents a group member's individual score

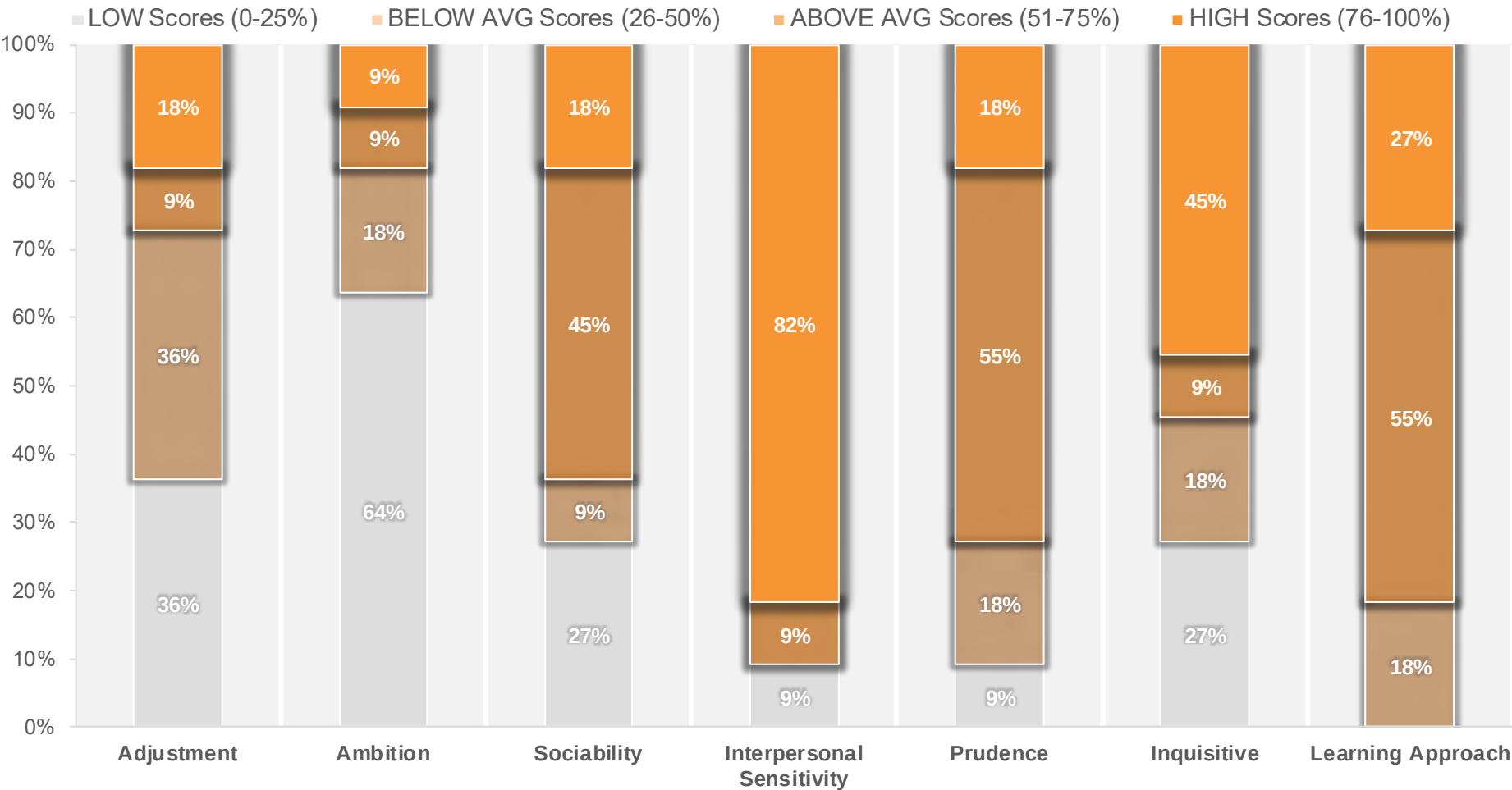


HOGAN PERSONALITY INVENTORY (HPI)



Frequencies

The Frequencies chart illustrates the proportion of group members that scored in the high, above average, below average and low ranges for each HPI scale.



NOTE:
Scales where a large proportion (>50%) of team members score in the **high** or **low** ranges may indicate a highly prevalent behavioural and leadership style.

HOGAN DEVELOPMENT SURVEY (HDS) SCALES

HDS

The Dark Side of Personality

Over-used strengths capable of impeding your performance

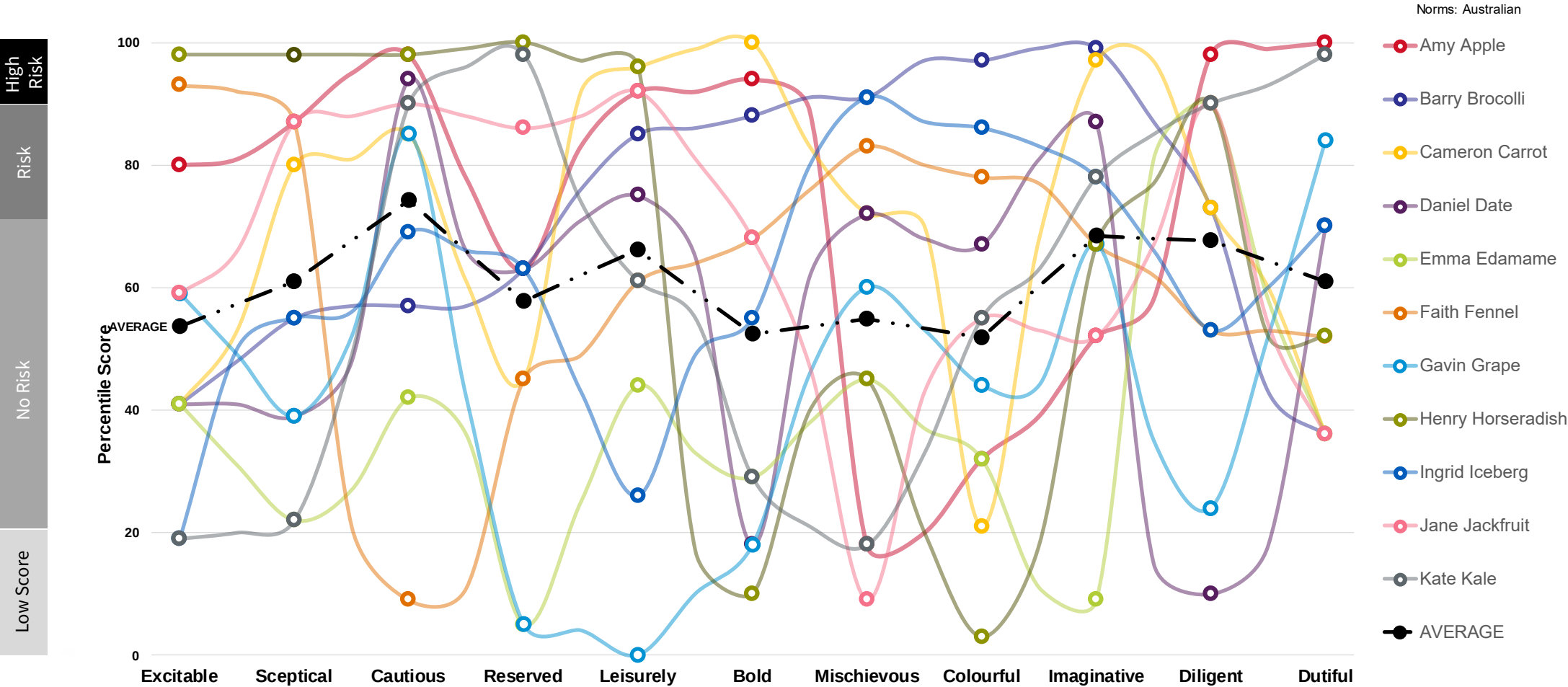
Scale	Everyday Strengths	Stress – Induced Derailers
Excitable	Intense, passionate, energetic	Volatile, moody, unpredictable
Skeptical	Perceptive, shrewd, insightful	Cynical, distrustful, fault-finding
Cautious	Careful, compliant, thorough	Risk-averse, tentative, fears failure
Reserved	Thick-skinned, tough, objective	Withdrawn, harsh, uncommunicative
Leisurely	Independent, cooperative, agreeable	Stubborn, irritable, passive-aggressive
Bold	Confident, aggressive, assertive	Arrogant, overconfident, feedback-resistant
Mischievous	Charming, daring, interesting	Risk-taking, impulsive, untrustworthy
Colourful	Outgoing, dynamic, socially-skilled	Dramatic, attention-seeking, distractible
Imaginative	Innovative, experimental, creative	Eccentric, flighty, impractical, lacks follow through
Diligent	Detailed, hardworking, conscientious	Micromanaging, perfectionistic, difficulty delegating
Dutiful	Supportive, eager to please, loyal	Deferential, ingratiating, afraid to act independently

HOGAN DEVELOPMENT SURVEY (HDS)



Group Profile

The Group Profile illustrates the average score for the group for each HDS scale. Each coloured marker represents a group member's individual score



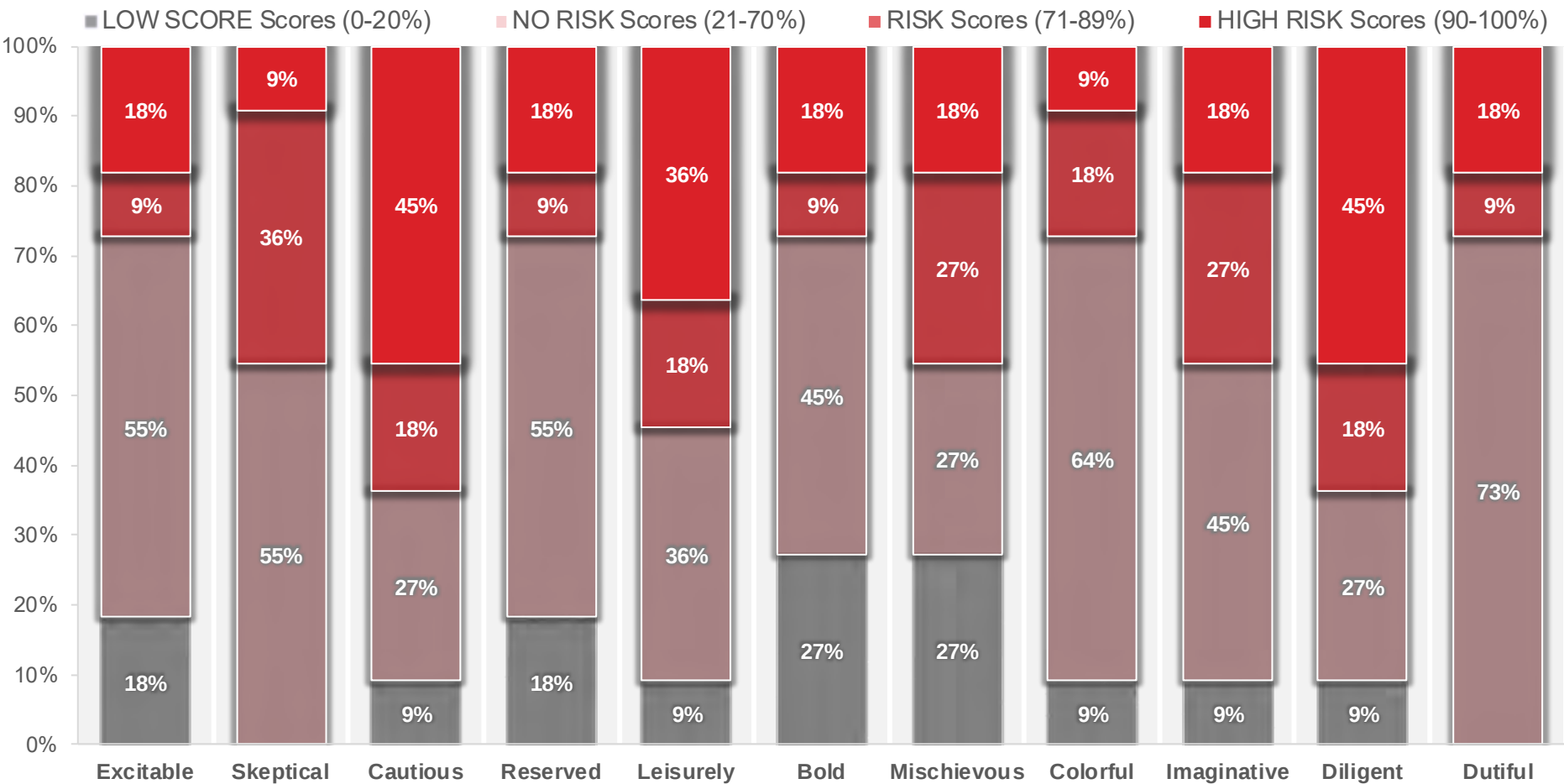
Average	54	61	74	58	66	52	55	52	68	68	61
SD	27	28	28	32	32	33	30	29	25	29	25
Range	19 - 98	22 - 98	9 - 98	5 - 100	0 - 96	10 - 100	9 - 91	3 - 97	9 - 99	10 - 98	36 - 100

HOGAN DEVELOPMENT SURVEY (HDS)



Frequencies

The Frequencies chart illustrates the proportion of group members that scored in the high risk, risk, no risk and low score ranges for each HDS scale.



NOTE:
Scales where a large proportion (>50%) of team members score in the **risk-high risk** range may indicate an area of developmental focus for the group.

MOTIVES, VALUES, PREFERENCES (MVPI)

MVPI

The Inside of Personality

Describes workplace values you consider most motivating & rewarding

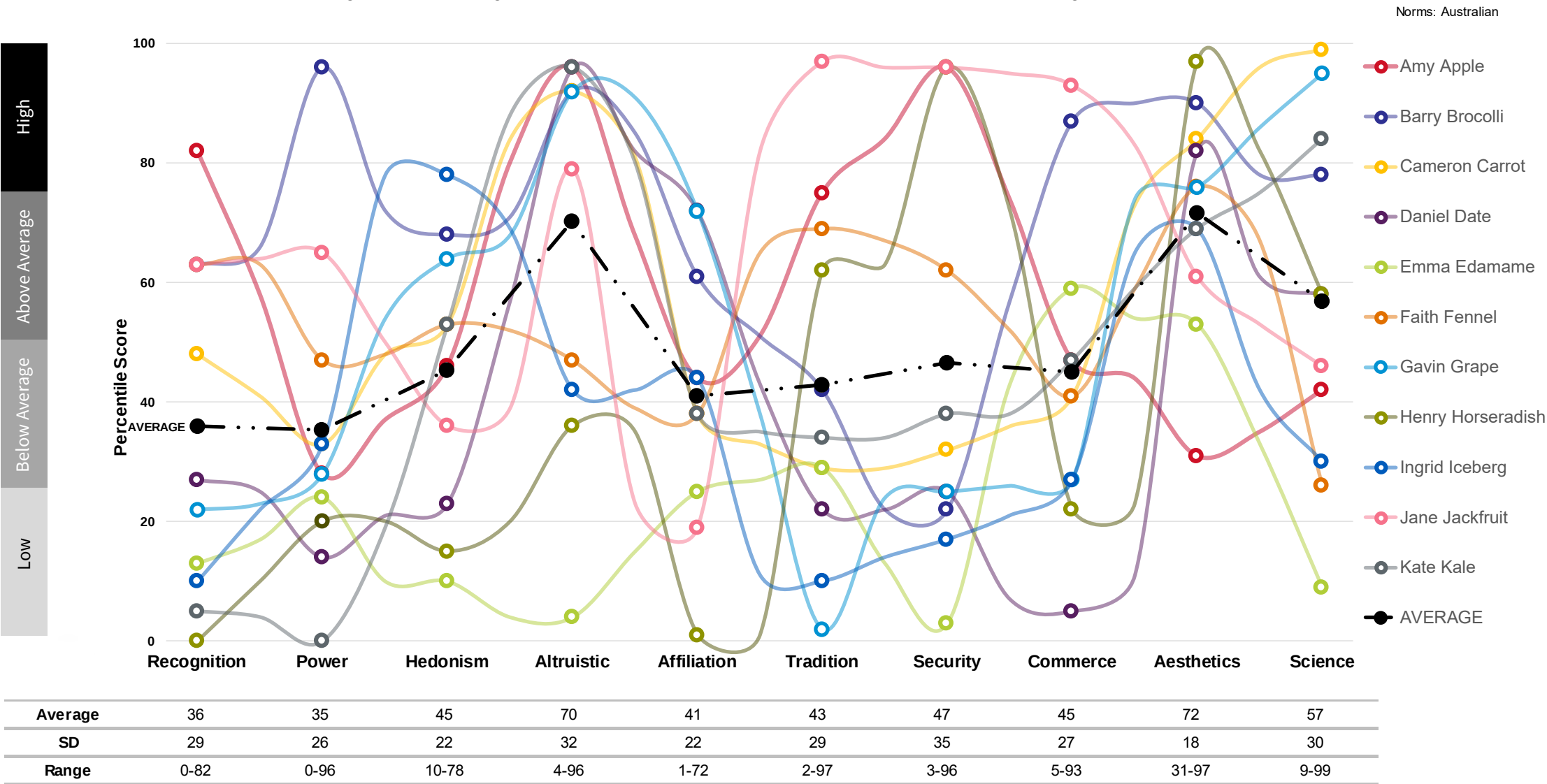
Scale	Lower Scorers value:	Higher Scorers value:
Recognition	Modesty, sharing credit, “behind the scenes” roles	Notoriety, public praise, high visibility roles
Power	Cooperation, democratic decision-making	Authority, advancement, competition, influence
Hedonism	Professionalism, self-discipline, formality	Fun, variety, excitement, light-hearted cultures
Altruistic	Personal responsibility, self-reliance , productivity	Helping others, coaching, providing service
Affiliation	Privacy, task-focus, minimal interruptions	Networking, relationships, teamwork, belongingness
Tradition	Progress, change, diversity, autonomy	Conservatism, convention, principled standards of conduct
Security	Risk-taking, limit-testing, flexibility	Structure, order, predictability, minimizing risk
Commerce	Generosity, people over profits, less focus on bottom line	Profitability, making money, focus on bottom line
Aesthetics	Functionality, pragmatics, substance over form	Quality, style, brand image, product “look and feel”
Science	Action, intuition, experience-based decisions	Analysis, data-driven decisions, rational arguments

MOTIVES, VALUES, PREFERENCES (MVPI)



Group Profile

The Group Profile illustrates the average score for the group for each MVPI scale. Each coloured marker represents a group member's individual score

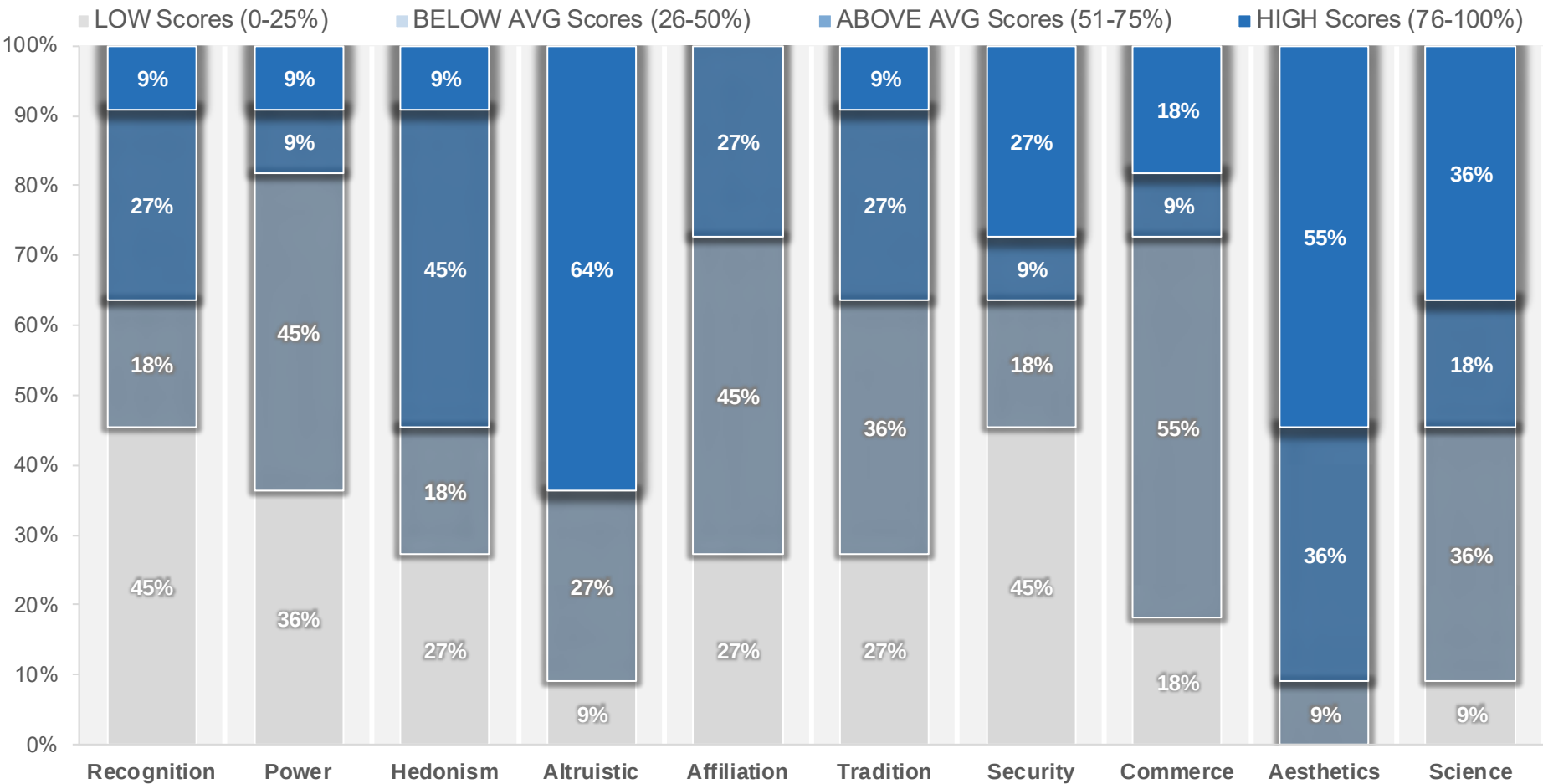


MOTIVES, VALUES, PREFERENCES (MVPI) SCALES



Frequencies

The Frequencies chart illustrates the proportion of group members that scored in the high, above average, below average and low ranges for each MVPI scale.



NOTE:
Scales where a large proportion (>50%) of team members score in the **high** or **low** ranges may indicate a very strong preference for the team.

