

THE SCIENCE OF PERSONALITY



The Selection Series

CANDIDATE POTENTIAL | REPORT

HOGAN
ASSESSMENT SYSTEMS

Candidate Potential Report

Job :

Administrative and Clerical

Report for :

Low Score

ID # :

UC100343

Date :

April 16, 2007



The Science of Personality™

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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.

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 he 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.

SECTION I - SUMMARY OF ASSESSMENT RESULTS

Employment Fit

Low Score may sometimes be self-critical, moody, and irritable. Although Low Score may be flexible and can change directions quickly, he may also be impulsive, somewhat careless, and resist close supervision. Low Score may not be interested in formal training for himself or others. He may miss chances to enhance skill sets, forego opportunities for new learning, and may not set clear work goals.

Job Fit

Mr. Score may become easily frustrated by problems encountered on the job; he may seem somewhat negative and dissatisfied. Mr. Score may avoid challenges and may be reluctant to take on projects that have high impact consequences. In addition, he will hold others accountable with frank and direct feedback. He can be easily bored and inattentive to details, planning, and processes.

Candidate Strengths

- Responds to coaching and encouragement
- Willing to let others lead
- Can enforce quality standards
- Welcomes new initiatives

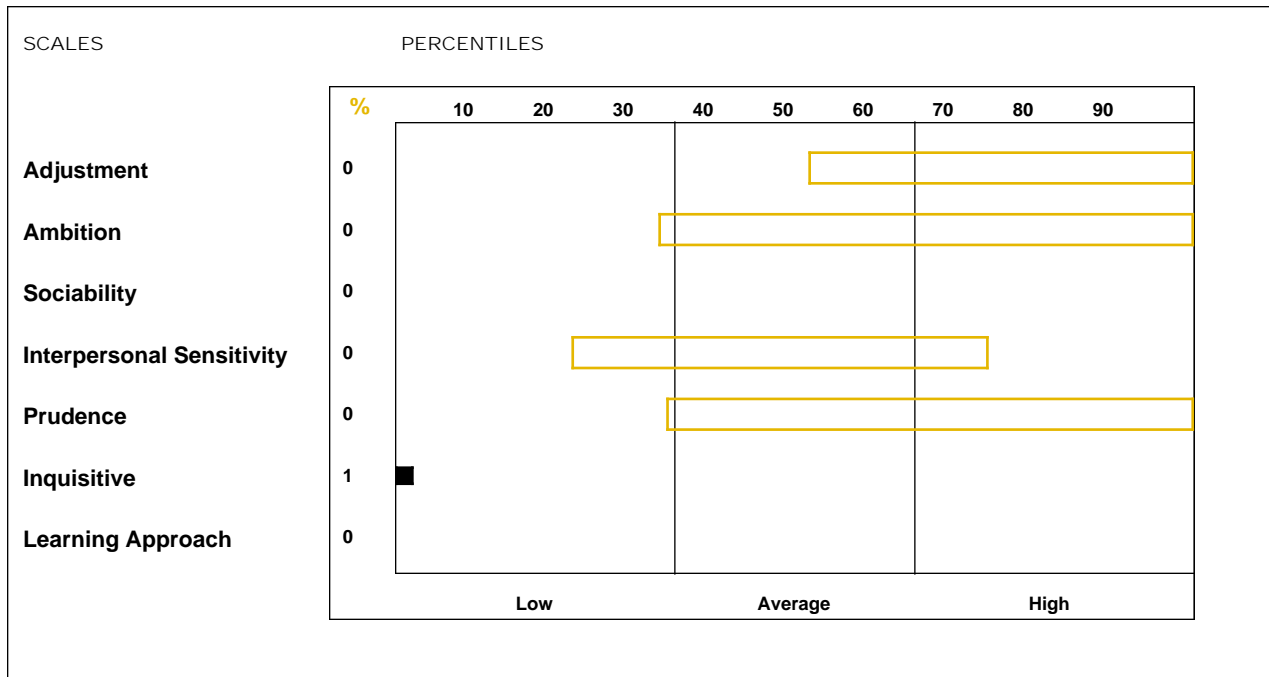
Candidate Areas of Concern

- Takes criticism personally
- May avoid leadership opportunities
- Is impatient with others' shortcomings
- Rarely considers consequences before acting

Candidate Interview Style

- The candidate you interview may be somewhat tense, unsure of how to handle the process, and may need reassurance.
- He 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.

Scales

Adjustment

Ambition

Sociability

Interpersonal Sensitivity

Prudence

Inquisitive

Learning Approach

Scale Descriptions

Concerns composure, optimism, and stable moods.

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

Concerns seeming talkative, socially bold, and entertaining.

Concerns being agreeable, considerate, and skilled at maintaining relationships.

Concerns being conscientious, dependable, and rule-abiding.

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

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 specific profile created for your company, the overall fit for the position is:



Low Fit



Moderate Fit



High Fit