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Peak Performance Consulting

THE BRIGHT SIDE

Insight Series—Measures Normal Day-to-Day Behavior.
Executive Summary and Interview Guide.

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Introduction

The Hogan Personality Inventory is a measure of normal personality that uses seven primary scales to describe Mr./Ms. Poole's performance in the workplace, including how he/she manages stress, interacts with others, approaches work tasks, and solves problems. Although the report presents scores on a scale-by-scale basis, every scale contributes to Mr./Ms. Poole's performance. The report notes strengths as well as areas for improvement and provides discussion points for developmental feedback.

- When examining HPI scale scores, it is important to remember that high scores are not necessarily better, and low scores are not necessarily worse. Every scale score reflects distinct strengths and shortcomings.
- HPI scores should be interpreted in the context of the person's occupational role to determine whether these characteristics are strengths or areas for potential development.
- The HPI is based upon the well-accepted Five Factor Model of personality.

Scale Definitions

▶ HPI Scale Name	▶ Low scores tend to be	▶ High scores tend to be
Adjustment	open to feedback candid and honest moody and self-critical	calm steady under pressure resistant to feedback
Ambition	good team players willing to let others lead complacent	energetic competitive restless and forceful
Sociability	good at working alone quiet socially reactive	outgoing talkative attention-seeking
Interpersonal Sensitivity	direct and frank willing to confront others cold and tough	friendly warm conflict averse
Prudence	flexible open-minded impulsive	organized dependable inflexible
Inquisitive	practical not easily bored uninventive	imaginative quick-witted poor implementers
Learning Approach	hands-on learners focused on their interests technology averse	interested in learning insightful intolerant of the less informed





Executive Summary

Based on Mr./Ms. Poole's responses to the HPI, on a day-to-day basis, he/she seems:

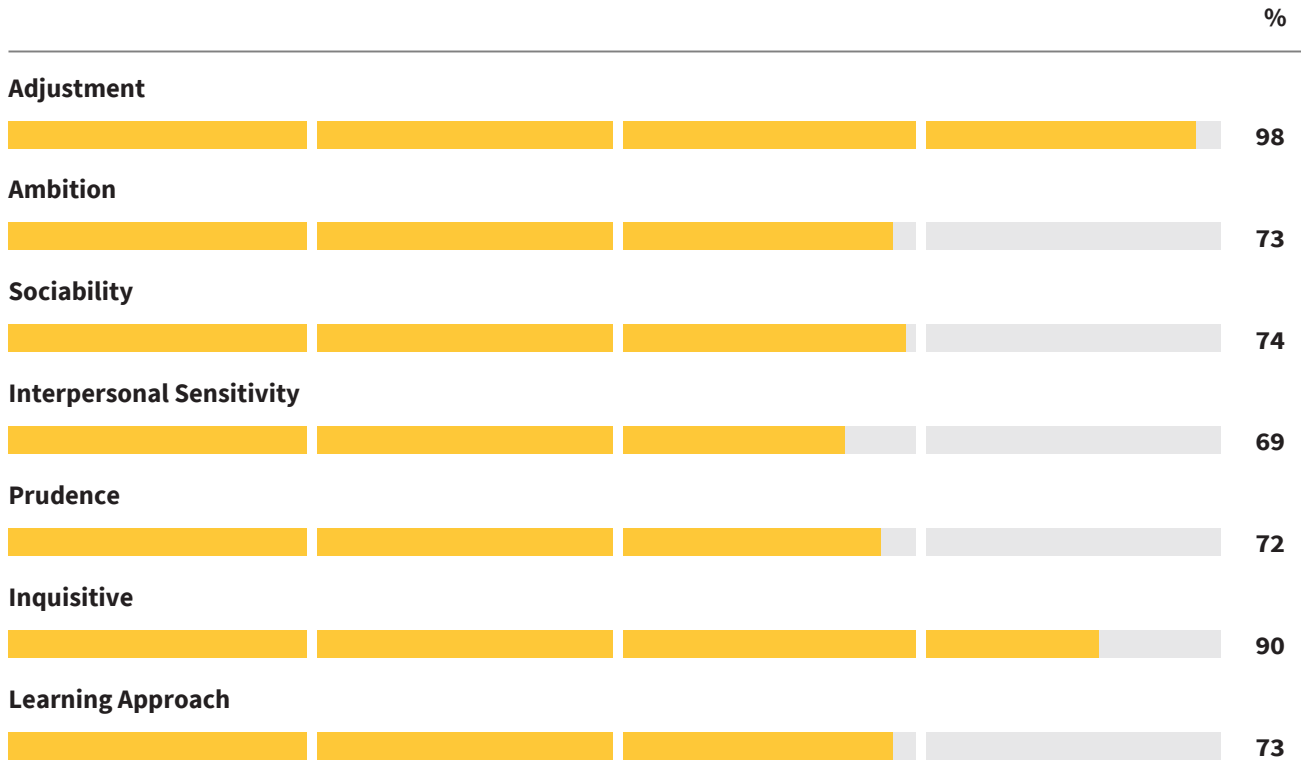
- Unfazed by external pressure and rarely, if ever, shows signs of stress. Others may sometimes perceive his/her resilience as arrogance because little seems to bother him/her and because he/she may tend to ignore feedback.
- Energetic and hardworking. He/She will take initiative when appropriate, but also be content to work as part of a team or let others lead as long as he/she can make significant contributions.
- Approachable, talkative, and comfortable meeting strangers. He/She may dislike working alone.
- Pleasant, cooperative, tactful, and friendly. He/She should be good at relationship management but tends to avoid confrontations or conflict.
- Responsible, detail-oriented, and amenable to close supervision. He/She can be somewhat inflexible but otherwise a good organizational citizen.
- Curious, innovative, creative, tolerant, and open-minded. He/She may also seem impractical and easily bored.
- Knowledgeable, up to date, and interested in learning. He/She should do well in structured learning or training environments and may find it hard to understand people who have no interest in formal learning.



Percentile Scores

The percentile scores indicate the proportion of the population who will score at or below Mr./Ms. Poole. For example, a score of 75 on a given scale indicates that Mr./Ms. Poole's score is higher than approximately 75% of the population.

- Scores of 0 to 25 are considered **low**
- Scores of 26 to 50 are considered **below average**
- Scores of 51 to 75 are considered **above average**
- Scores 76 and above are considered **high**



This report is valid and interpretable.

Norm:Global





Scale: Adjustment

Description

The Adjustment scale predicts the ability to handle stress, manage emotions, and listen to feedback.

Score Interpretation

Mr./Ms. Poole's score on the Adjustment scale suggests he/she tends to:

- Be unaffected by chaotic environments and heavy workloads
- Be calm and confident in stressful circumstances
- Be perceived as possibly arrogant
- Ignore past mistakes
- Resist or dismiss feedback

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- Describe your approach to dealing with job stress.
- When and how is it appropriate to seek feedback on your job performance?
- How do the moods of your coworkers affect you?
- How do you typically respond to feedback that others give you?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Empathy *Absence of irritability*



Not Anxious *Absence of anxiety*



No Guilt *Absence of regret*



Calmness *Lack of emotionality*



Even-tempered *Not moody or irritable*



No Complaints *Does not complain*



Trusting *Not paranoid or suspicious*



Good Attachment *Good relations with authority figures*





Scale: Ambition



73

Description

The Ambition scale predicts leadership, drive, competitiveness, and initiative.

Score Interpretation

Mr./Ms. Poole's score on the Ambition scale suggests he/she tends to:

- Seem active and energetic
- Take the initiative and lead team projects
- Get involved in office politics and take stands on issues
- Become restless in positions where there is no opportunity for promotion

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- What role do you typically assume on projects where there is no established leader?
- When and how is it appropriate to engage in office politics to advance one's career?
- How competitive do you tend to be with your colleagues? Has this hurt or helped your career?
- How do you seek and pursue opportunities for career advancement?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Competitive *Being competitive, ambitious, and persistent*



Self-confident *Confidence in oneself*



Accomplishment *Satisfaction with one's performance*



Leadership *Tendency to assume leadership roles*



Identity *Satisfaction with one's life tasks*



No Social Anxiety *Social self-confidence*





Scale: Sociability



74

Description

The Sociability scale predicts a person's interest in frequent and varied social interaction.

Score Interpretation

Mr./Ms. Poole's score on the Sociability scale suggests he/she seems:

- Outgoing and willing to contribute to social situations
- Talkative and approachable
- To enjoy being the center of attention
- Comfortable working with the public and interacting with strangers

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How important is it for every team member to contribute in a meeting?
- How do you balance talking with listening to engage in effective communication?
- Do you tend to work better on group or individual projects? Why?
- How do you establish and maintain a network of relationships?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Likes Parties *Enjoys social gatherings*



Likes Crowds *Finds large crowds exciting*



Experience Seeking *Preference for variety and challenge*



Exhibitionistic *Seeks attention*



Entertaining *Being charming and amusing*





Scale: Interpersonal Sensitivity



Description

The Interpersonal Sensitivity scale predicts charm, warmth, tact, and social skill.

Score Interpretation

Mr./Ms. Poole's score on the Interpersonal Sensitivity scale suggests he/she seems:

- Perceptive, insightful, and sensitive to people's feelings
- Aware of the needs of others
- To manage relationships well and get along with a wide range of people
- Reluctant to confront poor performers

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- Describe your approach to confronting others' negative performance issues.
- How do you tend to balance the feelings of coworkers with the needs of the business?
- How important do you feel it is for coworkers to like each other?
- What is your approach to developing relationships with internal or external customers?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Easy to Live With *Tolerant and easygoing nature*



Sensitive *Thoughtful and considerate*



Caring *Concerned about others*



Likes People *Enjoys being around others*



No Hostility *Generally accepting*





Scale: Prudence

Description

The Prudence scale predicts self-control, conscientiousness, and work ethic.

Score Interpretation

Mr./Ms. Poole's score on the Prudence scale suggests he/she seems:

- Organized, hardworking, and planful
- Reliable, dependable, and conscientious
- To work well with established rules and processes
- Inflexible and perhaps resistant to change

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How structured and planful are you with your work? How does this affect your ability to adapt on the fly but also complete objectives on time?
- What is your general orientation to rules and regulations?
- How do you react to quickly changing work conditions?
- How likely are you to work long hours to complete a project?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Moralistic *Adhering strictly to conventional values*



Mastery *Being hardworking*



Virtuous *Being principled*



Not Autonomous *Concern about others' opinions of oneself*



Not Spontaneous *Preference for predictability*



Impulse Control *Lack of impulsivity*



Avoids Trouble *Professed probity*





Scale: Inquisitive



90

Description

The Inquisitive scale predicts curiosity, creativity, and openness to experience and ideas.

Score Interpretation

Mr./Ms. Poole's score on the Inquisitive scale suggests he/she seems:

- Imaginative, curious, and open-minded
- Willing to challenge policy and propose alternative solutions
- Interested in the big-picture and strategic issues
- Fond of ideas that others may find unrealistic

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How do you strike a balance between innovation and pragmatism?
- How do you respond to routine, yet essential, tasks and responsibilities?
- Describe your approach to linking daily work to strategic goals.
- How do you respond to individuals who are resistant to change and innovation?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Science Ability *Interest in science*



Curiosity *Curious about the world*



Thrill Seeking *Enjoyment of adventure and excitement*



Intellectual Games *Interested in riddles and puzzles*



Generates Ideas *Ideational fluency*



Culture *Wide variety of interests*





Scale: Learning Approach



73

Description

The Learning Approach scale predicts a person's learning style and/or preferred method for acquiring new knowledge.

Score Interpretation

Mr./Ms. Poole's score on the Learning Approach scale suggests he/she seems:

- Interested in learning, training, and staying up to date with new developments in his/her field
- Bright and well informed
- To do well in formal training or education settings
- Surprised when others are not well informed or interested in learning

Discussion Points

The points below are designed to facilitate discussion with a coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role.

- How do you ensure your knowledge and skills remain up to date?
- How do you evaluate the potential usefulness of training opportunities?
- Describe your preferred approach to learning new skills.
- What is more important to you: developing existing skills or learning new skills? Why?

Subscale Composition

The subscales below should be interpreted by a certified Hogan coach or feedback provider. They are designed to provide more detailed insight into Mr./Ms. Poole's unique personality characteristics.

Education *Being a good student*



Math Ability *Being good with numbers*



Good Memory *Remembers things easily*



Reading *Keeps up to date*

