Hogan Personality Inventory (HPI)
Measures the bright side or normal day to day behavior

Introduction

Personality assessment is rapidly becoming a best practice for selecting and developing talented employees. The Hogan Personality Inventory (HPI) is the industry standard for measuring normal personality; it has a 25-year history of successfully predicting employee performance and helping companies reduce turnover, absenteeism, and poor customer service.

It was the first inventory of normal personality based on the Five-Factor Model and developed specifically for the business community. The Hogan Personality Inventory examines seven core dimensions of the 'bright side' of the personality - characteristics that facilitate or inhibit a person's ability to get along with others and achieve their occupational goals.

Qualified professionals will find the HPI useful for:
- Evaluating overall employability
- Individual career fit assessment
- Talent selection
- Strategic self-awareness of personality strengths and weaknesses

Features

- A comprehensive, business-based assessment of personality
- Designed specifically to predict occupational success
- Results are available in a variety of employee selection and development report formats
- Based on the Five-Factor Model (FFM)
- Developed exclusively with working adults
- Normed using 1,000,000 working adults worldwide
- Validated on more than 400 occupations covering all major industries
- No invasive or intrusive items
- No practical gender or ethnic differences in scale scores
- HPI provides percentile scores for the seven major scales. These scores can be based on general population, manager or executive norms
- Fully internet-enabled
- Available in multiple languages

Reports Available in Various Formats

Reports vary in scope and complexity to provide interpretable data to assist in making informed hiring decisions and help to develop leaders into their full career potential. Reports detail the following:
- Identify how the candidate is likely to act in various circumstances
- Note strengths and shortcomings
- Highlight individual's overall degree of employability based on demeanor, conscientiousness and approach to learning
- Evaluate the degree of fit between a person's profile and a particular career
- HPI provides systemic information on personality strengths and weaknesses which can be used for individual development
- Make suggestions about how to manage the individual's career
- Pinpoint characteristics relevant for success in most work environments
- Identify suitability for the position
- Provide a graphic report of the candidate's assessment results
- Summarize the recommendation for job fit and potential hiring

Facts About the Personality Inventory

- Contains items that are keyed true and false
- No invasive or intrusive content
- No adverse impact on race, ethnicity or gender
- Total completion time is 15-20 minutes
- Based on psychoanalytic theory
- Norms are available by group in sizes ranging up to 30,000 cases
- Over 1,000,000 job candidates have been tested
- Available date for virtually every industry and job category
- Test-retest reliabilities range from .74 to.86
- Used in over 400 validity studies
- Successfully predicts occupational success in all major job categories
- Research archives date back to the mid 1970s
- One of the most widely used measures for research on personality

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