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HOGAN *DEVELOP*

# M A N A G E

TECHNIQUES FOR MANAGING AN EMPLOYEE

Report for: Sam Poole

ID: HC560419

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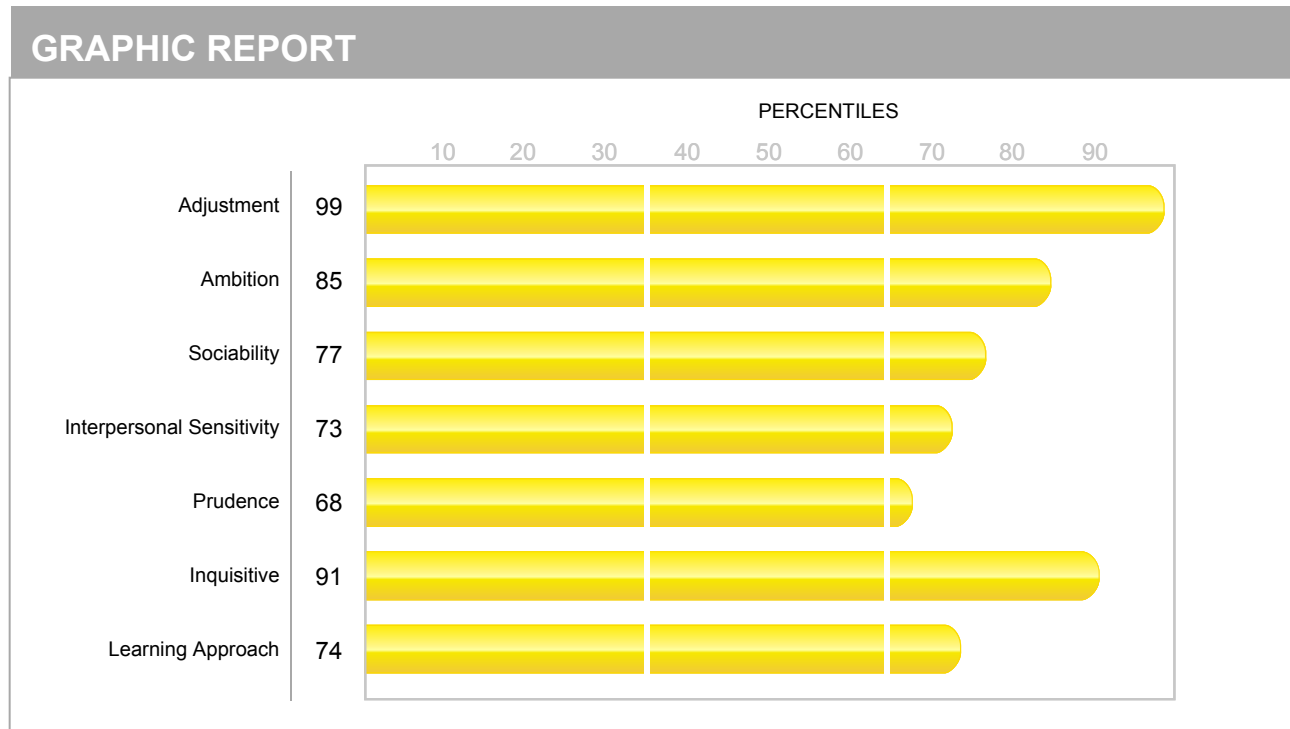


## INTRODUCTION

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 people on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions; it describes how he is likely to act in various circumstances, it notes the candidate's strengths and shortcomings, and it makes some suggestions about how to manage his career. The next page contains the HPI graph on which the report is based, and definitions for the seven dimensions.

This Report is Valid and Interpretable

The HPI evaluates people on seven well-known dimensions or characteristics that influence occupational success.



High scorers are above the 65th percentile. Average Scores are between the 35th and 65th percentile. Low scores are below the 35th percentile.

<b>ADJUSTMENT</b>	Reflects the degree to which a person is calm or moody and volatile. High scorers seem confident, resilient, and optimistic. Low scorers seem passionate, energetic, and self-critical.
<b>AMBITION</b>	Evaluates the degree to which a person seems leaderlike and values achievement. High scorers seem competitive and hard working. Low scorers are good team players and seem comfortable letting others lead but may appear complacent.
<b>SOCIABILITY</b>	Assesses the degree to which a person appears socially self-confident. High scorers seem outgoing and colorful. Low scorers seem reserved and quiet.
<b>INTERPERSONAL SENSITIVITY</b>	Reflects tact and perceptiveness. High scorers seem friendly, warm, and popular. Low scorers seem independent, frank, and direct.
<b>PRUDENCE</b>	Concerns self control and conscientiousness. High scorers seem organized, dependable, and easy to supervise. Low scorers seem spontaneous and flexible.
<b>INQUISITIVE</b>	Reflects the degree to which a person seems curious, adventurous, and imaginative. High scorers tend to be quick-witted and visionary, but easily bored. Low scorers tend to be practical, focused, and able to concentrate.
<b>LEARNING APPROACH</b>	Reflects the degree to which a person values education as an end in itself. High scorers tend to enjoy reading and studying. Low scorers are less interested in formal education and more interested in hands-on learning on the job.



## STRENGTHS ON WHICH A MANAGER CAN BUILD

### ADJUSTMENT

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Mr. Poole tends to be confident and poised, has a positive attitude, and is generally in a good mood. He also seems:

- steady under pressure
- tolerant of others' mistakes
- resilient, calm, and upbeat
- able to handle heavy workloads
- to express emotions appropriately

### AMBITION

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Mr. Poole is active, hard-working, competitive, and eager to get ahead. He tends to:

- seek leadership positions
- take initiative to get the job done
- persist in solving problems
- set goals for advancement
- be energetic and persistent

### SOCIABILITY

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Mr. Poole seems outgoing, talkative, and socially self-confident. He should:

- seem lively and energetic
- enjoy the limelight
- be friendly and approachable
- make a strong first impression
- be comfortable meeting strangers

### INTERPERSONAL SENSITIVITY

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Mr. Poole seems warm, friendly, and responsive to the needs and feelings of others. He:

- builds and maintains relationships
- values helping others
- is concerned about staff morale
- is liked and trusted by others
- is considerate and pleasant

### PRUDENCE

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Mr. Poole respects rules, procedures, and details. He should:

- be hardworking, diligent, and meticulous
- be reliable, dependable, and easy to supervise
- be a good corporate citizen
- provide high quality work products
- avoid unnecessary risks

### INQUISITIVE

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Mr. Poole is open-minded, curious, and imaginative. He will:

- think well on his feet
- understand the big picture
- be receptive to new ideas
- be a resource for problem solving
- be comfortable with innovation and change



## **LEARNING APPROACH**

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Mr. Poole is bright, well-informed, stays up-to-date on current issues and technology, and:

- seeks training opportunities
- is self-disciplined, achievement oriented, and productive
- enjoys challenges
- sets and achieves goals
- is a resource for problem solving advice



## SHORTCOMINGS THAT MAY CHALLENGE A MANAGER

### ADJUSTMENT

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Mr. Poole is unusually self-confident and may:

- ignore or not admit mistakes
- not believe negative feedback
- be seen as arrogant
- overestimate his contribution

### AMBITION

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Mr. Poole is intense, driven and may tend to compete with coworkers. Additionally, he may:

- intimidate colleagues
- be overly demanding and/or pushy
- compete with team members
- be too involved in office politics

### SOCIABILITY

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Because Mr. Poole is so extraverted, he may:

- need continuous interaction
- interfere with others' work due to socializing
- talk more than listen
- be more active than productive

### INTERPERSONAL SENSITIVITY

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Mr. Poole is unusually pleasant, good natured, eager to please. As a result he may:

- avoid confrontations
- promise more than is possible to achieve
- become upset by rejection
- avoid giving unpleasant feedback

### PRUDENCE

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Mr. Poole is unusually conscientious and may:

- be unwilling to delegate even minor tasks
- enforce rules at the expense of staff morale
- be rigid and inflexible
- micro-manage others

### INQUISITIVE

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Mr. Poole is unusually curious and imaginative and may:

- become easily bored
- be seen as unpredictable and flighty
- ignore or downplay operational or process matters
- prefer to work on unique rather than practical problems

### LEARNING APPROACH

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Mr. Poole is so bright and well-informed that others may see him as a "know-it-all" who:

- takes action before insuring others are on board
- neglects others' input
- tries to fix things that are not broken
- relies excessively on technical solutions



### Tips for managing Mr. Poole

He has a strong achievement drive, is keenly interested in opportunities for advancement, and is likely to move on if these opportunities are not forthcoming. He needs to be reminded not to intimidate inexperienced or more junior team members, to practice letting others be in charge, and to be patient with others who are less motivated than he seems to be.

Mr. Poole is bright and well-informed, interested in opportunities to learn, and may be unhappy when they are not available. In addition, he will respond positively to performance goals because he is so achievement driven.

This person is very conscientious, and needs to be reminded not to try to do everything himself and not to try to do every job equally well. He should learn how to delegate and prioritize his work, and be sure to be flexible when asked for favors.

This person is unusually eager to please, and he will tend to avoid confrontations and disagreement; consequently, he needs to be reminded to be careful not to promise more than he can deliver, to be consistent in enforcing rules, and to confront problems promptly.

Mr. Poole is unusually self-confident, and needs to be reminded periodically to listen to negative feedback, to pay attention to his inevitable mistakes in order to learn from them, and to understand that others may be stressed when he is not.

This person is curious and imaginative, and may be easily bored with routine tasks; he will thrive in problem solving situations and should be reminded to stay with tasks until they are finished.

Mr. Poole is so outgoing and socially self-confident that he may need to be reminded to listen to others and not to interrupt them. He also needs to prepare for public performances, not shoot from the hip, and share credit for successes.