



The Hogan Preferences Inventory – *The Bright Side*

Features and Benefits

- Specifically designed to predict occupational performance.
- Over a 100 validation studies on the predictive success of the instrument.
- Based on the Five Factor Model.
- Norms based on 30,000 working adults from a wide variety of organisations.
- Anglicised for UK use.
- A choice of computerised interpretive reports.
- Can be administered online, or using an onsite PC, or using traditional paper and pencil approach.
- Research to date indicates no adverse impact on by race/ethnicity or gender for personnel decisions.
- Test-retest reliabilities range from .74 to .86.
- No invasive or intrusive questions.
- All questions easily read.
- Interpretation and feedback must be undertaken by a BPS qualified person

Introduction

The power of the Hogan Personality Inventory (HPI) is that it is highly predictive of performance in an occupational setting. In fact it is the widely regarded in the U.S. as the most successful instrument in predicting occupational success, and is set to be similarly adopted in the UK and Europe in the near future. The instrument has been developed over 20 years by research into the relationship between personality and job performance. It is based on the Five Factor Model, which generally considered as the most robust approach for designing psychometric measurements of personality. Accordingly, the HPI is a powerful and flexible aid for both staff selection, and personal development.

The instrument provides a very reliable measurement of that aspect of our personality which results in the “normal” everyday behaviour we exhibit in the workplace, under normal pressures, - *The Bright Side*. Under such circumstances, our tendency is to consciously or unconsciously adopt behaviour that will naturally be interpreted as positive by our colleagues. In other words, in normal circumstances, we promote a positive reputation or *Bright Side* of our personality, which will seek the acceptance and recognition of peers, - and try and avoid their criticism or rejection.

The HPI effectively asks respondents to provide a series of self-presentations of themselves, which is aggregated into a personality measurement. This process is similar in many respects to an interview situation, however the questioning and recording of responses is highly systematic and objective. The interpretative process can then be tailored for precise identification of traits most suitable for specific occupations or circumstances. This in turn enables a selection of development process to be precisely focussed on the key elements that will lead to a successful outcome.

Applications

Staff Selection

The HPI is highly predictive of occupational performance, and has unrivalled validation in this area. The instrument may be used for screening applications using online testing. It is also used for precise identification of issues to validate or probe during final interviews with candidates. The HPI already has six scales indicating suitability for different occupations. The interpretation can also be configured to report on suitability for appointment, based on scales customised to the precise requirements of the job role in your organisation.

Personal Development and Performance Coaching

The HPI identifies precise areas on which to focus personal development effort, to enhance job performance. It is very pragmatic in style enabling participants to easily understand the relationship between their behaviour and job performance. When combined with the Hogan Development Survey (The Dark Side questionnaire), and the Motives, Values preferences Inventory (The Inside questionnaire), the combined diagnostic is a highly effective tool for executive and performance coaching.

Career counselling

The predictive power of the HPI is well suited to the task of career counselling, either for the purpose of career planning or redeployment of staff.

Scales & Interpretation

The HPI has 7 primary scales and 6 occupational scales

Primary Scales

Adjustment Differentiates between those who are self confident, even tempered and have high self esteem, from those who are emotional, self critical and easily stressed.
Ambition Differentiates between those who are competitive, leader like and eager to advance, from those who have a more relaxed attitude to advancement and power.
Sociability Differentiates between those who outgoing, talkative and needing social interaction, from those who are quiet, reserved and happy being alone.
Agreeability Differentiates between those who are friendly, warm and able to maintain relationships, from those who are more critical, direct and less concerned about being popular.
Prudence Differentiates between those who dependable, organised, and easy to supervise, from those who are less dependable, but more flexible and innovative.
Intellectance Differentiates between those who are imaginative, inventive, and curious to understand the overall process, from those who are more practically focussed, able to tolerate routine tasks.
Scholarship Differentiates between those strongly value academic performance and education as end in itself, from those who view education as a means to an end.

Occupational Scales

Service Orientation Identifies people who are pleasant, courteous and helpful in dealing with customers, clients and work colleagues.
Stress Tolerance Identifies people who handle pressure well and are not tense or anxious.
Reliability Identifies people who are honest, dependable and responsive to supervision.
Clerical Potential Identifies people who are attentive to detail, congenial organised and industrious.
Sales Potential Identifies people who are socially skilled, self assured, assertive and can create interest in products and services.
Managerial Potential Identifies people who can manage others in a pleasant and effective fashion.

Further information

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