



## Job Performance

ASSESSMENTS

# H P I

HOGAN PERSONALITY INVENTORY  
**THE BRIGHT SIDE**

**7**  
SCALES

THAT MEASURE HOW PEOPLE BEHAVE IN DAY-TO-DAY LIFE WHEN THEY'RE AT THEIR BEST

**THE HOGAN PERSONALITY INVENTORY PREDICTS JOB PERFORMANCE BY MEASURING NORMAL PERSONALITY.**

**ADJUSTMENT** confidence, self-esteem, composure under pressure

**AMBITION** initiative, competitiveness, desire for leadership roles

**SOCIABILITY** extraversion, gregarious, need for social interaction

**INTERPERSONAL SENSITIVITY** tact, perceptiveness, ability to maintain relationships

**PRUDENCE** self-discipline, responsibility, thoroughness

**INQUISITIVE** imagination, curiosity, creative potential

**LEARNING APPROACH** achievement orientation, valuing education

H P I

ASSESSMENTS

# H D S

HOGAN DEVELOPMENT SURVEY  
**THE DARK SIDE**

**11**  
SCALES

THAT MEASURE HOW PEOPLE BEHAVE WHEN THEY'RE UNDER STRESS AND PRESSURE

**THE HOGAN DEVELOPMENT SURVEY IDENTIFIES PERSONALITY-BASED DERAILERS THAT CAN LIMIT CAREER POTENTIAL.**

**EXCITABLE** moody, hard to please, emotionally volatile

**SKEPTICAL** suspicious, sensitive to criticism, expecting betrayal

**CAUTIOUS** risk averse, resistant to change, slow to make decisions

**RESERVED** aloof, uncommunicative, lacking empathy

**LEISURELY** overtly cooperative, privately irritable and stubborn

**BOLD** overly self-confident, arrogant, entitled

**MISCHIEVOUS** charming, risk-taking, excitement-seeking

**COLORFUL** dramatic, attention-seeking, interruptive

**IMAGINATIVE** creative, but thinking and acting in eccentric ways

**DILIGENT** meticulous, precise, hard to please, micromanaging

**DUTIFUL** eager to please, reluctant to act against popular opinion

H D S

ASSESSMENTS

# M V P I

MOTIVES, VALUES, PREFERENCES INVENTORY  
**THE INSIDE**

**10**  
SCALES

THAT MEASURE CORE VALUES GOALS AND INTERESTS THAT DETERMINE SATISFACTION AND DRIVE CAREERS

**THE MOTIVES, VALUES, PREFERENCES INVENTORY IDENTIFIES IDEAL JOBS, POSITIONS, AND WORK ENVIRONMENTS.**

**RECOGNITION** responsive to attention, approval, praise

**POWER** desiring success, accomplishment, status, control

**HEDONISM** oriented for fun, pleasure, enjoyment

**ALTRUISTIC** wanting to help others and contribute to society

**AFFILIATION** enjoying and seeking out social interaction

**TRADITION** dedicated to strong personal beliefs

**SECURITY** needing predictability, structure, order

**COMMERCE** interested in money, investment, business opportunities

**AESTHETICS** concerned with look, feel, design of work products

**SCIENCE** seeks knowledge, research, technology, data

M V P I