

### DESCRIBES PERSONALITY ATTRIBUTES TO PREDICT JOB PERFORMANCE

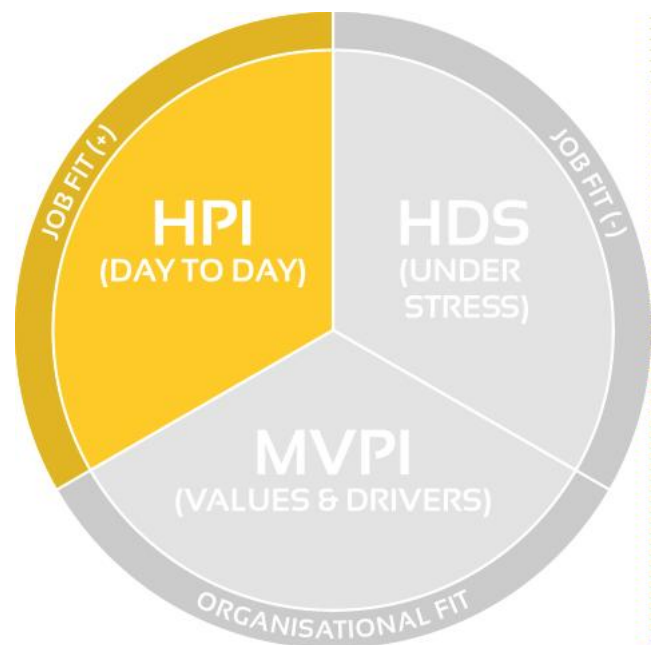
The Hogan Personality Inventory (HPI) depicts a candidate's tendencies and characteristics in normal, work-related situations based on an online assessment. The strengths and weaknesses of these tendencies are evaluated to support selection and development decisions.

### FEATURES & BENEFITS

- 206 online questions
- 15- to 20-minutes completion time
- Assessment and reports available in more than 40 languages
- Global norm (> 170.000) available for working adults
- Validated for more than 200 occupations covering all major industries
- Solely occupational and readily understandable questions
- Social desirability indicator
- Instantaneous scoring and reporting output
- Compliant with regulations of non-discrimination (EEOC, AGG)

### SUITABLE FOR

- **SELECTION**  
Compares personality of candidates and requirement profiles(job fit). Classifies candidates as high fit, moderate fit, or low fit. Provides hints for the applicants' interview style.
- **DEVELOPMENT** Advises supervisors on how to lead and support a candidat. Makes suggestions about how to manage an individual's career.
- **TALENT MANAGEMENT AND SUCCESSION PLANNING**  
Supports the identification of high potentials and the creation of a development plan.



- **TEAM DEVELOPMENT**  
Identifies similarities and complementary characteristics of team members as well as development areas.