

HPI

The ability to make progress/move forward = Energy and drive.

Scales: Adjustment, Ambition

Adjustment 90/100 high

This scale measures how confident, accepting, and stable a person appears under pressure.

Positive implications:

People with high scores adapt quickly to stressful environments or heavy workloads. They remain calm under pressure, do not overreact, and behave in a stable and confident manner. Others appreciate their resilience in difficult situations.

Negative implications:

Such individuals may be less empathetic to the stress of others and tend to overlook their burdens. They take negative feedback less seriously and ignore mistakes or overestimate their contributions.

Empathy: 4/4 very high -> Empathetic toward others' weaknesses

Not Anxious: 1/4 low -> Anxious or tense

No Guilt: 4/4 very high -> Does not dwell on mistakes or regret them

Calmness: 2/4 balanced -> "Sometimes becomes emotional" & "Is calm and composed"

Even-tempered: 2/4 balanced -> "Mood swings or moodiness" & "Even, stable mood"

No Complaints: 4/4 very high -> Rarely complains

Trusting: 4/4 very high -> Trusts others and does not suspect malicious intentions

Good Attachment: 4/4 very high -> Positive attitude toward authority figures

Ambition 59/100 medium

This scale measures how self-confident, leadership-oriented, and competitive a person appears to be.

Positive implications:

People with average scores are perceived as moderately ambitious, hard-working, and good team players. They take on leadership roles when necessary and support team goals without being overly focused on status or power.

Negative implications:

They may be perceived as indifferent or lacking in strategy, which can raise doubts about their leadership potential. Their reluctance to seek out challenges may make them less effective in highly dynamic environments.

Competitive: 2/4 balanced -> "Relaxed and without competitive drive" & "Enjoys competition and works hard for success"

Self-confident: 4/4 very high -> Self-confident and confident in his own capabilities

Accomplishment: 4/4 very high -> Satisfied with own achievements

Leadership: 1/4 low -> Hesitates to take on leadership roles

Identity: 4/4 very high -> ?

No Social Anxiety: 4/4 very high -> Confident and socially competent

The ability to get along with others = Relationships and communication.

Scales: Sociability, Interpersonal Sensitivity

Sociability 41/100 medium

This scale measures how much a person needs or enjoys social interaction.

Positive implications:

Individuals with average scores are neither highly extroverted nor socially reserved. They are friendly, approachable, and willing to listen without necessarily seeking attention. Customers and colleagues find them pleasant to talk to.

Negative implications:

They may not actively seek recognition and could therefore appear unengaged. They sometimes keep their ideas to themselves so as not to draw too much attention to themselves, which could prevent them from expressing their opinions effectively.

Likes Parties: 4/4 very high -> Likes Parties

Likes Crowds: 4/4 very high -> Likes large crowds

Experience Seeking: 1/4 low -> Not very adventurous, prefers little variety

Exhibitionistic: 1/4 low -> Avoids attention

Entertaining: 2/4 balanced -> "Not particularly entertaining" & "Charming, amusing, good sense of humor"

Interpersonal Sensitivity 100/100 high

This scale measures how empathetic, tactful, and perceptive a person appears to be in interpersonal relationships.

Positive implications:

People with high scores are perceived as diplomatic, trustworthy, friendly, warm, and caring. They are attentive, cooperative, and promote teamwork and collaboration. These individuals easily build trust and win the goodwill of their colleagues.

Negative implications:

Such individuals may tend to avoid confrontation, which can lead to problems not being addressed in a timely manner. They often focus on getting along well with others and may give the impression of bias or favoritism. Their yielding nature may be exploited by others

Easy to Live With: 4/4 very high -> Perceived as tolerant & sociable

Sensitive: 4/4 very high -> Tactful, friendly, and considerate

Caring: 4/4 very high -> Empathetic, sensitive, and understanding

Likes People: 4/4 very high -> Enjoys interaction and the company of others

No Hostility: 4/4 very high -> Largely accepts the mistakes of others

Ability to achieve significance/create meaning = Problem solving.

Scales: Prudence, Inquisitive, Learning Approach

Prudence 94/100 high

This scale measures how conscientious, rule-abiding, and organized a person appears to be.

Positive implications:

People with high scores are perceived as neat, reliable, methodical, organized, and responsible. They set high standards for themselves and others, are detail-oriented, and strictly follow the rules and procedures of the organization. They carefully gather all necessary information before making decisions.

Negative implications:

Such individuals may be perceived as overly controlling and have difficulty coping with change. They may tend to micromanage details and be reluctant to delegate tasks. They may lose sight of the big picture and appear rigid or inflexible.

Moralistic: 4/4 very high -> Strictly adheres to conventional values

Mastery: 4/4 very high -> Hardworking & performance-oriented

Virtuous: 3/4 high -> Conscientious, precise, and perfectionist

Not Autonomus: 1/4 low -> Independent & resistant to feedback

Not Spontaneous: 4/4 very high -> Plans ahead; prefers predictability

Impulse Control: 4/4 very high -> Thoughtful & prefers security

Avoids Trouble: 1/4 low -> Willing to take risks; acts like a troublemaker

Inquisitive 10/100 low

This scale measures how imaginative and innovative a person appears to be in solving problems.

Positive implications:

People with low scores are practical, pragmatic, and process-oriented. They prefer proven approaches to problem solving and feel comfortable with repetitive tasks. They can identify flaws and weaknesses in ideas and often serve as "devil's advocates."

Negative implications:

Such individuals may be hesitant to embrace new ideas and experiences, which makes them uncertain in ambiguous situations. They tend to focus on details and routine matters and avoid considering creative approaches or suggestions from colleagues.

Science Ability: 1/4 ?

Curiosity: 1/4 low -> Little curiosity about the world

Thrill Seeking: 1/4 low -> Not interested in stimulation or excitement

Intellectual Games: 3/4 high -> Interested in puzzles & brain teasers

Generates Ideas: 1/4 low -> Does not see themselves as a source of ideas

Culture: 2/4 balanced -> "Narrow range of interests, not very open to new things" & "Has a variety of activities and interests"

Learning Approach 19/100 low

This scale measures how much a person enjoys learning and how important it is to them to stay up to date in professional and technical areas.

Positive implications:

Individuals with low scores prefer hands-on training methods such as mentoring or "learning by doing" to traditional educational paths. They focus on applying skills rather than learning new theories or abstract concepts.

Negative implications:

Such individuals may find traditional education tedious and show little interest in developing their employees' skills. They may ignore opportunities for further training and fail to set clear goals for themselves or others.

Education: 3/4 high -> Positive attitude toward education

Math Ability: 0/4 low -> Has problems with numbers

Good Memory: 3/4 high -> Can remember things easily

Reading: 2/4 balanced -> "Does not stay up to date" & "Stays informed; enjoys reading"