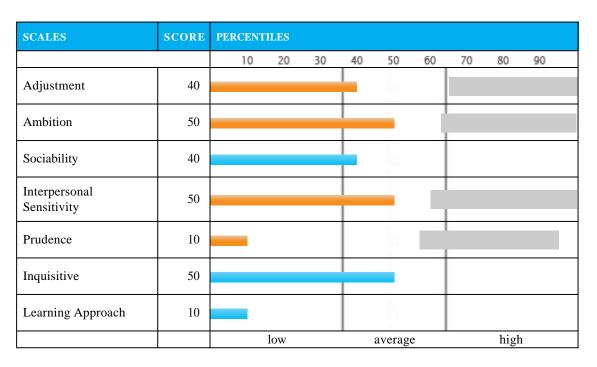


## Appendix: HPI, MVPI, HDS Scores

Scale	%	Scale Interpretations					
Hogan Personality Inventory (HPI)							
Adjustment	40	the degree to which a person appears confident, self-accepting and stable under pressure.					
Ambition	50	the degree to which a person seems socially self-confident, leader-like, competitive and energetic.					
Sociability	40	the degree to which individuals seem approachable, talkative and task-oriented when interacting with others.					
Interpersonal Sensitivity	50	the degree to which a person is seen as perceptive, tactful and politically astute.					
Prudence	10	the degree to which a person seems conscientious, conforming and dependable.					
Inquisitive	50	the degree to which a person is perceived as bright, creative and big-picture or short-term focused.					
Learning Approach	10	the degree to which a person values learning and stays up to date with business and technology.					



## Appendix: HPI Scores and Subscales



Note: scales with a shaded orange bar have been identified as important to success. Scores inside the range increase a candidate's probability of success.



## Appendix: HPI Scores and Subscales

The HPI subscales are provided below to assist with the interpretation of individual scale results. This information is to be reviewed by certified Odgers Berndtson consultants in preparing analysis and individual feedback only.

Subscale Scores (No. items endorsed / No. items in subscale)

Adjustment		<b>Interpersonal Sensitivity</b>		Inquisitive	
2. Empathy	3/5	21. Easy To Live With	3/5	33. Science Ability	0/5
3. Not Anxious	3/4	22. Sensitive	3/4	34. Curiosity	0/3
4. No Guilt	3/6	23. Caring	3/4	35. Thrill Seeking	0/5
5. Calmness	3/4	24. Likes People	3/6	36. Intellectual Games	0/3
6. Even Tempered	3/5	25. No Hostility	3/3	37. Generates Ideas	0/5
7. No Complaints	3/5			38. Culture	1/4
8. Trusting	3/3				
9. Good Attachment	3/5				
Ambition		Prudence		<b>Learning Approach</b>	
10. Competitive	3/5	26. Moralistic	3/5	39. Education	1/3
11. Self-Confident	3/3	27. Mastery	2/4	40. Math Ability	1/3
12. Accomplishment	3/6	28. Virtuous	0/5	41. Good Memory	1/4
13. Leadership	3/6	29. Not Autonomous	0/3	42. Reading	1/4
14. Identity	3/3	30. Not Spontaneous	0/4		
15. No Social Anxiety	33/6	31. Impulse Control	0/5		
		32. Avoids Trouble	0/5		
Sociability					
16. Likes Parties	3/5				
17. Likes Crowds	3/4				
18. Experience Seeking	3/6				
19. Exhibitionistic	3/5				
20. Entertaining	3/4				