





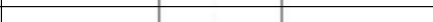




Appendix: HPI, MVPI, HDS Scores

Scale	%	Scale Interpretations
Hogan Personality Inventory (HPI)		
Adjustment	27	the degree to which a person appears confident, self-accepting and stable under pressure.
Ambition	73	the degree to which a person seems socially self-confident, leader-like, competitive and energetic.
Sociability	87	the degree to which individuals seem approachable, talkative and task-oriented when interacting with others.
Interpersonal Sensitivity	100	the degree to which a person is seen as perceptive, tactful and politically astute.
Prudence	19	the degree to which a person seems conscientious, conforming and dependable.
Inquisitive	63	the degree to which a person is perceived as bright, creative and big-picture or short-term focused.
Learning Approach	59	the degree to which a person values learning and stays up to date with business and technology.
Motives, Values and Preferences (MVPI)		
Recognition	88	Seeking fame, appreciation, and acknowledgment.
Power	76	Driving to achieve results, control resources, and gain responsibility.
Hedonism	11	Wanting fun, variety, and enjoyment in the workplace.
Altruistic	66	Wanting to help people who are struggling or in need.
Affiliation	46	Seeking opportunities to build social networks and collaborate with people.
Tradition	79	Respecting structure, rules, and authority.
Security	30	Wanting stability, structure, and order.
Commerce	42	Seeking wealth and financial success.
Aesthetics	23	Creating work products with a focus on innovation, style, and appearance.
Science	24	Preferring a rational, objective approach to decision-making.
Hogan Development Survey (HDS)		
Excitable	78	Concerns being overly enthusiastic about people or projects, and then becoming disappointed with them.
Skeptical	79	Concerns being socially insightful, but cynical and overly sensitive to criticism.
Cautious	70	Concerns being overly worried about being criticized.
Reserved	66	Concerns lacking interest in or awareness of the feelings of others.
Leisurely	79	Concerns being independent, ignoring others' requests, and becoming irritable if they persist.
Bold	6	Concerns having inflated views of one's competency and worth.
Mischievous	34	Concerns being charming, risk-taking, and excitement-seeking.
Colorful	79	Concerns being dramatic, engaging, and attention-seeking.
Imaginative	63	Concerns thinking and acting in interesting, unusual, and even eccentric ways.
Diligent	6	Concerns being conscientious, perfectionistic, and hard to please.
Dutiful	73	Concerns being eager to please and reluctant to act independently.

Appendix: HPI Scores and Subscales

SCALES	SCORE	PERCENTILES									
		10	20	30	40	50	60	70	80	90	
Adjustment	27										
Ambition	73										
Sociability	87										
Interpersonal Sensitivity	100										
Prudence	19										
Inquisitive	63										
Learning Approach	59										
		low			average			high			

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.

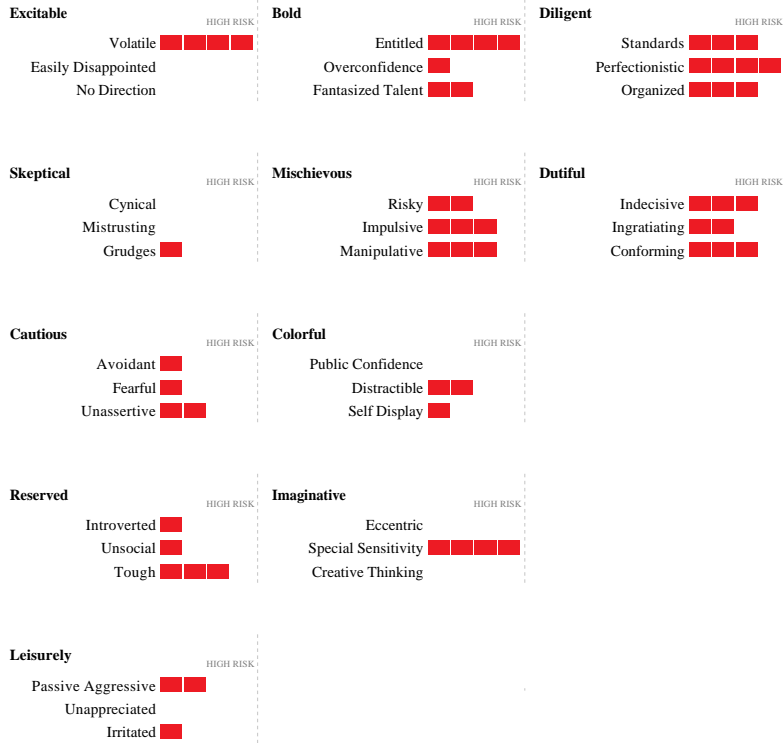
Subscale Scores (No. items endorsed / No. items in subscale)

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



Appendix: Leadership Challenge Profile

Subscale Scores



Request Details

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Time of Request:	6/24/2016 9:17:18 AM	Status Code:	200
Request Encoding:	Unicode (UTF-8)	Response Encoding:	Unicode (UTF-8)

Trace Information

Category	Message	From First(s)	From Last(s)
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aspx.page	End Init	0.014333	0.000055
aspx.page	Begin InitComplete	0.014344	0.000011
aspx.page	End InitComplete	0.014353	0.000008
aspx.page	Begin PreLoad	0.014361	0.000008
aspx.page	End PreLoad	0.014374	0.000013
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	1	0.454698	0.000282
	0	0.454751	0.000053
	1	0.454793	0.000042
	2	0.454848	0.000055
	3	0.454891	0.000043
	1	0.454929	0.000038
	0	0.454977	0.000048
	1	0.455023	0.000046
	2	0.455063	0.000039
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	1	0.455951	0.000033
	2	0.456045	0.000094
	3	0.456091	0.000046
	1	0.456564	0.000473
	3	0.456691	0.000127
	1	0.456757	0.000067
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	3	0.457022	0.000120
	1	0.457477	0.000454
	0	0.457543	0.000067
	1	0.457587	0.000044
	2	0.457627	0.000039

	3	0.457666	0.000039
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	1	0.459923	0.000033
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	1	0.460899	0.000211
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	No Complaints	0.486528	0.000008
	Trusting	0.486536	0.000008
	Good Attachment	0.486545	0.000008
	Competitive	0.488740	0.002195
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	Accomplishment	0.488763	0.000009
	Leadership	0.488771	0.000008
	Identity	0.488779	0.000008
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	Likes Parties	0.489066	0.000279
	Likes Crowds	0.489080	0.000014
	Experience Seeking	0.489089	0.000009

	Exhibitionistic	0.489097	0.000008
	Entertaining	0.489105	0.000008
	Easy to Live With	0.489361	0.000255
	Sensitive	0.489376	0.000016
	Caring	0.489385	0.000009
	Likes People	0.489394	0.000008
	No Hostility	0.489402	0.000008
	Moralistic	0.489658	0.000256
	Mastery	0.489672	0.000014
	Virtuous	0.489680	0.000008
	Non Autonomous	0.489689	0.000008
	Non Spontaneous	0.489697	0.000008
	Impulse Control	0.489705	0.000008
	Avoids Trouble	0.489713	0.000008
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	Curiosity	0.490025	0.000014
	Thrill Seeking	0.490034	0.000009
	Intellectual Games	0.490042	0.000008
	Generates Ideas	0.490050	0.000008
	Culture	0.490058	0.000008
	Education	0.490334	0.000276
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	Reading	0.490365	0.000008
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ctl00\$ctl04	System.Web.UI.LiteralControl	175	0	0
ctl00\$ctl00	System.Web.UI.HtmlControls.HtmlHead	202	0	0
ctl00\$ctl03	System.Web.UI.HtmlControls.HtmlLink	87	0	0
ctl00\$ctl01	System.Web.UI.HtmlControls.HtmlTitle	33	0	0
ctl00\$ctl02	System.Web.UI.HtmlControls.HtmlMeta	69	0	0
ctl00\$ctl05	System.Web.UI.LiteralControl	34	0	0
aspnetForm	System.Web.UI.HtmlControls.HtmlForm	91991	0	0
ctl00\$ctl06	System.Web.UI.LiteralControl	21	0	0
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ctl00\$ContentPlaceHolder1\$ctl00	System.Web.UI.LiteralControl	6	0	0
ctl00\$ContentPlaceHolder1\$rsCan	System.Web.UI.WebControls.SqlDataSource	0	0	0
ctl00\$ContentPlaceHolder1\$ctl01	System.Web.UI.LiteralControl	6	0	0
ctl00\$ContentPlaceHolder1\$phMain	System.Web.UI.WebControls.Panel	89582	0	0
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ctl00\$ContentPlaceHolder1\$ph10	ASP.customrpt_ph_ascx	730	0	0
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ctl00\$ContentPlaceHolder1\$ph10\$ReportName	System.Web.UI.WebControls.Label	82	0	0
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ctl00\$ContentPlaceHolder1\$ph10\$CName	System.Web.UI.WebControls.Label	81	0	0
ctl00\$ContentPlaceHolder1\$ph10\$ctl03	System.Web.UI.LiteralControl	147	0	0
ctl00\$ContentPlaceHolder1\$ctl04	System.Web.UI.LiteralControl	10	0	0
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ctl00\$ContentPlaceHolder1\$phTitle10\$td1	System.Web.UI.HtmlControls.HtmlTableCell	291	0	0
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[illegible]

Odgers Berndtson 13

[illegible]

[illegible]

Request Cookies Collection		
Name	Value	Size
Response Cookies Collection		
Name	Value	Size
ASP.NET_SessionId	1xetvxkj2sz0ewgeae0zyiih	42
Headers Collection		
Name	Value	
Connection	Keep-Alive	
Accept	image/jpeg, application/x-ms-application, image/gif, application/xaml+xml, image/pjpeg, application/x-ms-xbap, */*	
Accept-Encoding	gzip, deflate, peerdist	
Accept-Language	en-US	
Host	obportal.ppiweb.dev	
User-Agent	Mozilla/4.0 (compatible; MSIE 8.0; Windows NT 6.1; Trident/4.0)	
X-P2P-PeerDist	Version=1.1	
X-P2P-PeerDistEx	MinContentInformation=1.0, MaxContentInformation=2.0	
Response Headers Collection		
Name	Value	
X-AspNet-Version	4.0.30319	
Set-Cookie	ASP.NET_SessionId=1xetvxkj2sz0ewgeae0zyiih; path=/; HttpOnly	
Cache-Control	private	
Content-Type	text/html	
Form Collection		
Name	Value	
Querystring Collection		
Name	Value	
CandidateID	117	
A	840540505	
RMKTWKZ	FDHTKHL	
Server Variables		
Name	Value	
ALL_HTTP	HTTP_CONNECTION:Keep-Alive HTTP_ACCEPT:image/jpeg, application/x-ms-application, image/gif, application/xaml+xml, image/pjpeg, application/x-ms-xbap, */* HTTP_ACCEPT_ENCODING:gzip, deflate, peerdist HTTP_ACCEPT_LANGUAGE:en-US HTTP_HOST:obportal.ppiweb.dev HTTP_USER_AGENT:Mozilla/4.0 (compatible; MSIE 8.0; Windows NT 6.1; Trident/4.0) HTTP_X_P2P_PEERDIST:Version=1.1 HTTP_X_P2P_PEERDISTEX:MinContentInformation=1.0, MaxContentInformation=2.0	
ALL_RAW	Connection: Keep-Alive Accept: image/jpeg, application/x-ms-application, image/gif, application/xaml+xml, image/pjpeg, application/x-ms-xbap, */* Accept-Encoding: gzip, deflate, peerdist Accept-Language: en-US Host: obportal.ppiweb.dev User-Agent: Mozilla/4.0 (compatible; MSIE 8.0; Windows NT 6.1; Trident/4.0) X-P2P-PeerDist: Version=1.1 X-P2P-PeerDistEx: MinContentInformation=1.0, MaxContentInformation=2.0	
APPL_MD_PATH	/LM/W3SVC/13/ROOT	
APPL_PHYSICAL_PATH	C:\inetpub\wwwroot\Odgers_Live\	
AUTH_TYPE		
AUTH_USER		
AUTH_PASSWORD		
LOGON_USER		
REMOTE_USER		
CERT_COOKIE		
CERT_FLAGS		
CERT_ISSUER		
CERT_KEYSIZE		
CERT_SECRETKEYSIZE		
CERT_SERIALNUMBER		
CERT_SERVER_ISSUER		
CERT_SERVER_SUBJECT		
CERT_SUBJECT		
CONTENT_LENGTH	0	
CONTENT_TYPE		
GATEWAY_INTERFACE	CGI/1.1	
HTTPS	off	
HTTPS_KEYSIZE		
HTTPS_SECRETKEYSIZE		
HTTPS_SERVER_ISSUER		
HTTPS_SERVER_SUBJECT		
INSTANCE_ID	13	
INSTANCE_META_PATH	/LM/W3SVC/13	
LOCAL_ADDR	127.0.53.53	
PATH_INFO	/CustomRpt/Report_Appendix_short.aspx	
PATH_TRANSLATED	C:\inetpub\wwwroot\Odgers_Live\CustomRpt\Report_Appendix_short.aspx	
QUERY_STRING	CandidateID=117&A=840540505&RMKTWKZ=FDHTKHL	
REMOTE_ADDR	127.0.0.1	
REMOTE_HOST	127.0.0.1	
REMOTE_PORT	53557	
REQUEST_METHOD	GET	
SCRIPT_NAME	/CustomRpt/Report_Appendix_short.aspx	
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SERVER_PORT	80	
SERVER_PORT_SECURE	0	
SERVER_PROTOCOL	HTTP/1.1	
SERVER_SOFTWARE	Microsoft-IIS/8.5	
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HTTP_ACCEPT_ENCODING	gzip, deflate, peerdist	
HTTP_ACCEPT_LANGUAGE	en-US	
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HTTP_USER_AGENT	Mozilla/4.0 (compatible; MSIE 8.0; Windows NT 6.1; Trident/4.0)	
HTTP_X_P2P_PEERDIST	Version=1.1	
HTTP_X_P2P_PEERDISTEX	MinContentInformation=1.0, MaxContentInformation=2.0	

Microsoft .NET Framework Version:4.0.30319; ASP.NET Version:4.6.1069.1