




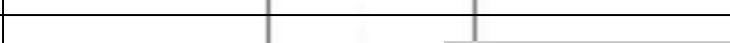





Appendix: HPI, MVPI, HDS Scores

Scale	%	Scale Interpretations
Hogan Personality Inventory (HPI)		
Adjustment	78	the degree to which a person appears confident, self-accepting and stable under pressure.
Ambition	100	the degree to which a person seems socially self-confident, leader-like, competitive and energetic.
Sociability	73	the degree to which individuals seem approachable, talkative and task-oriented when interacting with others.
Interpersonal Sensitivity	60	the degree to which a person is seen as perceptive, tactful and politically astute.
Prudence	82	the degree to which a person seems conscientious, conforming and dependable.
Inquisitive	46	the degree to which a person is perceived as bright, creative and big-picture or short-term focused.
Learning Approach	95	the degree to which a person values learning and stays up to date with business and technology.
Motives, Values and Preferences (MVPI)		
Recognition	35	Seeking fame, appreciation, and acknowledgment.
Power	62	Driving to achieve results, control resources, and gain responsibility.
Hedonism	30	Wanting fun, variety, and enjoyment in the workplace.
Altruistic	7	Wanting to help people who are struggling or in need.
Affiliation	93	Seeking opportunities to build social networks and collaborate with people.
Tradition	12	Respecting structure, rules, and authority.
Security	3	Wanting stability, structure, and order.
Commerce	41	Seeking wealth and financial success.
Aesthetics	42	Creating work products with a focus on innovation, style, and appearance.
Science	54	Preferring a rational, objective approach to decision-making.
Hogan Development Survey (HDS)		
Excitable	53	Concerns being overly enthusiastic about people or projects, and then becoming disappointed with them.
Skeptical	24	Concerns being socially insightful, but cynical and overly sensitive to criticism.
Cautious	15	Concerns being overly worried about being criticized.
Reserved	6	Concerns lacking interest in or awareness of the feelings of others.
Leisurely	1	Concerns being independent, ignoring others' requests, and becoming irritable if they persist.
Bold	22	Concerns having inflated views of one's competency and worth.
Mischievous	76	Concerns being charming, risk-taking, and excitement-seeking.
Colorful	67	Concerns being dramatic, engaging, and attention-seeking.
Imaginative	69	Concerns thinking and acting in interesting, unusual, and even eccentric ways.
Diligent	4	Concerns being conscientious, perfectionistic, and hard to please.
Dutiful	5	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	78										
Ambition	100										
Sociability	73										
Interpersonal Sensitivity	60										
Prudence	82										
Inquisitive	46										
Learning Approach	95										
		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 2. Empathy 5/5 3. Not Anxious 3/4 4. No Guilt 5/6 5. Calmness 3/4 6. Even Tempered 5/5 7. No Complaints 3/5 8. Trusting 3/3 9. Good Attachment 5/5	Interpersonal Sensitivity 21. Easy To Live With 5/5 22. Sensitive 3/4 23. Caring 4/4 24. Likes People 6/6 25. No Hostility 2/3	Inquisitive 33. Science Ability 4/5 34. Curiosity 3/3 35. Thrill Seeking 2/5 36. Intellectual Games 1/3 37. Generates Ideas 2/5 38. Culture 2/4
Ambition 10. Competitive 5/5 11. Self-Confident 3/3 12. Accomplishment 6/6 13. Leadership 6/6 14. Identity 3/3 15. No Social Anxiety 6/6	Prudence 26. Moralistic 4/5 27. Mastery 3/4 28. Virtuous 5/5 29. Not Autonomous 3/3 30. Not Spontaneous 3/4 31. Impulse Control 1/5 32. Avoids Trouble 5/5	Learning Approach 39. Education 3/3 40. Math Ability 3/3 41. Good Memory 4/4 42. Reading 3/4
Sociability 16. Likes Parties 3/5 17. Likes Crowds 2/4 18. Experience Seeking 5/6 19. Exhibitionistic 2/5 20. Entertaining 4/4		