










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

SCALES	SCORE	PERCENTILES									
		10	20	30	40	50	60	70	80	90	
Adjustment	40										
Ambition	50										
Sociability	40										
Interpersonal Sensitivity	50										
Prudence	10										
Inquisitive	50										
Learning Approach	10										
		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 3/5 3. Not Anxious 3/4 4. No Guilt 3/6 5. Calmness 3/4 6. Even Tempered 3/5 7. No Complaints 3/5 8. Trusting 3/3 9. Good Attachment 3/5	Interpersonal Sensitivity 21. Easy To Live With 3/5 22. Sensitive 3/4 23. Caring 3/4 24. Likes People 3/6 25. No Hostility 3/3	Inquisitive 33. Science Ability 0/5 34. Curiosity 0/3 35. Thrill Seeking 0/5 36. Intellectual Games 0/3 37. Generates Ideas 0/5 38. Culture 1/4
Ambition 10. Competitive 3/5 11. Self-Confident 3/3 12. Accomplishment 3/6 13. Leadership 3/6 14. Identity 3/3 15. No Social Anxiety 33/6	Prudence 26. Moralistic 3/5 27. Mastery 2/4 28. Virtuous 0/5 29. Not Autonomous 0/3 30. Not Spontaneous 0/4 31. Impulse Control 0/5 32. Avoids Trouble 0/5	Learning Approach 39. Education 1/3 40. Math Ability 1/3 41. Good Memory 1/4 42. Reading 1/4
Sociability 16. Likes Parties 3/5 17. Likes Crowds 3/4 18. Experience Seeking 3/6 19. Exhibitionistic 3/5 20. Entertaining 3/4		