



Appendix: HPI, MVPI, HDS Scores

Scale	%	Scale Interpretations
Hogan Personality Inventory (HPI)		
Adjustment	12	the degree to which a person appears confident, self-accepting and stable under pressure.
Ambition	55	the degree to which a person seems socially self-confident, leader-like, competitive and energetic.
Sociability	44	the degree to which individuals seem approachable, talkative and task-oriented when interacting with others.
Interpersonal Sensitivity	39	the degree to which a person is seen as perceptive, tactful and politically astute.
Prudence	42	the degree to which a person seems conscientious, conforming and dependable.
Inquisitive	62	the degree to which a person is perceived as bright, creative and big-picture or short-term focused.
Learning Approach	19	the degree to which a person values learning and stays up to date with business and technology.
Motives, Values and Preferences (MVPI)		
Recognition	81	Seeking fame, appreciation, and acknowledgment.
Power	81	Driving to achieve results, control resources, and gain responsibility.
Hedonism	84	Wanting fun, variety, and enjoyment in the workplace.
Altruistic	77	Wanting to help people who are struggling or in need.
Affiliation	7	Seeking opportunities to build social networks and collaborate with people.
Tradition	90	Respecting structure, rules, and authority.
Security	86	Wanting stability, structure, and order.
Commerce	61	Seeking wealth and financial success.
Aesthetics	22	Creating work products with a focus on innovation, style, and appearance.
Science	67	Preferring a rational, objective approach to decision-making.
Hogan Development Survey (HDS)		
Excitable	88	Concerns being overly enthusiastic about people or projects, and then becoming disappointed with them.
Skeptical	83	Concerns being socially insightful, but cynical and overly sensitive to criticism.
Cautious	80	Concerns being overly worried about being criticized.
Reserved	78	Concerns lacking interest in or awareness of the feelings of others.
Leisurely	99	Concerns being independent, ignoring others' requests, and becoming irritable if they persist.
Bold	93	Concerns having inflated views of one's competency and worth.
Mischievous	86	Concerns being charming, risk-taking, and excitement-seeking.
Colorful	87	Concerns being dramatic, engaging, and attention-seeking.
Imaginative	80	Concerns thinking and acting in interesting, unusual, and even eccentric ways.
Diligent	93	Concerns being conscientious, perfectionistic, and hard to please.
Dutiful	87	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	12										
Ambition	55										
Sociability	44										
Interpersonal Sensitivity	39										
Prudence	42										
Inquisitive	62										
Learning Approach	19										
		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 2/5 3. Not Anxious 3/4 4. No Guilt 2/6 5. Calmness 2/4 6. Even Tempered 3/5 7. No Complaints 3/5 8. Trusting 0/3 9. Good Attachment 2/5	Interpersonal Sensitivity 21. Easy To Live With 5/5 22. Sensitive 4/4 23. Caring 4/4 24. Likes People 5/6 25. No Hostility 1/3	Inquisitive 33. Science Ability 2/5 34. Curiosity 3/3 35. Thrill Seeking 4/5 36. Intellectual Games 2/3 37. Generates Ideas 5/5 38. Culture 0/4
Ambition 10. Competitive 5/5 11. Self-Confident 3/3 12. Accomplishment 4/6 13. Leadership 5/6 14. Identity 2/3 15. No Social Anxiety 4/6	Prudence 26. Moralistic 3/5 27. Mastery 4/4 28. Virtuous 3/5 29. Not Autonomous 3/3 30. Not Spontaneous 4/4 31. Impulse Control 0/5 32. Avoids Trouble 2/5	Learning Approach 39. Education 2/3 40. Math Ability 0/3 41. Good Memory 3/4 42. Reading 0/4
Sociability 16. Likes Parties 2/5 17. Likes Crowds 1/4 18. Experience Seeking 3/6 19. Exhibitionistic 5/5 20. Entertaining 1/4		

