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# EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Candidate Sample

ID: HC852607

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Job: Technicians and Specialists





**INTRODUCTION**

Different characteristics are important for success in different jobs, and characteristics that are important in one job may interfere with performance in others. The Hogan Personality Inventory (HPI) evaluates candidates on seven well-known dimensions or characteristics that influence occupational success. This report is based on the candidate's scores on these dimensions and it is organised in three sections. Section I reviews the candidate's results focusing on (a) characteristics relevant for success in most work environments; (b) suitability for the position; and (c) the style with which he will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarises the recommendation for job fit and potential hiring.

**The Hogan Personality Inventory evaluates candidates on seven well-known characteristics that influence occupational success.**

**SECTION I - SUMMARY OF ASSESSMENT RESULTS**

**Employment Fit**

Candidate Sample may be stressed by deadlines and concerned about improving performance. When frustrated or inconvenienced, he may seem emotional and not perform productively until the incident passes. He is a responsible team player who attends to details, but who can also be flexible about the rules. Candidate Sample may be interested in training and staying up-to-date. However, he may prefer to learn on the job rather than in a formal training situation.

**Job Fit**

Mr. Sample may become easily frustrated by problems encountered on the job; he may seem somewhat negative and dissatisfied. Mr. Sample may avoid challenges and may be reluctant to take on projects that have high impact consequences. Although he will support policies and processes, he can be flexible enough to adapt to new demands. Mr. Sample may be more interested in a high level overview of work than the details of component functions.

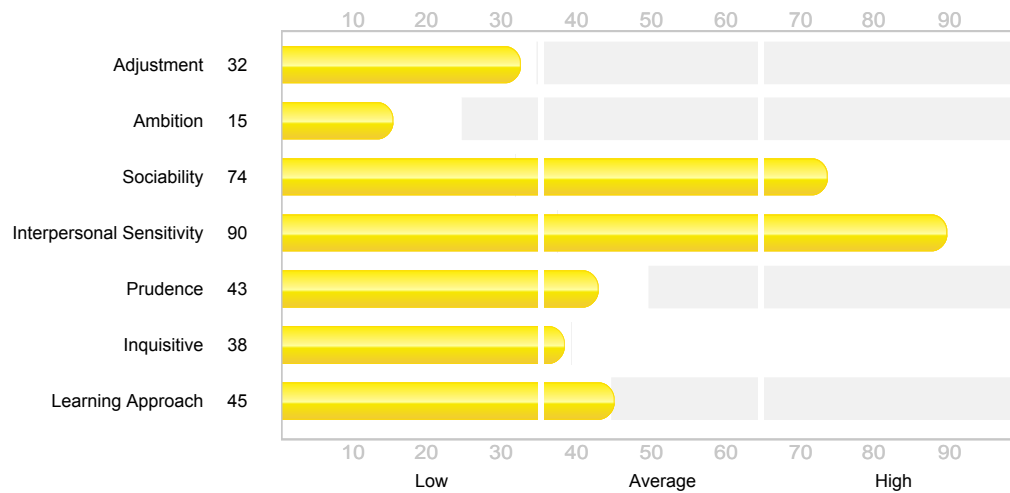
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> <li>• Responds to coaching and encouragement</li> <li>• Willing to let others lead</li> <li>• Willing to try new methods when encouraged</li> <li>• Favours on-the-job learning</li> </ul>	<ul style="list-style-type: none"> <li>• Takes criticism personally</li> <li>• May avoid leadership opportunities</li> <li>• Uncomfortable with ambiguity</li> <li>• Doesn't learn more than is needed</li> </ul>

**Candidate Interview Style**

- The candidate you interview maybe be somewhat tense, unsure of how to handle the processs, and may need reassurance.
- He should make a positive first impression, being talkative and approachable.
- The candidate should seem agreeable and diplomatic.



SECTION II - GRAPHIC REPORT - HOGAN PERSONALITY INVENTORY



**NOTES:** Outlined ranges on key scales have been identified as conducive to high fit and should increase the candidate's probability of success.

**Adjustment** - Concerns composure, optimism, and stable moods.

**Ambition** - Concerns taking initiative, being competitive, and seeking leadership roles.

**Sociability** - Concerns seeming talkative, socially bold, and entertaining.

**Interpersonal Sensitivity** - Concerns being agreeable, considerate, and skilled at maintaining relationships.

**Prudence** - Concerns being conscientious, dependable, and rule-abiding.

**Inquisitive** - Concerns being curious, imaginative, visionary, and easily bored.

**Learning Approach** - Concerns enjoying formal education and actively staying up-to date on business and technical matters.

SECTION III - OVERALL EVALUATION OF CANDIDATE

Based on the assessment results, and in comparison to the job specific profile created for similar jobs in this occupation, the overall fit for the job is:



**Low Fit**



**Moderate Fit**



**High Fit**

THIS REPORT AND THE PRESENTED FIT LEVEL ARE BASED ON JOB FAMILY VALIDITY GENERALISATION AND ARE NOT SPECIFIC TO YOUR ORGANISATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.