

COMPANY ABC

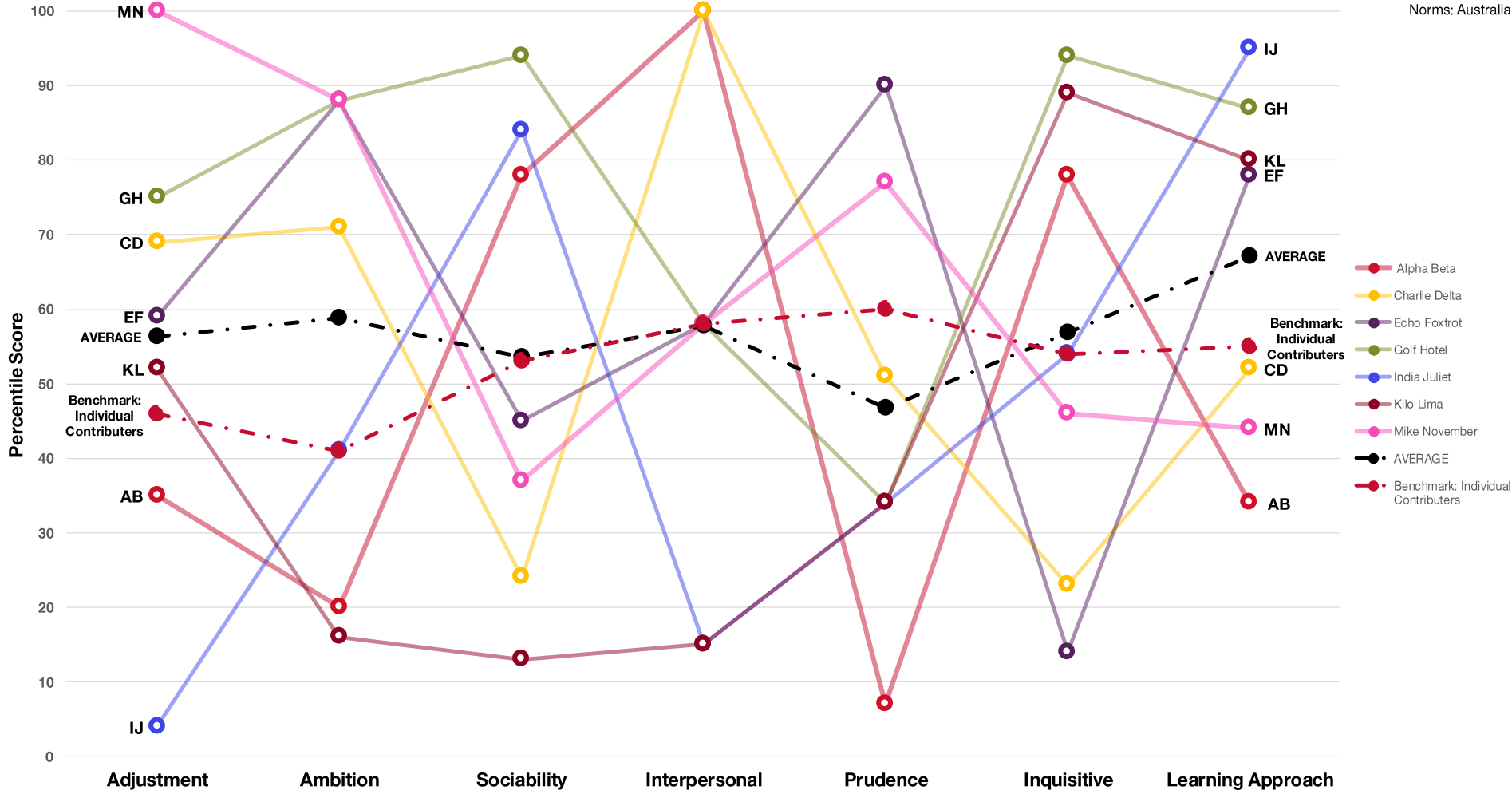
SAMPLE TEAM

Hogan Line Graphic

DATE MONTH YEAR



Norms: Australian



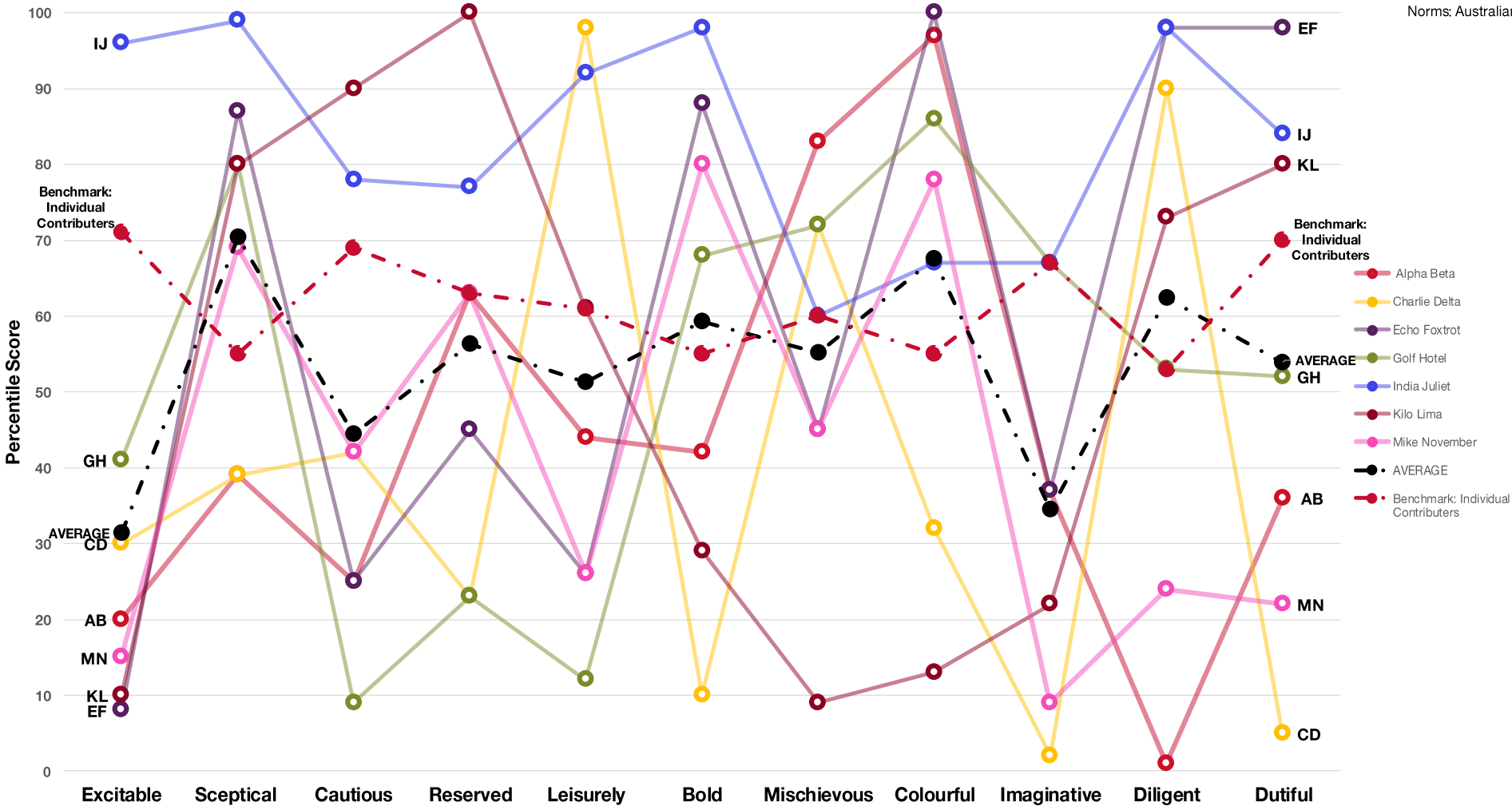
Average	56	59	54	58	47	57	67
SD	31	33	32	35	28	32	24
Range	4-100	16-88	13-94	15-100	7-90	14-94	34-95

The Bright Side of Personality

Describes your typical approach to work and interacting with others

Scale	Low Scorers tend to be:	High Scorers tend to be:
Adjustment	Vigilant, self-aware, strong sense of urgency Pessimistic, tense/moody, stress-prone	Resilient, optimistic, composed, stress-tolerant Overly self-assured, resists feedback, arrogant
Ambition	Supportive, team-oriented, great team-player Lower confidence, competitive energy, drive	Self-confident, driven, energetic, persistent, leader-like Forceful, competitive, becomes restless easily
Sociability	Task-focused, business-like, good listening skills Low-impact communication style, socially reactive	Socially proactive, team-oriented, communicative Distractible, over-talks, poor listening skills
Interpersonal Sensitivity	Direct, frank, straightforward communication Potentially insensitive, imperceptive, or abrasive	Diplomatic, friendly, perceptive, sensitive Potentially “too soft” with feedback, conflict-avoidant
Prudence	Flexible, ambiguity-tolerant, comfortable with change Inattentive to details, disorganised, impulsive	Rule-following, process-focused, organised Rigid/inflexible, change resistant, overly compliant
Inquisitive	Pragmatic, level headed, strong implementer Overly tactical, short-term view of problems	Strategic, idea-oriented; creative, curious Low process/execution focus, easily bored
Learning Approach	Hands-on, application-focused, practical learner “Just in time” learner, may seem uninformed	Up-to-date, continuous, “traditional” learner Possibly too pedantic or a “know it all”

Norms: Australian



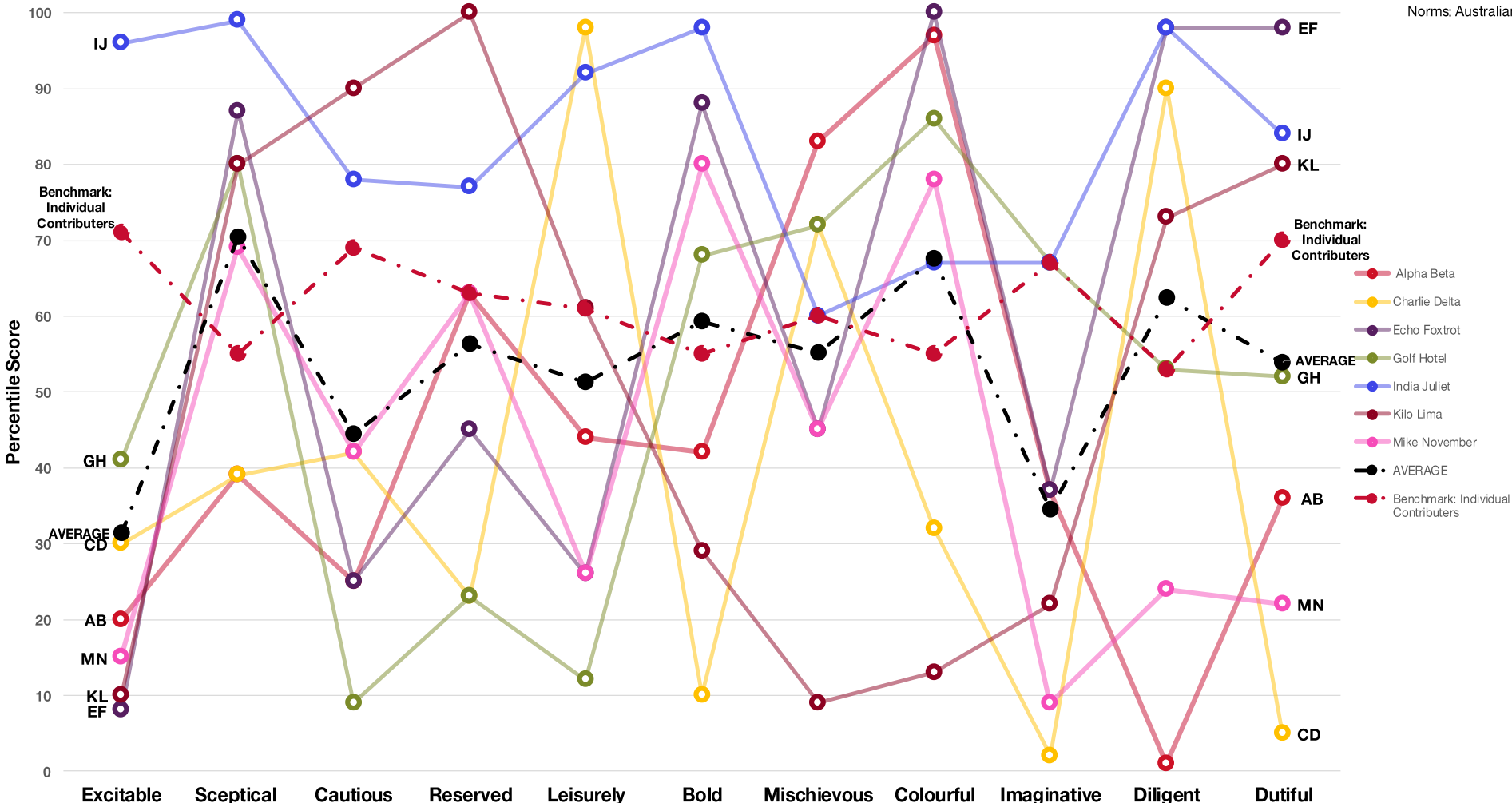
	Excitable	Sceptical	Cautious	Reserved	Leisurely	Bold	Mischievous	Colourful	Imaginative	Diligent	Dutiful
Average	31	70	44	56	51	59	55	68	34	62	54
SD	31	23	30	28	34	33	25	33	26	38	35
Range	8-96	39-99	9-90	23-100	12-98	10-98	9-83	13-100	2-67	1-98	5-98

The Dark Side of Personality

Over-used strengths capable of impeding your performance

Scale	Everyday Strengths	Stress – Induced Derailers
Excitable	Intense, passionate, energetic	Volatile, moody, unpredictable
Skeptical	Perceptive, shrewd, insightful	Cynical, distrustful, fault-finding
Cautious	Careful, compliant, thorough	Risk-averse, tentative, fears failure
Reserved	Thick-skinned, tough, objective	Withdrawn, harsh, uncommunicative
Leisurely	Independent, cooperative, agreeable	Stubborn, irritable, passive-aggressive
Bold	Confident, aggressive, assertive	Arrogant, overconfident, feedback-resistant
Mischievous	Charming, daring, interesting	Risk-taking, impulsive, untrustworthy
Colourful	Outgoing, dynamic, socially-skilled	Dramatic, attention-seeking, distractible
Imaginative	Innovative, experimental, creative	Eccentric, flighty, impractical, lacks follow through
Diligent	Detailed, hardworking, conscientious	Micromanaging, perfectionistic, difficulty delegating
Dutiful	Supportive, eager to please, loyal	Deferential, ingratiating, afraid to act independently

Norms: Australian



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The Inside of Personality

Describes workplace values you consider most motivating & rewarding

Scale	Lower Scorers value:	Higher Scorers value:
Recognition	Modesty, sharing credit, “behind the scenes” roles	Notoriety, public praise, high visibility roles
Power	Cooperation, democratic decision-making	Authority, advancement, competition, influence
Hedonism	Professionalism, self-discipline, formality	Fun, variety, excitement, light-hearted cultures
Altruistic	Personal responsibility, self-reliance, productivity	Helping others, coaching, providing service
Affiliation	Privacy, task-focus, minimal interruptions	Networking, relationships, teamwork, belongingness
Tradition	Progress, change, diversity, autonomy	Conservatism, convention, principled standards of conduct
Security	Risk-taking, limit-testing, flexibility	Structure, order, predictability, minimizing risk
Commerce	Generosity, people over profits, less focus on bottom line	Profitability, making money, focus on bottom line
Aesthetics	Functionality, pragmatics, substance over form	Quality, style, brand image, product “look and feel”
Science	Action, intuition, experience-based decisions	Analysis, data-driven decisions, rational arguments

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