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# EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Kelly Warren

ID: HA165071

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Job: Sales and Customer Support





**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 organized 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/she will interview. Section II provides a graphic report of the candidate's assessment results. Section III summarizes 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**

Kelly Warren tends to be calm and even tempered, and should easily adjust to fast paced environments and heavy work loads. He/She will express emotions appropriately and handle stress well. He/She usually is conscientious, careful about rules and procedures, and will gather the information needed to make informed decisions. Kelly Warren tends to be achievement oriented, interested in training, and will stay up-to-date on new developments in business and technology.

**Job Fit**

Mr./Ms. Warren is even-tempered and confident, even in urgent, stressful times. Mr./Ms. Warren seems willing to take charge, motivated to achieve, and success-oriented. In addition, others will find him/her to be considerate, tactful, and patient. He/She is orderly, planful, and careful to avoid mistakes.

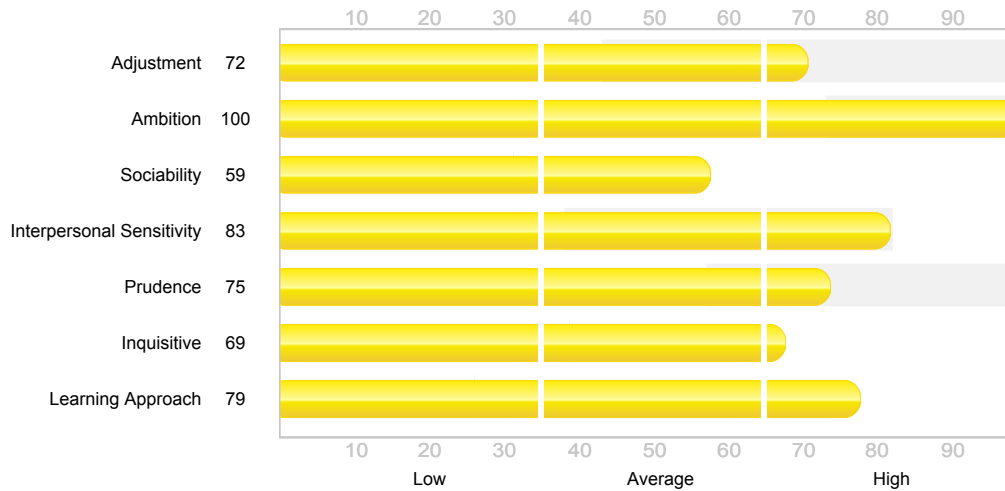
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> <li>• Calm under heavy job pressure</li> <li>• Eager to advance</li> <li>• Builds coalitions with staff</li> <li>• Careful about standards</li> </ul>	<ul style="list-style-type: none"> <li>• May ignore negative feedback</li> <li>• Dissatisfied unless promoted</li> <li>• Goes along to get along</li> <li>• May try to do everything equally well</li> </ul>

**Candidate Interview Style**

- The candidate you interview should seem relaxed, poised, and self-confident.
- He/She should seem friendly and congenial, but not overly attention-seeking.
- 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 family profile, 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 GENERALIZATION AND ARE NOT SPECIFIC TO YOUR ORGANIZATION. THIS REPORT SHOULD ONLY BE USED IN CONJUNCTION WITH OTHER CANDIDATE INFORMATION TO ASSIST IN THE HIRING DECISION.