

- SELECT
- DEVELOP
- LEAD

HOGANSELECT

EXPRESS

AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

Report for: Jan Novák

ID: DF178402

Date: October 27, 2010

Job: Operations and Trades





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 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

Jan Novák seems poised, confident, and self-assured but may overestimate his abilities and ignore feedback. He is a responsible team player who attends to details, but who can also be flexible about the rules. Jan Novák appears bright, eager and quick to learn, and achievement-oriented. He may seem impatient with others who are not as smart, and may take action before others understand the issues.

Job Fit

Mr. Novák can handle heavy workloads and fast-paced environments; he is not easily stressed. Mr. Novák is not driven to achieve high status in the organization, however he may enjoy moving into a position of authority. Although he is comfortable with standard processes, he can look beyond them to solve problems. Mr. Novák will enjoy applying knowledge to new problems encountered on the job.

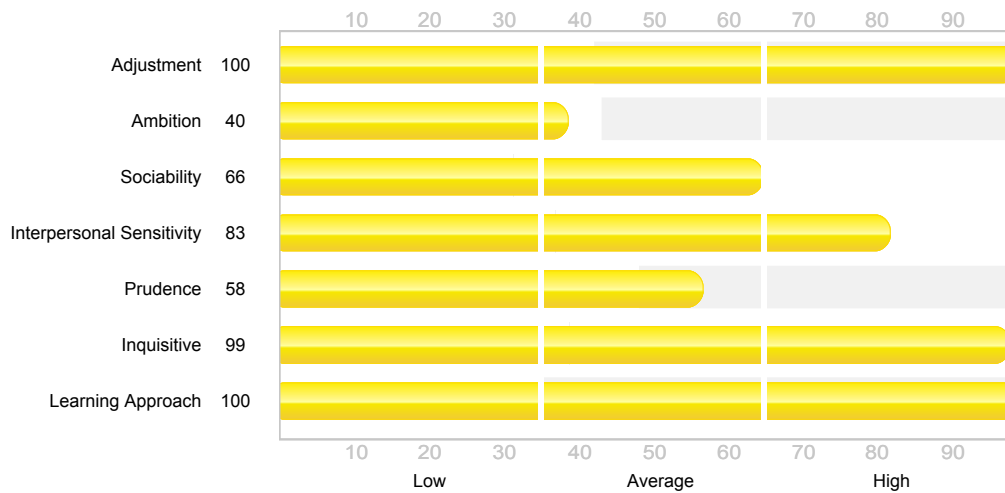
Candidate Strengths	Candidate Areas of Concern
<ul style="list-style-type: none"> • Expresses emotions maturely • Is appropriately competitive • Comfortable with, but not a slave to standard procedures • Works to improve skills 	<ul style="list-style-type: none"> • May not realize when others are stressed • May not take initiative to lead • May be inflexible in changing conditions • Seeks training opportunities

Candidate Interview Style

- The candidate you interview should seem relaxed, poised, and self-confident.
- 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 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.