



HOGAN ASSESSMENTS

SCALES & DEFINITIONS REFERENCE GUIDE

■ ■ ■ HOGAN PERSONALITY INVENTORY

Adjustment	confidence, self-esteem, and composure under pressure
Ambition	initiative, competitiveness, and desire for leadership roles
Sociability	extraversion, gregarious, and need for social interaction
Interpersonal Sensitivity	tact, perceptiveness, and ability to maintain relationships
Prudence	self-discipline, responsibility and conscientiousness
Inquisitive	imagination, curiosity, and creative potential
Learning Approach	achievement-oriented, stays up-to-date on business and technical matters

■ ■ ■ HOGAN DEVELOPMENT SURVEY

Excitable	moody, easily annoyed, hard to please, and emotionally volatile
Skeptical	distrustful, cynical, sensitive to criticism, and focused on the negative
Cautious	unassertive, resistant to change, risk-averse, and slow to make decisions
Reserved	aloof, indifferent to the feelings of others, and uncommunicative
Leisurely	overtly cooperative, but privately irritable, stubborn, and uncooperative
Bold	overly self-confident, arrogant, with inflated feelings of self-worth
Mischievous	charming, risk-taking, limit-testing and excitement-seeking
Colorful	dramatic, attention-seeking, interruptive, and poor listening skills
Imaginative	creative, but thinking and acting in unusual or eccentric ways
Diligent	meticulous, precise, hard to please, and tends to micromanage
Dutiful	eager to please and reluctant to act independently or against popular opinion

■ ■ ■ MOTIVES, VALUES, PREFERENCES INVENTORY

Recognition	responsive to attention, approval, and praise
Power	desire for success, accomplishment, status and control
Hedonism	orientation for fun, pleasure, and enjoyment
Altruistic	desire to help others and contribute to society
Affiliation	desire for and enjoyment of social interaction
Tradition	dedication, strong personal beliefs, and obligation
Security	need for predictability, structure, and order
Commerce	interest in money, profits, investment, and business opportunities
Aesthetics	need for self-expression, concern over look, feel, and design of work products
Science	quest for knowledge, research, technology, and data