

HPI

Hogan Personality Inventory

The bright side of personality

The Hogan Personality Inventory (HPI) describes normal, or bright-side personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.

The HPI was developed in the 1980s in the context of socio-analytic theory. Within this model, getting along with and getting ahead of others are seen as the dominant themes in social life. The HPI captures key behavioral tendencies relevant to these life themes and are based on the five-factor model of personality.

The Hogan Personality Inventory is comprised of seven primary scales, six occupational scales, and 42 subscales.

Scales and Definitions

- **Adjustment** - confidence, self-esteem, composure under pressure
- **Ambition** - initiative, competitiveness, desire for leadership roles
- **Sociability** - extraversion, gregarious, need for social interaction
- **Interpersonal Sensitivity** - tact, perceptiveness, ability to maintain relationships
- **Prudence** - self-discipline, responsibility, thoroughness
- **Inquisitive** - imagination, curiosity, creative potential
- **Learning Approach** - achievement orientation, valuing education

HPI Quick Facts

- 15- to 20-minute completion time
- Available in more than 40 languages
- Based on the Five-Factor Model
- Normed on more than 500,000 worldwide
- Validated on more than 200 occupations
- No invasive or intrusive items
- No adverse impact
- Instantaneous scoring and reporting output
- Online administration

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The Hogan logo consists of a stylized 'H' icon followed by the word 'HOGAN' in a bold, sans-serif font.

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