

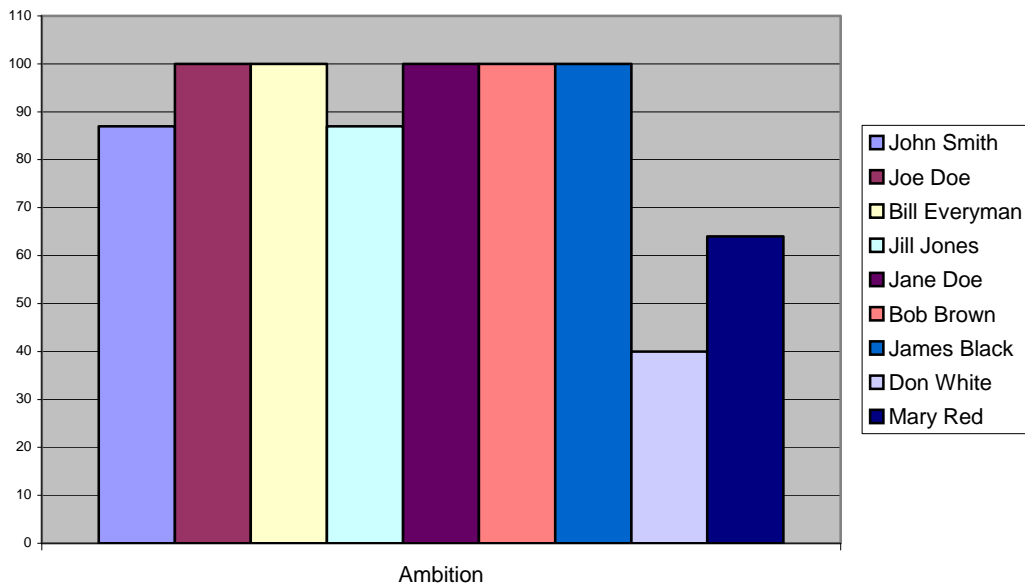
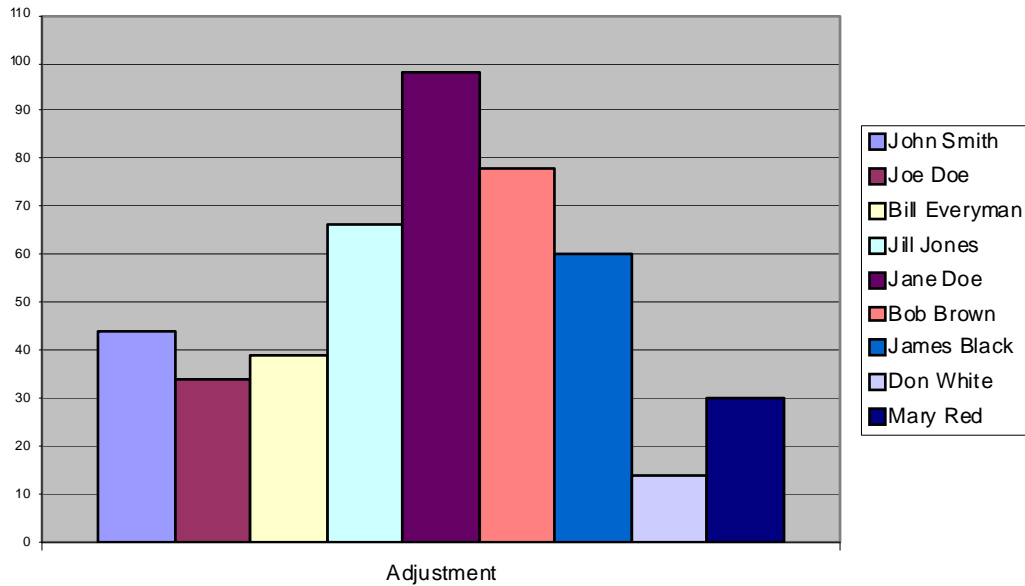


**MetaSkills**  
CONSULTING GROUP

**BAR CHART GRAPHS FOR  
GROUP REPORTS  
HOGAN ASSESSMENT RESULTS  
SAMPLE**

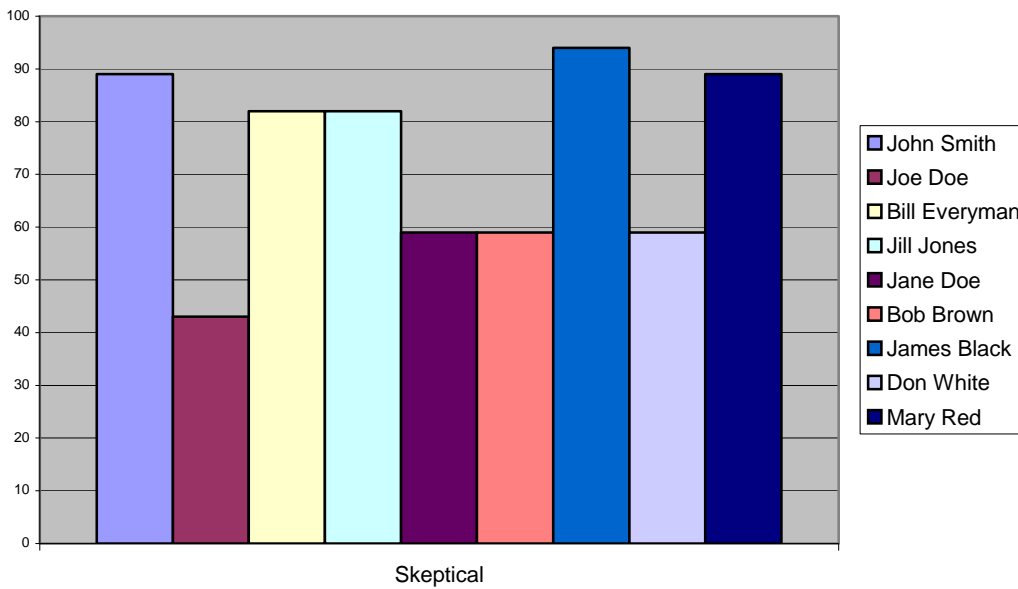
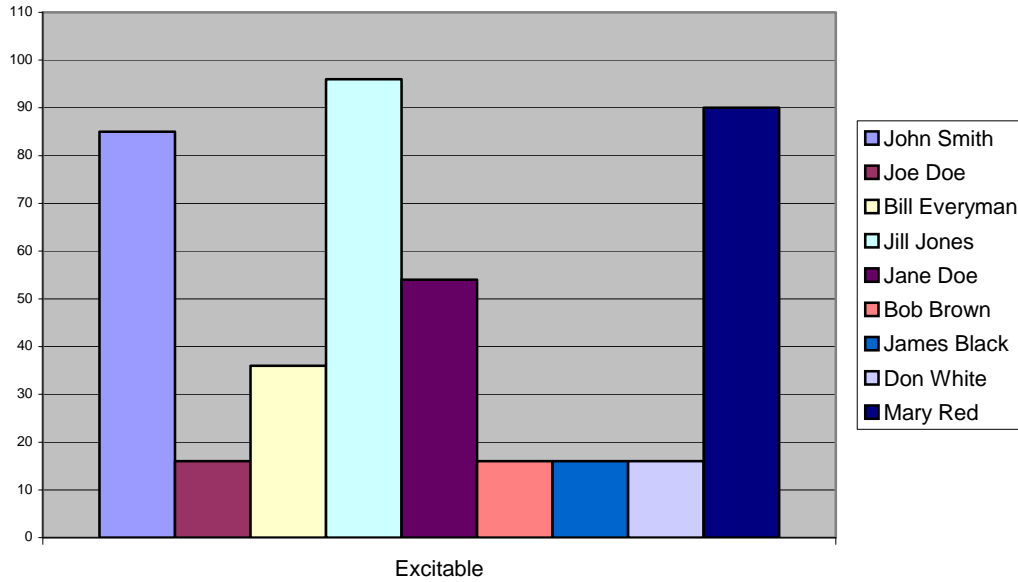
**April 2007**

## *Hogan Personality Inventory<sup>1</sup> Team Group Report*



<sup>1</sup> The HPI or Hogan Personality Inventory is concerned with how a person is seen by others, with his or her distinctive interaction style or reputation. The focus of the HPI is upon characteristics that appear in social interaction and that facilitate or inhibit a person's ability to get along with others and to achieve their personal goals. HPI scores are designed to predict how others will describe a person.

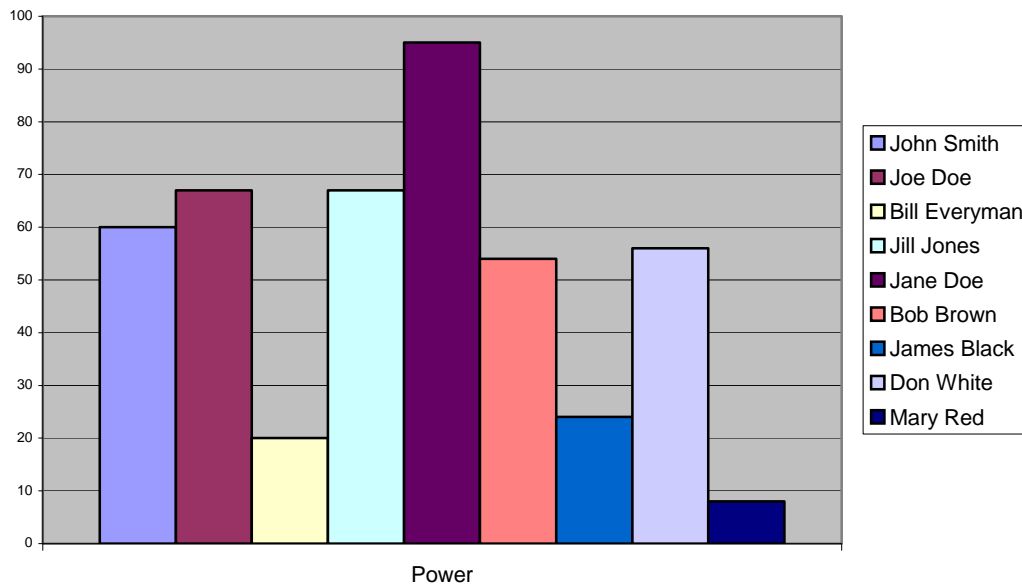
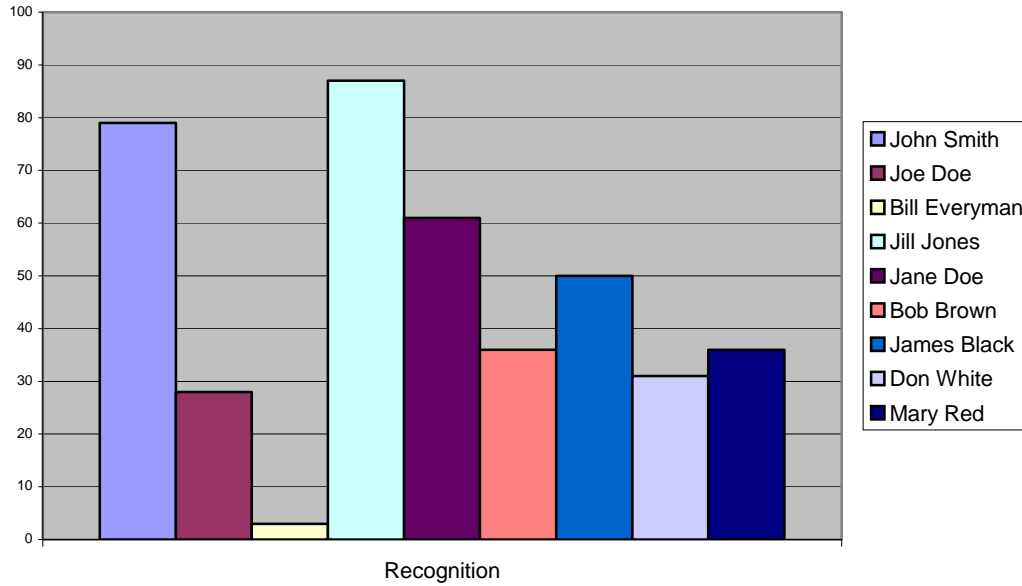
## *Hogan Development Survey<sup>2</sup> Team Group Report*



<sup>2</sup> The HDS or Hogan Development Survey is designed to measure interpersonal behavior that may appear during times of stress or heavy workloads. These tendencies can disrupt relations with others and/or interfere with a person's career goals. When considering HDS data, there are a couple of things to keep in mind. First, virtually everyone needs to improve some aspect of their social performance and the HDS indicates areas where improvement may be needed. Second, research shows that persons with lower scores on the HDS tend to have fewer problems at work. Lastly, because people are often unaware of the aspects of their interpersonal behavior that need improvement, the HDS provides an efficient and reliable way to highlight these issues so that one can learn to manage them.

## *Motives, Values, Preferences Inventory<sup>3</sup>*

### *Team Group Report*



<sup>3</sup> Motives, values and preferences are all motivational concepts differing primarily in terms of their generality – values are the most broad and abstract kind of motive and interests are the most narrow and specific kind of motive. These motivational concepts tell about a person’s desires and plans and they explain the long-term themes and tendencies in a person’s life. Finally, motives, values and preferences are remarkably stable; they tend to change very little as a person grows older. In short, the MVPI or Motives, Values, Preferences Inventory is designed to directly assess a person’s motives.