

HOGAN PERSONALITY TEST

HOGAN PERSONALITY TEST IS A WIDELY RECOGNIZED TOOL USED TO ASSESS PERSONALITY TRAITS, BEHAVIORS, AND LEADERSHIP POTENTIAL WITHIN PROFESSIONAL ENVIRONMENTS. THIS COMPREHENSIVE ARTICLE EXPLORES THE ORIGINS AND METHODOLOGY OF THE HOGAN PERSONALITY TEST, ITS CORE ASSESSMENTS, APPLICATIONS IN RECRUITMENT AND DEVELOPMENT, AND THE BENEFITS IT OFFERS TO ORGANIZATIONS AND INDIVIDUALS. READERS WILL DISCOVER HOW THE HOGAN TEST EVALUATES PERSONALITY DIMENSIONS, PREDICTS WORKPLACE PERFORMANCE, AND SUPPORTS EFFECTIVE TALENT MANAGEMENT. WHETHER YOU'RE AN HR PROFESSIONAL, MANAGER, OR JOB SEEKER, UNDERSTANDING THE HOGAN PERSONALITY TEST CAN PROVIDE VALUABLE INSIGHTS INTO PERSONAL AND TEAM STRENGTHS. CONTINUE READING TO LEARN ABOUT THE TEST'S STRUCTURE, INTERPRETATION, AND PRACTICAL IMPLICATIONS IN MODERN WORKPLACES.

- UNDERSTANDING THE HOGAN PERSONALITY TEST
- KEY HOGAN ASSESSMENTS EXPLAINED
- APPLICATIONS IN RECRUITMENT AND TALENT DEVELOPMENT
- INTERPRETING HOGAN PERSONALITY TEST RESULTS
- BENEFITS OF USING THE HOGAN PERSONALITY TEST
- FREQUENTLY ASKED QUESTIONS

UNDERSTANDING THE HOGAN PERSONALITY TEST

THE HOGAN PERSONALITY TEST IS AN EVIDENCE-BASED PSYCHOMETRIC ASSESSMENT DESIGNED TO MEASURE PERSONALITY TRAITS THAT INFLUENCE WORKPLACE PERFORMANCE AND INTERPERSONAL EFFECTIVENESS. DEVELOPED BY DRs. ROBERT AND JOYCE HOGAN IN THE LATE 20TH CENTURY, THE TEST USES DECADES OF RESEARCH IN PERSONALITY PSYCHOLOGY AND INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY. ITS FOCUS IS ON PREDICTING OCCUPATIONAL SUCCESS, LEADERSHIP POTENTIAL, AND RISK FACTORS THAT MAY HINDER PROFESSIONAL GROWTH.

UNLIKE TRADITIONAL PERSONALITY TESTS, THE HOGAN PERSONALITY TEST EMPHASIZES JOB-RELATED BEHAVIORS AND REPUTATION. IT IS BASED ON THE PREMISE THAT PERSONALITY PREDICTS PERFORMANCE AND THAT UNDERSTANDING THESE TRAITS CAN HELP OPTIMIZE TALENT MANAGEMENT STRATEGIES. TODAY, THE HOGAN TEST IS USED BY ORGANIZATIONS GLOBALLY FOR SELECTION, LEADERSHIP DEVELOPMENT, AND SUCCESSION PLANNING.

THEORETICAL FOUNDATION

THE HOGAN PERSONALITY TEST IS GROUNDED IN THE FIVE-FACTOR MODEL OF PERSONALITY (ALSO KNOWN AS THE "BIG FIVE"), WHICH INCLUDES DIMENSIONS SUCH AS OPENNESS, CONSCIENTIOUSNESS, EXTRAVERSION, AGREEABLENESS, AND EMOTIONAL STABILITY. THE TEST ALSO INCORPORATES SOCIOANALYTIC THEORY, FOCUSING ON HOW INDIVIDUALS RELATE TO OTHERS, ACHIEVE GOALS, AND RESPOND TO STRESS IN WORKPLACE SETTINGS.

POPULARITY AND USAGE

THE HOGAN PERSONALITY TEST IS POPULAR AMONG MULTINATIONAL CORPORATIONS, GOVERNMENT AGENCIES, AND CONSULTING FIRMS DUE TO ITS PREDICTIVE VALIDITY AND RELIABILITY. IT IS USED IN OVER 50 COUNTRIES AND HAS BEEN TRANSLATED INTO MULTIPLE LANGUAGES. ORGANIZATIONS RELY ON THE HOGAN TEST TO SCREEN CANDIDATES, IDENTIFY LEADERSHIP TALENT, AND

KEY HOGAN ASSESSMENTS EXPLAINED

THE HOGAN PERSONALITY TEST IS NOT A SINGLE TEST BUT A SUITE OF ASSESSMENTS THAT EVALUATE DIFFERENT ASPECTS OF PERSONALITY AND BEHAVIOR. THE MAIN HOGAN ASSESSMENTS INCLUDE THE HOGAN PERSONALITY INVENTORY (HPI), HOGAN DEVELOPMENT SURVEY (HDS), AND MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI). EACH ASSESSMENT PROVIDES UNIQUE INSIGHTS INTO HOW INDIVIDUALS ARE LIKELY TO PERFORM, INTERACT, AND FIT WITHIN ORGANIZATIONAL CULTURES.

HOGAN PERSONALITY INVENTORY (HPI)

THE HPI MEASURES NORMAL PERSONALITY TRAITS THAT IMPACT JOB PERFORMANCE AND LEADERSHIP STYLE. IT COVERS SEVEN PRIMARY SCALES: ADJUSTMENT, AMBITION, SOCIABILITY, INTERPERSONAL SENSITIVITY, PRUDENCE, INQUISITIVE, AND LEARNING APPROACH. THE HPI IS USED TO PREDICT WORK BEHAVIORS, TEAM COMPATIBILITY, AND LEADERSHIP EFFECTIVENESS.

- ADJUSTMENT: EMOTIONAL STABILITY AND RESILIENCE UNDER PRESSURE.
- AMBITION: DRIVE, INITIATIVE, AND DESIRE FOR ACHIEVEMENT.
- SOCIABILITY: INTEREST IN SOCIAL INTERACTION AND COMMUNICATION.
- INTERPERSONAL SENSITIVITY: ABILITY TO BUILD RELATIONSHIPS AND DEMONSTRATE EMPATHY.
- PRUDENCE: SELF-DISCIPLINE, RELIABILITY, AND ATTENTION TO DETAIL.
- INQUISITIVE: CURIOSITY, CREATIVITY, AND OPENNESS TO NEW IDEAS.
- LEARNING APPROACH: ENTHUSIASM FOR SELF-DEVELOPMENT AND CONTINUOUS LEARNING.

HOGAN DEVELOPMENT SURVEY (HDS)

THE HDS ASSESSES “DERAILERS” OR RISK FACTORS THAT MAY EMERGE UNDER STRESS OR PRESSURE, POTENTIALLY UNDERMINING CAREER SUCCESS. IT IDENTIFIES ELEVEN PERSONALITY TENDENCIES OFTEN LINKED TO LEADERSHIP FAILURES, SUCH AS EXCITABLE, SKEPTICAL, CAUTIOUS, RESERVED, LEISURELY, BOLD, MISCHIEVOUS, COLORFUL, IMAGINATIVE, DILIGENT, AND DUTIFUL. ORGANIZATIONS USE THE HDS TO ANTICIPATE AND MITIGATE LEADERSHIP RISKS.

MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI)

THE MVPI EXPLORES CORE VALUES, MOTIVATIONS, AND DRIVERS THAT SHAPE CAREER CHOICES AND ORGANIZATIONAL FIT. IT MEASURES TEN DIMENSIONS INCLUDING RECOGNITION, POWER, HEDONISM, ALTRUISM, AFFILIATION, TRADITION, SECURITY, COMMERCE, AESTHETICS, AND SCIENCE. THE MVPI IS VALUABLE FOR UNDERSTANDING CULTURAL ALIGNMENT, ENGAGEMENT, AND RETENTION.

APPLICATIONS IN RECRUITMENT AND TALENT DEVELOPMENT

THE HOGAN PERSONALITY TEST IS A VITAL TOOL FOR OPTIMIZING TALENT ACQUISITION, LEADERSHIP DEVELOPMENT, AND SUCCESSION PLANNING. ITS USE EXTENDS BEYOND SIMPLE PERSONALITY PROFILING TO INCLUDE PREDICTIVE ANALYTICS FOR WORKPLACE BEHAVIORS AND PERFORMANCE. ORGANIZATIONS LEVERAGE THE HOGAN ASSESSMENTS THROUGHOUT THE EMPLOYEE LIFECYCLE, FROM HIRING DECISIONS TO ONGOING DEVELOPMENT INITIATIVES.

RECRUITMENT AND SELECTION

DURING RECRUITMENT, THE HOGAN PERSONALITY TEST HELPS EMPLOYERS IDENTIFY CANDIDATES WHO POSSESS THE TRAITS AND VALUES ALIGNED WITH ORGANIZATIONAL GOALS AND ROLE REQUIREMENTS. IT SUPPORTS OBJECTIVE DECISION-MAKING AND REDUCES BIASES BY FOCUSING ON DATA-DRIVEN INSIGHTS. THE TEST CAN BE USED FOR ENTRY-LEVEL, MANAGERIAL, AND EXECUTIVE ROLES.

1. SCREENING FOR JOB FIT AND CULTURAL COMPATIBILITY
2. ASSESSING LEADERSHIP POTENTIAL AND MANAGEMENT STYLE
3. IDENTIFYING RISK FACTORS RELATED TO TURNOVER OR PERFORMANCE ISSUES

LEADERSHIP DEVELOPMENT

LEADERSHIP DEVELOPMENT PROGRAMS OFTEN INTEGRATE THE HOGAN PERSONALITY TEST TO ASSESS STRENGTHS, DEVELOPMENT AREAS, AND RISK FACTORS FOR MANAGERS AND EXECUTIVES. THE INSIGHTS GAINED SUPPORT TARGETED COACHING, TRAINING, AND SUCCESSION PLANNING, ENABLING ORGANIZATIONS TO BUILD RESILIENT, HIGH-PERFORMING LEADERSHIP TEAMS.

TEAM BUILDING AND ORGANIZATIONAL CULTURE

THE HOGAN PERSONALITY TEST HELPS ORGANIZATIONS UNDERSTAND TEAM DYNAMICS, IDENTIFY COMPLEMENTARY STRENGTHS, AND ADDRESS POTENTIAL CONFLICT AREAS. BY ANALYZING PERSONALITY PROFILES, MANAGERS CAN CREATE BALANCED TEAMS AND FOSTER A CULTURE OF COLLABORATION AND TRUST.

INTERPRETING HOGAN PERSONALITY TEST RESULTS

INTERPRETING THE RESULTS OF THE HOGAN PERSONALITY TEST REQUIRES UNDERSTANDING THE IMPLICATIONS OF VARIOUS SCORES AND SCALES. QUALIFIED PROFESSIONALS, SUCH AS CERTIFIED HOGAN ASSESSORS OR ORGANIZATIONAL PSYCHOLOGISTS, PROVIDE DETAILED FEEDBACK AND RECOMMENDATIONS BASED ON TEST OUTCOMES.

SCORE INTERPRETATION

HOGAN TEST SCORES ARE PRESENTED IN PERCENTILE RANGES, INDICATING HOW AN INDIVIDUAL COMPARES TO A NORMATIVE POPULATION. HIGH OR LOW SCORES ON SPECIFIC SCALES CAN REVEAL POTENTIAL STRENGTHS, AREAS FOR IMPROVEMENT, AND RISK FACTORS. CONTEXTUAL INTERPRETATION IS ESSENTIAL, AS NO SINGLE SCORE DETERMINES OVERALL SUITABILITY OR PERFORMANCE.

FEEDBACK AND DEVELOPMENT PLANNING

AFTER RECEIVING HOGAN TEST RESULTS, INDIVIDUALS TYPICALLY PARTICIPATE IN FEEDBACK SESSIONS TO DISCUSS FINDINGS AND DEVELOPMENT OPPORTUNITIES. THESE SESSIONS MAY INCLUDE PERSONALIZED COACHING, ACTION PLANS, AND GOAL SETTING TO LEVERAGE STRENGTHS AND ADDRESS DEVELOPMENT NEEDS. CONFIDENTIALITY AND ETHICAL USE OF RESULTS ARE PRIORITIZED TO ENSURE FAIR TREATMENT.

BENEFITS OF USING THE HOGAN PERSONALITY TEST

THE HOGAN PERSONALITY TEST OFFERS NUMEROUS ADVANTAGES TO ORGANIZATIONS AND INDIVIDUALS SEEKING TO ENHANCE WORKPLACE EFFECTIVENESS. ITS SCIENTIFIC RIGOR, PREDICTIVE ACCURACY, AND PRACTICAL RELEVANCE MAKE IT A PREFERRED CHOICE FOR TALENT MANAGEMENT PROFESSIONALS WORLDWIDE.

- OBJECTIVE ASSESSMENT OF PERSONALITY TRAITS AND WORKPLACE BEHAVIORS
- IMPROVED HIRING DECISIONS AND REDUCED TURNOVER RATES
- ENHANCED LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING
- GREATER TEAM COHESION AND CONFLICT RESOLUTION
- IDENTIFICATION OF HIDDEN RISK FACTORS AND “DERAILERS”
- SUPPORT FOR CULTURAL ALIGNMENT AND EMPLOYEE ENGAGEMENT

BY INTEGRATING THE HOGAN PERSONALITY TEST INTO TALENT STRATEGIES, ORGANIZATIONS CAN BUILD STRONGER TEAMS, PROMOTE LEADERSHIP EXCELLENCE, AND ACHIEVE SUSTAINABLE BUSINESS RESULTS. INDIVIDUALS BENEFIT FROM INCREASED SELF-AWARENESS, PROFESSIONAL GROWTH, AND CAREER SATISFACTION.

FREQUENTLY ASKED QUESTIONS

Q: WHAT IS THE HOGAN PERSONALITY TEST?

A: THE HOGAN PERSONALITY TEST IS A SUITE OF PSYCHOMETRIC ASSESSMENTS THAT MEASURE WORKPLACE PERSONALITY TRAITS, BEHAVIORS, RISK FACTORS, AND VALUES TO PREDICT JOB PERFORMANCE AND LEADERSHIP POTENTIAL.

Q: HOW IS THE HOGAN PERSONALITY TEST DIFFERENT FROM OTHER PERSONALITY TESTS?

A: UNLIKE MANY TRADITIONAL PERSONALITY TESTS, THE HOGAN TEST EMPHASIZES JOB-RELATED BEHAVIORS AND USES SCIENTIFICALLY VALIDATED SCALES TO PREDICT WORKPLACE PERFORMANCE AND DERAILING TENDENCIES.

Q: WHO USES THE HOGAN PERSONALITY TEST?

A: ORGANIZATIONS ACROSS INDUSTRIES, INCLUDING FORTUNE 500 COMPANIES, GOVERNMENT AGENCIES, AND CONSULTING FIRMS, USE THE HOGAN PERSONALITY TEST FOR RECRUITMENT, LEADERSHIP DEVELOPMENT, AND TEAM BUILDING.

Q: WHAT ARE THE MAIN ASSESSMENTS WITHIN THE HOGAN PERSONALITY TEST?

A: THE CORE HOGAN ASSESSMENTS INCLUDE THE HOGAN PERSONALITY INVENTORY (HPI), HOGAN DEVELOPMENT SURVEY (HDS), AND MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI), EACH FOCUSING ON DIFFERENT ASPECTS OF PERSONALITY AND VALUES.

Q: HOW ARE HOGAN TEST RESULTS INTERPRETED?

A: HOGAN TEST RESULTS ARE INTERPRETED BY CERTIFIED PROFESSIONALS WHO PROVIDE FEEDBACK ON SCORES, IDENTIFY STRENGTHS AND RISK FACTORS, AND RECOMMEND DEVELOPMENT ACTIONS BASED ON PERCENTILE RANKINGS AND NORMATIVE DATA.

Q: CAN INDIVIDUALS TAKE THE HOGAN PERSONALITY TEST OUTSIDE OF EMPLOYMENT?

A: WHILE THE HOGAN TEST IS PRIMARILY USED IN ORGANIZATIONAL SETTINGS, SOME CONSULTING FIRMS AND PSYCHOLOGISTS OFFER INDIVIDUAL ASSESSMENTS FOR CAREER PLANNING AND PERSONAL DEVELOPMENT.

Q: IS THE HOGAN PERSONALITY TEST RELIABLE AND VALID?

A: YES, THE HOGAN PERSONALITY TEST IS BACKED BY EXTENSIVE SCIENTIFIC RESEARCH, DEMONSTRATING HIGH RELIABILITY AND VALIDITY IN PREDICTING WORKPLACE PERFORMANCE AND LEADERSHIP EFFECTIVENESS.

Q: HOW LONG DOES IT TAKE TO COMPLETE THE HOGAN PERSONALITY TEST?

A: THE TIME REQUIRED VARIES BY ASSESSMENT, BUT TYPICALLY RANGES FROM 15 TO 45 MINUTES FOR EACH CORE TEST.

Q: WHAT CAN ORGANIZATIONS GAIN FROM USING THE HOGAN PERSONALITY TEST?

A: ORGANIZATIONS BENEFIT FROM IMPROVED HIRING ACCURACY, ENHANCED LEADERSHIP DEVELOPMENT, REDUCED TURNOVER, BETTER TEAM DYNAMICS, AND DATA-DRIVEN TALENT MANAGEMENT DECISIONS.

Q: ARE HOGAN TEST RESULTS CONFIDENTIAL?

A: YES, HOGAN TEST RESULTS ARE TREATED WITH STRICT CONFIDENTIALITY, AND ETHICAL GUIDELINES ENSURE THAT FEEDBACK IS SHARED APPROPRIATELY AND USED FOR PROFESSIONAL DEVELOPMENT PURPOSES.

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Decoding Your Potential: A Deep Dive into the Hogan Personality Test

Are you ready to unlock a deeper understanding of yourself and your potential? The Hogan Personality Inventory (HPI) and its related assessments are powerful tools used by organizations worldwide to assess personality traits and predict workplace behavior. This comprehensive guide will explore the Hogan personality test, explaining what it is, how it works, its benefits, and what you can expect from taking it. We'll delve into the nuances of its different assessments and equip you with the knowledge to interpret your results effectively. Let's dive in!

What is the Hogan Personality Test?

The Hogan assessment suite, primarily encompassing the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Hogan Motives, Scales, and Values Inventory (MVPI), goes beyond simply identifying positive personality traits. It focuses on predicting how individuals will behave under pressure, in challenging situations, and within a team environment. Unlike traditional personality tests that focus on ideal self, the Hogan assessments delve into your everyday behavior and how your personality might manifest in a professional setting. This predictive capacity makes it a valuable tool for both personal growth and career advancement.

The Three Pillars of Hogan Assessments:

Hogan Personality Inventory (HPI): This core assessment measures normal personality traits, identifying strengths that contribute to workplace success. It identifies your typical behavior in everyday situations.

Hogan Development Survey (HDS): This assessment delves into potential "derailers"—personality characteristics that, when overused or triggered by stress, can negatively impact performance and relationships. It helps identify areas for personal development.

Hogan Motives, Scales, and Values Inventory (MVPI): This assessment explores your motivational drives and values, providing insight into what intrinsically motivates you and your career aspirations. It helps understand your deeper drives and career path alignment.

How the Hogan Personality Test Works

The Hogan assessments typically involve completing a questionnaire comprised of multiple-choice questions. These questions aren't designed to be tricky; instead, they aim to gauge your typical responses and behavioral patterns in various scenarios. The test is scored against established norms, providing a profile that highlights your strengths, weaknesses, and potential derailers. The results are presented in a clear, easy-to-understand report, often incorporating visual representations like graphs and charts.

Interpreting Your Results: A Deeper Look

Understanding your Hogan assessment results requires careful consideration. A skilled interpreter, often a psychologist or HR professional, can help you make sense of the data and translate it into actionable insights. Your report will likely identify your primary personality traits and highlight potential areas for growth. Instead of viewing negative traits as flaws, the focus is on understanding how these traits might manifest under pressure and developing strategies to mitigate potential negative impacts.

Benefits of Taking the Hogan Personality Test

The benefits of the Hogan personality test extend far beyond self-discovery. For individuals, it can provide:

Improved Self-Awareness: Gaining a clearer understanding of your strengths and weaknesses.

Enhanced Career Planning: Identifying career paths that align with your personality and motivational drivers.

Personal Development: Targeting specific areas for improvement and enhancing interpersonal skills.

For organizations, the Hogan assessments offer:

Improved Hiring Decisions: Identifying candidates who are likely to be successful in specific roles.

Enhanced Team Dynamics: Building high-performing teams by understanding individual personality profiles.

Leadership Development: Identifying leadership potential and developing leaders' skills to mitigate potential derailers.

Preparing for Your Hogan Personality Test

There's no need to "study" for the Hogan test. The goal isn't to provide the "right" answers but to honestly reflect your typical behavior. Be yourself, answer truthfully, and let your personality shine through. The more accurate your responses, the more valuable and insightful your results will be.

Conclusion

The Hogan personality test offers a unique and insightful approach to understanding personality and predicting behavior. Whether you're seeking self-improvement, career advancement, or looking to optimize your team's performance, this assessment provides a powerful tool for achieving your goals. By understanding your strengths, weaknesses, and potential derailers, you can make informed decisions about your career path, personal development, and even your leadership style. Remember, the key is to utilize the insights gained to foster growth and build a more fulfilling life both personally and professionally.

FAQs

Q1: Is the Hogan personality test confidential?

A1: Yes, the confidentiality of your results is paramount. The specific protocols for confidentiality will depend on who is administering the test, but generally, your results are treated with strict privacy.

Q2: How long does it take to complete the Hogan personality test?

A2: The time it takes to complete the test varies depending on the specific assessment, but generally, it takes between 30-45 minutes.

Q3: How much does the Hogan personality test cost?

A3: The cost of the Hogan personality test varies depending on the specific assessments taken and who administers it. It is best to contact a Hogan distributor or the organization administering the test for pricing information.

Q4: Can I retake the Hogan personality test?

A4: While it is possible to retake the Hogan tests, it is generally not recommended unless there has been significant life change or a considerable time period has passed. Results are likely to show consistency unless substantial personal development has occurred.

Q5: Are there any potential downsides to taking the Hogan personality test?

A5: While the Hogan assessment is highly regarded, there's a possibility of misinterpreting results without proper professional guidance. It's crucial to have the support of a trained professional to understand the complexities of your profile and to prevent potentially negative self-perception based on misinterpretations.

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hogan personality test: Personality and the Fate of Organizations Robert Hogan, 2017-09-25 Personality and performance are intricately linked, and personality has proven to have a direct influence on an individual's leadership ability and style, team performance, and overall organizational effectiveness. In *Personality and the Fate of Organizations*, author Robert Hogan offers a systematic account of the nature of personality, showing how to use personality to understand organizations and to understand, evaluate, select, deselect, and train people. This book brings insights from a leading industrial organizational psychologist who asserts that personality is real, and that it determines the careers of individuals and the fate of organizations. The author's goal is to increase the reader's ability to understand other people—how they are alike, how they are different, and why they do what they do. Armed with this understanding, readers will be able to pursue their personal, social, and organizational goals more efficiently. A practical reference, this text is extremely useful for MBA students and for all those studying organizational psychology and leadership.

hogan personality test: *Advanced Progressive Matrices*, 1958 Advanced test of non-verbal reasoning ability, ie. a measure of educative ability or fluid intelligence which is relatively independent of specific learning acquired in a particular cultural or educational context. Test is used as a means of assessing all the analytical and integral operations involved in the higher thought processes and differentiates clearly between people of even superior intellectual ability.

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hogan personality test: *Work in the 21st Century* Frank J. Landy, Jeffrey M. Conte, 2010 The workplace in the 21st-century is technological and multi-cultural. Work is often accomplished in teams. This work provides students with an up-to-date knowledge based that will enable them to apply the principles of I-O psychology to themselves, supervisors, subordinates and fellow workers.

hogan personality test: **The Personality Brokers** Merve Emre, 2018-09-11 An unprecedented history of a personality test devised in the 1940s by a mother and daughter, both homemakers, that has achieved cult-like status and is used in today's most distinguished boardrooms, classrooms, and beyond. The Myers-Briggs Type Indicator is the most popular personality test in the world. It has been harnessed by Fortune 100 companies, universities, hospitals, churches, and the military. Its language--of extraversion vs. introversion, thinking vs. feeling--has inspired online dating platforms and BuzzFeed quizzes alike. And yet despite the test's widespread adoption, experts in the field of psychometric testing, a \$500 million industry, struggle to account for its success--no less to validate its results. How did the Myers-Briggs test insinuate itself into our jobs, our relationships, our Internet, our lives? First conceived in the 1920s by the mother-daughter team of Katherine Briggs and Isabel Briggs Myers, a pair of aspiring novelists and devoted homemakers, the Myers-Briggs was designed to bring the gospel of Carl Jung to the masses. But it would take on a life of its own, reaching from the smoke-filled boardrooms of mid-century New York to Berkeley, California, where it was honed against some of the twentieth century's greatest creative minds. It would travel across the world to London, Zurich, Cape Town, Melbourne, and Tokyo; to elementary schools, nunneries, wellness retreats, and the closed-door corporate training sessions of today. Drawing from original reporting and never-before-published documents, *The Personality Brokers* examines nothing less than the definition of the self--our attempts to grasp, categorize, and quantify our personalities. Surprising and absorbing, the book, like the test at its heart, considers the timeless question: What makes you you?

hogan personality test: **Interpersonal Sensitivity** Judith A. Hall, Frank J. Bernieri, 2001-06 Interpersonal sensitivity refers to the accuracy and/or appropriateness of perceptions, judgments,

and responses we have with respect to one another. It is relevant to nearly all aspects of social relations and has long been studied by social, personality, and clinical psychologists. Until now, however, no systematic or comprehensive treatment of this complex concept has been attempted. In this volume the major theorists and researchers of interpersonal sensitivity describe their approaches both critically and integratively. Specific tests and methods are presented and evaluated. The authors address issues ranging from the practical to the broadly theoretical and discuss future challenges. Topics include sensitivity to deception, emotion, personality, and other personal characteristics; empathy; the status of self-reports; dyadic interaction procedures; lens model approaches; correlational and categorical measurement approaches; thin-slice and variance partitioning methodologies; and others. This volume offers the single most comprehensive treatment to date of this widely acknowledged but often vaguely operationalized and communicated social competency.

hogan personality test: Psychological Testing Thomas P. Hogan, 2018-12-28 Psychological Testing: A Practical Introduction 4e offers students of psychology and allied disciplines a comprehensive survey of psychometric principles and tests in the major categories of applied assessment. Coverage includes test norms, reliability, validity, and test development, with an entirely new chapter on test fairness and bias. Chapters on assessment of cognitive ability, achievement, personality, clinical instruments, and attitudes provide up-to-date examples of the widely used tests in each category. Recognizing that active engagement maximizes learning, the text presents as an active learning device rather than a reference work. Extensive use of chapter objectives, key point and end-of-chapter summaries, practice problems, applied scenarios, internet-based resources, and statistics skills review enable students to engage more fully with the material for a deeper understanding. Written in a clear, reader-friendly style, the text approaches challenging topics by balancing technical rigor with relatable examples of contemporary applications.

hogan personality test: Handbook of Personality Assessment Irving B. Weiner, Roger L. Greene, 2011-01-31 This comprehensive, balanced guide to personality assessment, written by two of the foremost experts in the field, is sure to become the gold standard of texts on this topic. The Handbook of Personality Assessment covers everything from the basics, including a historic overview and detailed discussion of the assessment process and its psychometric foundations, to valuable sections on conducting the assessment interview and the nature, interpretation, and applications of the most popular self-report (objective) and performance-based (projective) measures. A concluding section of special topics such as computerized assessment, ethical and legal issues, and report writing are unique to this text.

hogan personality test: The Oxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 Employee selection has long stood at the practical forefront of industrial/organizational psychology. Today's social, business, and economic climates require ongoing adaptations by those who select organizations' personnel, and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential. The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection (web-based assessments, social networking, globalization of organizations), situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics. Comprising chapters from authors in both the private sector and academia, this volume is organized into seven parts: (1) historical and social context of the field of assessment and selection; (2) research strategies; (3) individual difference constructs that underlie effective performance; (4) measures of predictor constructs; (5) employee performance and outcome assessment; (6) societal and organizational constraints on selection practice; and (7) implementation and sustainability of selection systems. While providing a comprehensive review of current research and practice, the purpose of this handbook is to provide an up-to-date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners. This compendium is essential reading for

industrial/organizational psychologists and human resource managers.

hogan personality test: *EBOOK: Personality Psychology: Domains of Knowledge about Human Nature* LARSEN, 2020-12-07 EBOOK: Personality Psychology: Domains of Knowledge about Human Nature

hogan personality test: Foundations of Psychological Testing Leslie A. Miller, Sandra A. McIntire, Robert L. Lovler, 2011 The Third Edition of this text offers a straight forward and clear introduction to the basics of psychological testing as well as to psychometrics and statistics for students new to the field. The authors focus on relating core ideas to practical situations that students will recognize and relate to. They provide a variety of pedagogical tools that promote student understanding of the underlying concepts required to interpret and to use test scores. Primarily concerned with preparing students to become informed consumers and users of tests, the text also features a final section focusing on how tests are utilized in three important settings: education, clinical and counseling practice, and organizations. Intended Audience: This is a scholarly, informative, applicable, and appropriate undergraduate and graduate textbook ideal for introductory courses such as Psychological Testing, Psychological Tests & Measures, and Testing & Measurement in departments of psychology and education; and graduate programs in psychology, industrial / organizational psychology, and counseling.

hogan personality test: Handbook of Psychology, Assessment Psychology John R. Graham, Jack A. Naglieri, 2003-03-11 Includes established theories and cutting-edge developments. Presents the work of an international group of experts. Presents the nature, origin, implications, an future course of major unresolved issues in the area.

hogan personality test: Big Five Assessment Boele de Raad, Marco Perugini, 2002 The text provides a uniquely comprehensive overview of the wide range of questionnaires, inventories, and adjective scales available for assessing personality, as described by the Big Five model and related concepts. The book includes chapters on all major instruments, such as the FFPI, BFQ, NEO-PI-R, HPI, HiPIC, ZKPQ, IPIP, FF-NPQ, GPI, TPQue, IASR-B5, BFMS, SIFFM, JAL, SFPQ, ACL, 16PF, PPQ, and MMPI-2 PSY-5. Each chapter is written either by test authors themselves, or by other renowned experts, and the book thus provides the best possible guidance on the distinctive features, use, analysis, interpretation and limitations of Big Five and related instruments. A comprehensive overview of personality assessment instruments based on the Big Five model of personality and related constructs. A useful resource for those involved in personality assessment and research.

hogan personality test: Character Strengths and Virtues Christopher Peterson, Martin E. P. Seligman, 2004-04-08 Character has become a front-and-center topic in contemporary discourse, but this term does not have a fixed meaning. Character may be simply defined by what someone does not do, but a more active and thorough definition is necessary, one that addresses certain vital questions. Is character a singular characteristic of an individual, or is it composed of different aspects? Does character--however we define it--exist in degrees, or is it simply something one happens to have? How can character be developed? Can it be learned? Relatedly, can it be taught, and who might be the most effective teacher? What roles are played by family, schools, the media, religion, and the larger culture? This groundbreaking handbook of character strengths and virtues is the first progress report from a prestigious group of researchers who have undertaken the systematic classification and measurement of widely valued positive traits. They approach good character in terms of separate strengths-authenticity, persistence, kindness, gratitude, hope, humor, and so on--each of which exists in degrees. Character Strengths and Virtues classifies twenty-four specific strengths under six broad virtues that consistently emerge across history and culture: wisdom, courage, humanity, justice, temperance, and transcendence. Each strength is thoroughly examined in its own chapter, with special attention to its meaning, explanation, measurement, causes, correlates, consequences, and development across the life span, as well as to strategies for its deliberate cultivation. This book demands the attention of anyone interested in psychology and what it can teach about the good life.

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It is a brilliant piece of work. A must-read for those of us in global corporations, or companies of any size really, that seek to act NOW. --Julia Martensen, Head of HR Strategy and Innovation at DB Schenker. Victor Assad uncovers longstanding empirical research from I/O psychologists on how to best match job candidates to jobs and the best of today's digital technology. He sees a world (that is emerging today) in which AI ontologies (which are identifying information and relationships about today's global and diverse workforces) will make significant improvements for matching candidates to jobs while reducing recruiting cycle times, costs and selection biases. Victor points out that HR now has the digital tools it needs to dramatically transform recruiting and the role of the recruiter. HR can now build strategic talent pools, improve the employee experience, and digitally collect insightful analytics that will open up a new era of understanding on what truly drives employee performance and innovation. --Angela Hood, Founder and CEO of ThisWay Global. Must read book if you are a recruiter or talent acquisition head. It goes over best practices and hacks each step of recruiting. --Sandeep Purwar, Founder/CEO, Bevov

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hogan personality test: A Closer Examination of Applicant Faking Behavior Richard L. Griffith, Mitchell H. Peterson, 2006-05-01 The faking of personality tests in a selection context has been perceived as somewhat of a nuisance variable, and largely ignored, or glossed over by the academic literature. Instead of examining the phenomenon many researchers have ignored its existence, or trivialized the impact of faking on personality measurement. The present volume is a much needed, timely corrective to this attitude. In a wide range of chapters representing different philosophical and empirical approaches, the assembled authors demonstrate the courage to tackle

this important and difficult topic head-on, as it deserves to be. The writers of these chapters identify two critical concerns with faking. First, if people fake their responses to personality tests, the resulting scores and the inferences drawn from them might become invalid. For example, people who fake their responses by describing themselves as diligent and prompt might earn better conscientiousness scores, and therefore be hired for jobs requiring this trait that in fact they might not perform satisfactorily. Second, the dishonesty of the faker might itself be a problem, separate from its effect on a particular score. Someone who lies on a pre-employment test might also lie about the hours he or she works, or how much cash is in the till at the end of the shift. Worse, these two problems might exacerbate each other: a dishonest applicant might get higher scores on the traits the employer desires through his or her lying, whereas the compulsively honest applicant might get low scores as an ironic penalty for being honest. Outcomes like these harm employers and applicants alike. The more one delves into the complexities of faking, as the authors of the chapters in this volume do so thoroughly and so well, the more one will recognize that this seemingly specialized topic ties directly to more general issues in psychology. One of these is test validity. The bottom-line question about any test score, faked or not, is whether it will predict the behaviors and outcomes that it is designed to predict. As Johnson and Hogan point out in their chapter, the behavior of someone faking a test is a subset of the behavior of the person in his or her entire life, and the critical research question concerns the degree to which and manner in which behavior in one domain generalizes to behavior in other domains. This observation illuminates the fact that the topic of faking is also a key part of understanding the relationship between personality and behavior. The central goal of theoretical psychology is to understand why people do the things they do. The central goal of applied psychology is to predict what someone will do in the future. Both of these goals come together in the study of applicant faking.

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hogan personality test: *International Handbook of Personality and Intelligence* Donald H. Saklofske, Moshe Zeidner, 1995-05-31 In this groundbreaking handbook, more than 60 internationally respected authorities explore the interface between intelligence and personality by bringing together a wide range of potential integrative links drawn from theory, research, measurements, and applications.

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SIOP Professional Practice Series was launched in 1988 to provide I-O psychologists, organizational scientists and practitioners, human resources professionals, managers, executives and those interested in organizational behavior and performance with volumes that are insightful, current, informative and relevant to organizational practice. The volumes seek to inform those interested in practice with guidance, insights and advice on how to apply the concepts, findings, methods, and tools derived from industrial and organizational psychology to solve human-related organizational problems.

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the various conceptual approaches and methods researchers can use to frame and conduct policy studies. The underlying assumption is that a critique of the substantive, theoretical, and methodological issues involved in studying policy can help researchers conduct policy studies that are more informative in guiding policy development and more effective in assessing the impact of policy reforms. This introduction to theories and methods of conducting policy research is intended to give prospective researchers an appreciation of the relationship among policy, problems, empirical methods, and practice, and to contribute to building their skills in conceptualizing and conducting policy research that answers important questions. The text includes examples of studies to illustrate the diversity of methodological techniques, and discusses issues related to the design and conduct of original educational policy studies. *Studying Educational and Social Policy: Theoretical Concepts and Research Methods* is designed primarily for graduate courses in educational policy and educational research and is appropriate as well for research methodology courses in other disciplines, including statistics and research methodology in the social sciences, organizational studies, public policy, and political science.

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