

- SELECT
- DEVELOP
- LEAD

HOGANSELECT

FIT

A SIMPLIFIED SOLUTION FOR CANDIDATE SUITABILITY

Report for: Kelly Warren

ID: HA165071

Date: January 19, 2010

Job Title: Executive





SELECTION RECOMMENDATION

The selection recommendation for this applicant is shown below. The recommendation is based on research that defined the most important qualities of successful people in the job for which this person is applying. The selection recommendation represents an easy to read synthesis of the assessment results shown on the following pages.

How to Use the Selection Recommendation

The assessment results provide a data-based tool to help organizations make good hiring decisions. The selection recommendation should be used as one of the decision-making components in the hiring process. The recommendation summarizes the applicant's results on the characteristics most important for successful job performance.

The graphic reports shown on the following pages summarize this applicant's assessment results. The graphs are for developmental feedback purposes only and should not be used in the decision making process.

The graphic reports should **ONLY** be used by trained Hogan assessment tool users to help employees create professional development plans.

Selection Recommendation

Based on the HPI assessment results, and in comparison to the job specific profile created for your company, Kelly Warren's overall fit for the position is:



Low Fit



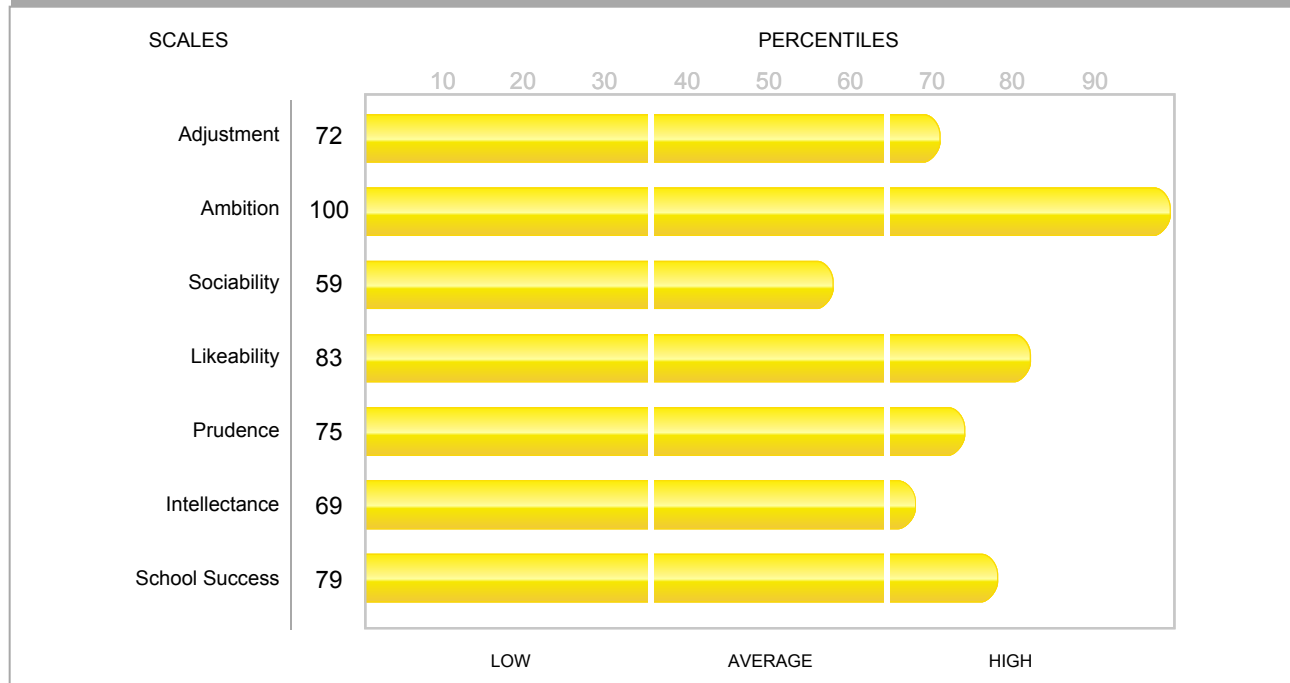
Moderate Fit



High Fit

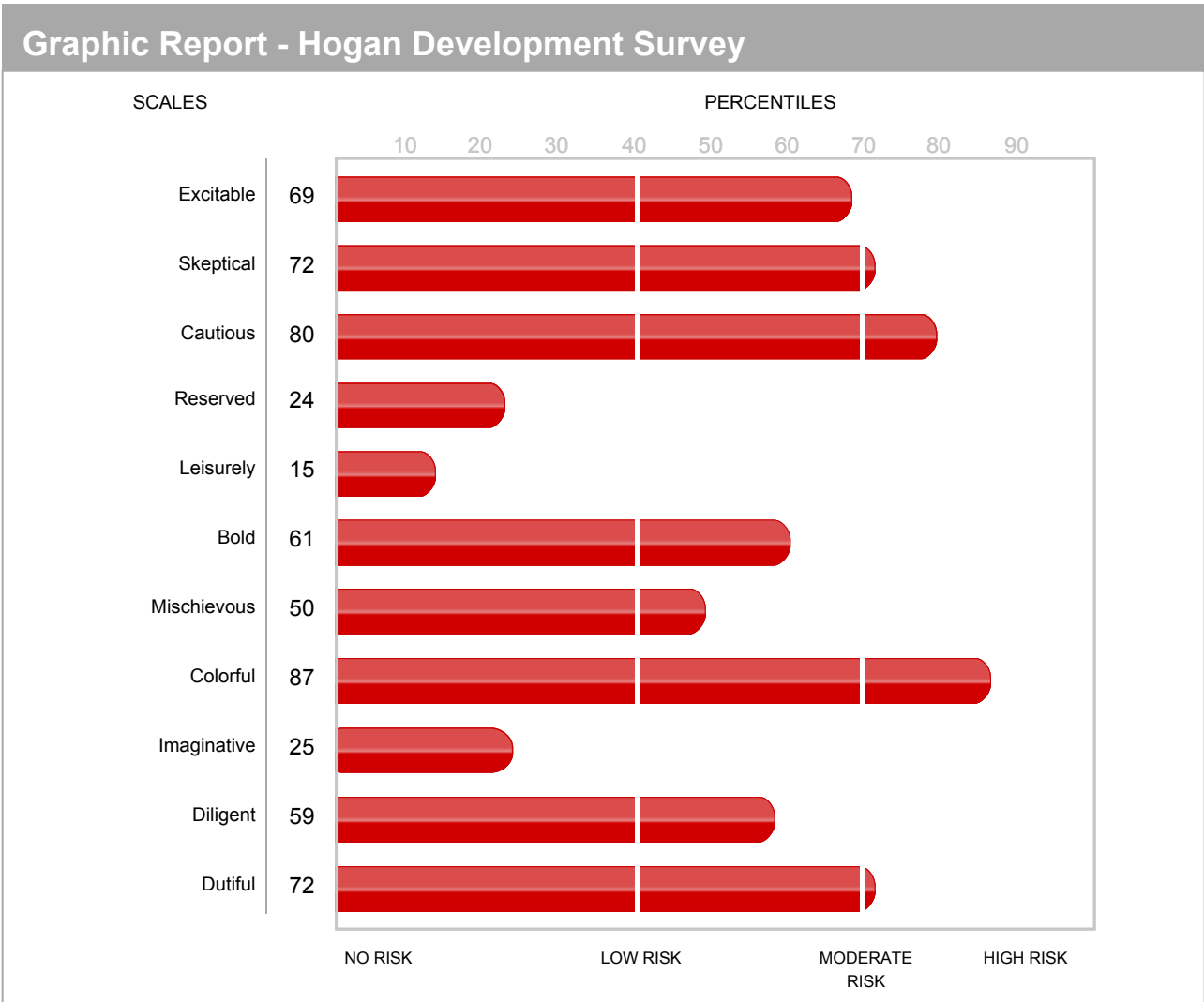


Graphic Report - Hogan Personality Inventory



The Test is Valid and Interpretable.

Scale	Selection Range	Candidate's Score
Adjustment	34% - 80%	72%
Interpersonal Sensitivity	40% - 75%	83%



Scale	Selection Range	Candidate's Score
Excitable	0% - 45%	69%
Leisurely	0% - 55%	15%