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HOGAN *DEVELOP*

# INTERPRET

## HOGAN DEVELOPMENT SURVEY

Report for: Kelly Warren

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## Introduction

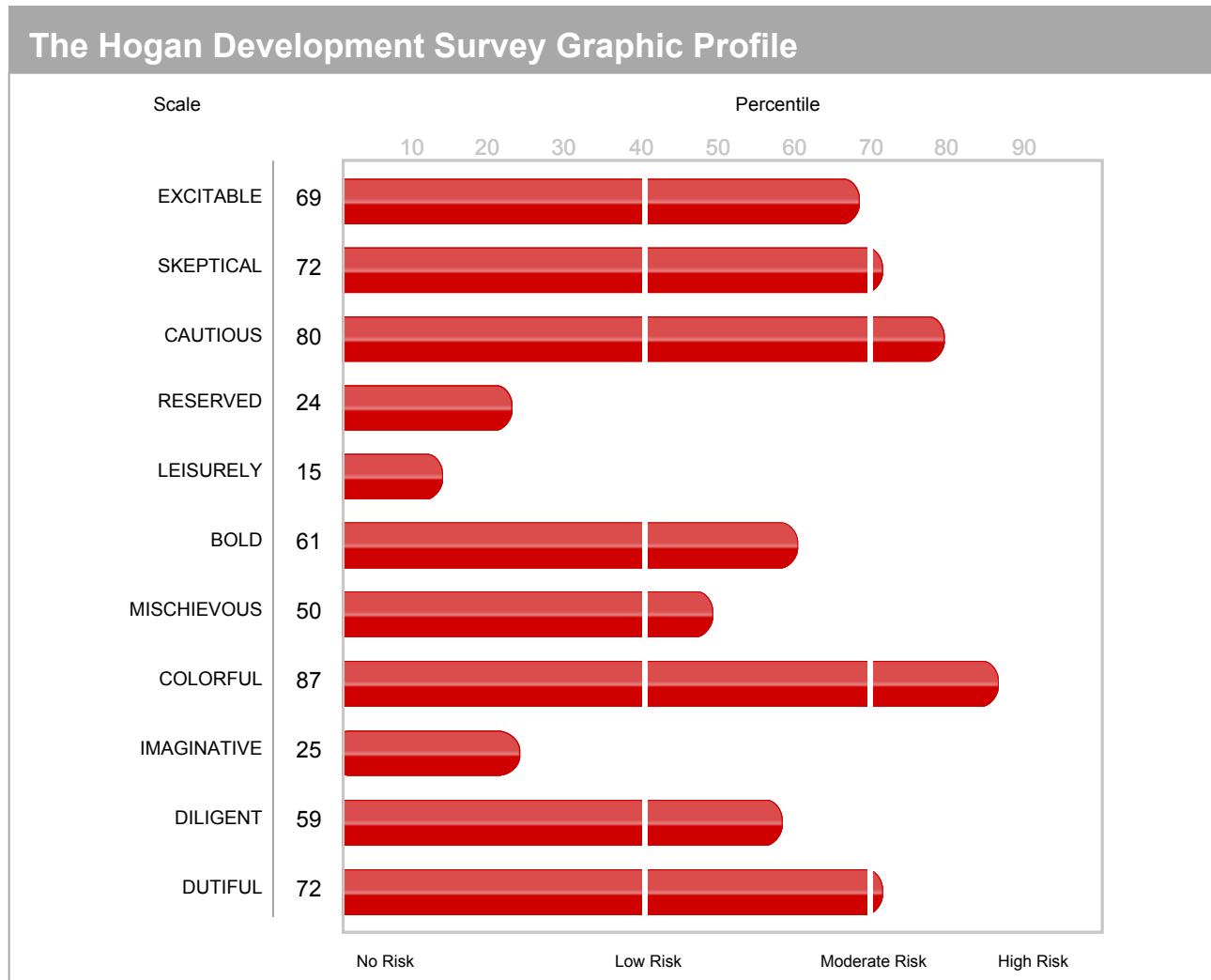
The Hogan Development Survey (HDS) measures eleven patterns of interpersonal behavior that tend to appear when a person is stressed, tired, or distracted. Although these tendencies may limit peoples' careers, they are often unaware of them. The HDS highlights these tendencies so that they can be managed.

The HDS highlights negative tendencies so that they can be managed.



The HDS dimensions are defined below, the next page contains your profile on these dimensions.

<b>Excitable</b>	Concerns seeming moody, easily irritated, and hard to please, and dealing with stress by quitting or ending relationships.
<b>Skeptical</b>	Concerns mistrusting others' intentions, being alert for signs of mistreatment, and then challenging or blaming others when it seems to occur.
<b>Cautious</b>	Concerns being overly concerned about making mistakes or being embarrassed, and becoming defensive and conservative when stressed.
<b>Reserved</b>	Concerns seeming independent, uncaring, aloof, uncomfortable with strangers, and dealing with stress by withdrawing and being uncommunicative.
<b>Leisurely</b>	Concerns wanting to work according to one's own pace and standards, and feeling put upon when asked to work faster or differently.
<b>Bold</b>	Concerns the tendency to over evaluate one's talents, not admit mistakes or take advice, and blustering and bluffing when under pressure.
<b>Mischievous</b>	Concerns taking risks, testing limits, making hasty decisions, not learning from experience, and demanding to move on when confronted with mistakes.
<b>Colorful</b>	Concerns expecting to be seen as talented and interesting, ignoring other's requests, and becoming very busy when under pressure.
<b>Imaginative</b>	Concerns being eccentric-acting and thinking in creative and sometimes unusual ways-and becoming unpredictable when stressed.
<b>Diligent</b>	Concerns having high standards of performance for self and others, being meticulous, precise, picky, critical, and stubborn when under pressure.
<b>Dutiful</b>	Concerns being cordial, agreeable, and eager to please, reluctant to take independent action, and conforming when under pressure.



The graph above shows scores on each scale. Scores shown are in percentiles. The percentile scores indicate the percentage of people from a comparison (or 'norm') group who score at or below the obtained score.



## Excitable

### Scale Description

This scale is concerned with the tendency to develop strong enthusiasms for people, projects, or organizations, and then become disappointed with them. People with high risk scores tend to let little things bother them, become annoyed easily, and change jobs more frequently than others. Coworkers tend to find people with high risk scores on this scale hard to work with because they seem moody, irritable, and hard to please.

### Score = 69th percentile

Mr./Ms. Warren received a no/low risk score on the Excitable scale. Such people tend to:

- control and express their emotions in a mature and appropriate manner
- be calm, stable, poised, and predictable
- not dwell on minor problems
- usually be in a good mood
- not be easily disappointed

## Skeptical

### Scale Description

This scale is concerned with the tendency to mistrust others' motives and doubt their intentions, to be alert for signs that one is being deceived or mistreated, and to take action to defend oneself when wrongly treated. Although these people are shrewd and difficult to fool, others may find them hard to work with because they take criticism personally, they readily feel misused, they tend to be suspicious, and they are prone to retaliate when they feel they have been wronged.

### Score = 72nd percentile

Mr./Ms. Warren received a moderate risk score on the Skeptical scale. Such people tend to:

- be uncooperative when they don't understand why they should do something
- display a healthy degree of skepticism about the motives of others
- be suspicious of authority



## Cautious

### Scale Description

This scale evaluates the tendency to be conservative, careful, concerned about making mistakes, and reluctant to take initiative for fear of being criticized or embarrassed. Although these people are usually good corporate citizens, others find them hard to work with because of their need to stay within the lines and their unwillingness to innovate or try new procedures.

### Score = 80th percentile

Mr./Ms. Warren's score on the Cautious scale is in the moderate risk range, suggesting that others may describe him/her as:

- slow to act or make decisions
- reluctant to try new methods
- resistant to change in policies and procedures
- needing encouragement when faced with challenging assignments

## Reserved

### Scale Description

This scale concerns the tendency to keep to oneself, to dislike working in teams or meeting new people, and to be indifferent to the moods and feelings of others. Although persons with high risk scores work well alone, others may find them hard to work with because they tend to be withdrawn and uncommunicative, and they tend to not be very insightful or perceptive about social cues or office politics.

### Score = 24th percentile

Mr./Ms. Warren received a no/low risk score on the Reserved scale. Such people tend to:

- be perceptive, approachable, and meet the public well
- be described as kind, considerate, and socially insightful
- enjoy working in teams and meeting new people



## Leisurely

### Scale Description

This scale is concerned with the tendency to want to work according to one's own timetable and standards of performance. Higher scorers tend to resist being hurried or instructed by others and to become resentful and irritated when asked to increase the speed or quality of one's performance, but to mask the resentment well. Although people with high risk scores on this scale can be outwardly pleasant and sociable, others may find them hard to work with because of their procrastination, tardiness, stubbornness, and reluctance to be part of a team.

### Score = 15th percentile

Mr./Ms. Warren received a no/low risk score on the Leisurely scale. Such people tend to be:

- coachable and responsive to feedback
- willing to express negative emotions
- described as cheerful and positive
- straightforward and outspoken

## Bold

### Scale Description

This scale is concerned with the tendency to overestimate one's talents and accomplishments, ignore one's shortcomings, blame one's mistakes on others, have clear but unrealistic career goals, and to have a strong sense of entitlement. Although such people are often charismatic and typically make a strong first impression, others may find them hard to work with because they also tend to be demanding, opinionated, self-absorbed, and unwilling to learn from their mistakes.

### Score = 61st percentile

Mr./Ms. Warren received a no/low risk score on the Bold scale. Such people tend to be:

- modest, unpretentious, restrained, easy going, and willing to help others
- good listeners
- responsive to feedback
- good team players



## Mischievous

### Scale Description

This scale is concerned with the tendency to appear charming, friendly, fun loving, and insightful, but also to be impulsive, excitement-seeking, and non-conforming. High risk scorers usually make a favorable first impression, but others may find them hard to work with because they tend to test the limits, ignore commitments, and take risks that may be ill-advised. Although they may seem decisive, they can make bad decisions because they are often motivated by pleasure and don't fully evaluate the consequences of their choices.

### Score = 50th percentile

Mr./Ms. Warren received a no/low risk score on the Mischievous scale. Such people tend to:

- seem responsible, self-controlled, reasonable, and trustworthy
- be described as honest, dependable, and sensible
- think through the implications of their decisions

## Colorful

### Scale Description

This scale concerns the desire to be the center of attention and to be recognized and noticed by others. As a result, these people learn how to make dramatic entrances and otherwise call attention to themselves and they enjoy entertaining others. Although they are colorful and engaging and typically make a good first impression, others may find them hard to work with because they are impulsive, distractible, and disorganized. They often perform well in sales positions.

### Score = 87th percentile

Mr./Ms. Warren's score on the Colorful scale is in the moderate risk range. This suggests that others may see him/her as:

- entertaining, lively, and interesting
- unfocused and distractible
- active but not always productive





## Imaginative

### Scale Description

This scale is concerned with the tendency to think and act in ways that are unusual, different, striking, and perhaps at times odd. People with high risk scores tend to be colorful, entertaining, creative, and often quite visible. However, others may find them hard to work with because they can be unconventional, eccentric, and unaware of how their actions affect others.

### Score = 25th percentile

Mr./Ms. Warren received a no/low risk score on the Imaginative scale, suggesting that he/she will be described as:

- sensible, practical, and level-headed
- dressing, speaking, and acting in a conservative manner
- quiet, modest, and reserved

## Diligent

### Scale Description

This scale is concerned with the tendency to be unusually conscientious, orderly, and attentive to detail. People with high risk scores on this scale tend to be organized, planful, and hardworking. Nonetheless, others may find them hard to work with because they also tend to be picky, critical, and stubborn. They may also create stress for themselves by trying to do too much, by not delegating, and by trying to do everything equally well.

### Score = 59th percentile

Mr./Ms. Warren's score on the Diligent scale is in the no/low risk range. Such people tend to be:

- not particularly detail-oriented
- relaxed, tolerant, and informal
- unconcerned with bureaucratic rules and procedures and willing to delegate



## Dutiful

### Scale Description

This scale is concerned with the tendency to be eager to please others, to gain their approval, and to defer to their judgement in order to maintain a cordial relationship with them. Such people seem pleasant, agreeable, and compliant, and they usually make a positive first impression. Others may find them hard to work with because they are reluctant to make decisions on their own. They are excessively careful to please their superiors, and they may not stick up for their subordinates.

### Score = 72nd percentile

Mr./Ms. Warren received a moderate risk score on the Dutiful scale. This suggests he/she will tend to be:

- pleasant and easy to deal with
- polite, responsive, and a good team player
- reluctant to rock the boat or disagree with his/her superiors