

Assessment Debriefing Overview - VET

Name: Ralph Sample Organization: ProVet Academy Date: 5/1/21

HOGAN PERSONALITY INVENTORY (HPI)

ADJUSTMENT	34 5	%tile STEN	Reflects the continuum of calm to volatile. <i>May tend to be tense, moody and not handle pressure well.</i>
AMBITION	85 8	%tile STEN	Evaluates degree of drivenness. <i>Very energetic, competitive and eager to advance himself.</i>
SOCIABILITY	54 6	%tile STEN	Assesses the degree of self-confidence. <i>Reserved and quiet. Clinical Introvert. But can succeed in an extraverted world.</i>
SENSITIVITY	73 7	%tile STEN	Reflects tactfulness and perceptiveness. <i>Friendly, caring, empathic and sociable (when needed).</i>
PRUDENCE	58 6	%tile STEN	Concerns self-control and conscientiousness. <i>Organized, dependable, and thorough. Gets the job done regardless.</i>
INQUISITIVE	64 6	%tile STEN	Assesses level of curiosity and imagination. <i>Imaginative, inventive and quick witted. Easily bored with routine.</i>
LEARNING	94 9	%tile STEN	Reflects the value placed on lifelong education. <i>Enjoys education; lifelong learner and responds well to training.</i>

COMMENT: Ralph is an ambitious lifelong learner that expects to succeed and have organizational impact. His **Interpersonal Sensitivity** is high. May prefer an individual contributor role. Only dimension below normative average was **Adjustment**. His level of tension and moodiness should be monitored.

TYPE INDICATOR (MBTI)

Type and Descriptor	INTJ - Conceptual Planner
Preferences	INTROVERSION (12) INTUITION (30-MAX) THINKING (9) JUDGING (30-MAX)
Adjectives	Analytical, Determined, Independent, Organized and Visionary
Commentary	Insightful and objectively critical. Enjoys complex challenges. Sees possibilities.
Contributions	Provides theoretical insights and design skills. Organizes ideas into action plans.
Leadership Style	Drives himself and others. Conceptualizes, creates and builds new models.
Leverage Points	Works to remove obstacles to success. Sees the "art-of-the-possible."
Potential Pitfalls	May appear so unyielding that others are afraid to approach or challenge.

VERBAL REASONING

Normative Results Compared to Tough National Norm Group

PERCENTILE = 94 %tile T-SCORE 67 STEN SCORE = 9

COMMENT: Excellent **Business Reasoning** Ability. A clear strength to build upon.

SUMMARY: Ralph has superior **Business Reasoning** ability. The **Conceptual Planner** description fits him well. Clear strengths in **Learning Approach, Ambition, and Interpersonal Sensitivity** bode well for career success. Is private **Introversion** can be compensated with public "well met" face. Tension and moodiness could at times be compromising.