



## Psychological Test - Personality Test

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### Abstract

Personality testing serves as a valuable tool for systematically and scientifically assessing individual traits and behavioral patterns. This article explores the concept of personality, examining both informal and formal assessment methods, and discusses the significance of personality tests in gaining personal insight and fostering development. Specifically, it focuses on the Hogan Personality Inventory (HPI), developed in the 1980s by Hogan and Hogan, which employs the five-factor model and socio-analytic theory to evaluate key behavioural tendencies. The HPI measures traits such as adjustment, ambition, sociability, interpersonal sensitivity, prudence, inquisitiveness, and learning approach, offering profound insights into individuals' personalities and behaviours.

**Keywords:** Personality Assessment; Hogan Personality Inventory (HPI); Five-Factor Model; Socio-Analytic Theory; Behavioural Tendencies

### Abbreviations

HPI: Hogan Personality Inventory; FFM: Five Factor Model.

### Introduction

A personality test is a tool used to assess human personality. Personality testing and assessment refer to techniques designed to measure the characteristic patterns of traits that people exhibit across various situations. Personality is something that we informally assess and describe every day. When we talk about ourselves and others, we frequently refer to different characteristics of an individual's personality. For example, we might refer to someone as adventurous, kind, or moody. Psychologists do much the same thing when they assess personality but on a more systematic and scientific level. Personality tests can be useful for a number of reasons [1]. These tests can help you learn more about yourself and better understand both your strengths and weaknesses. And

while all personality tests are different, learning that you might be high on a specific trait can help you gain greater insight into your own behavioural patterns.

Selecting a personality test in which I have selected the "HOGAN PERSONALITY INVENTORY TEST (HPI)". The Hogan Personality Inventory (HPI) was developed in the 1970s and 1980s by Robert Hogan and his colleagues, and it has since become a widely used and well-established assessment tool in the field of personality psychology and occupational selection. "The Hogan Personality Inventory (HPI) is a well-established and widely used instrument for assessing personality structure and occupational potential, with a history dating back to the 1970s. Its reliability and validity have been extensively demonstrated through numerous studies, with test-retest reliabilities ranging from .74 to .86 and over 400 validity studies supporting its ability to predict occupational success across various job categories."

## Big Five Personality Factors

The Big Five personality factors, also known as the Five Factor Model (FFM), are a widely accepted framework used to understand individual differences in personality. These five factors capture the most important aspects of personality and are often used in psychology research and applications. Each factor represents a spectrum, with individuals scoring higher or lower on each dimension. This framework provides a comprehensive and nuanced understanding of personality, helping us better understand individual strengths, weaknesses, and tendencies [2].

### Openness to Experience:

**Curiosity:** Enjoy learning, exploring new ideas, and seeking knowledge.

**Open-mindedness:** Embrace diversity, consider alternative perspectives, and appreciate art and culture.

**Imagination:** Engage in creative thinking, fantasize, and generate new ideas.

**Love for learning:** Value education, read widely, and seeks intellectual stimulation.

Conscientiousness:

**Organization:** Plan, prioritize, and manage time effectively.

**Self-discipline:** Regulate emotions, resist impulses, and persevere through challenges.

**Responsibility:** Take ownership, acknowledge mistakes, and fulfill commitments.

**Goal-oriented:** Set and work towards achieving ambitious goals.

### Extraversion:

**Sociability:** Enjoy social interactions, seek company, and engage in conversation.

**Assertiveness:** Express opinions, take charge, and lead others.

**Excitement-seeking:** Pursue thrills, try new experiences, and enjoy adventure.

**Energy level:** Possess a high level of physical and mental energy.

### Agreeableness:

**Cooperation:** Collaborate, compromise, and prioritize harmony.

**Empathy:** Understand and appreciate others' feelings and perspectives.

**Kindness:** Show concern, offer help, and demonstrate warmth.

**Sensitivity:** Be aware of and respond to others' emotional cues.

### Neuroticism:

**Anxiety:** Experience worry, nervousness, and apprehension.

**Anger:** Feel irritability, frustration, and hostility.

**Vulnerability:** Be sensitive to stress, pain, and adversity.

**Sadness:** Experience depression, melancholy, and emotional pain.

## Discussion

### Detailed Description of the Test

Hogan personality inventory test has six occupational scale which measure: service orientation, stress tolerance, reliability, clerical potential and sales potential. Designed to not be invasive or intrusive and to have a focus towards occupational interest and use, the HPI is handy to businesses and can be used for staff selection, personal development, staff retention and leadership. The HPI contains 206 questions and takes 15 to 20 minutes to complete. Pricing is not directly available, but more information on how to access and administer the inventory can be found here.

The seven personality traits of the Hogan Personality Inventory (HPI) can be interpreted in the following ways:

**Ambition:**

Ambition says something about the degree to which an individual takes initiative, competitiveness and the desire for leadership roles and success. High Score: competitive, enthusiastic

**Low score:** not assertive, less interested in progress

**Sociability:**

Sociability is about extroversion and the need for social interaction in the workplace.

**High Score:** extroverted, colorful, impulsive, and teamwork

**Low score:** quiet, loner, preference to work alone

**Interpersonal Sensitivity:**

Interpersonal sensitivity includes such things as tact, attentiveness, and the ability and desire to maintain relationships.

**High score:** warm, popular and friendly **Low score:** candid, direct, independent

### Prudence:

The prudence aspect of the Hogan Personality Inventory is about self-discipline, conscientiousness and a sense of responsibility

**High score:** reliable, thorough, organized **Low score:** impulsive, creative, flexible

### Inquisitive:

Inquisitive includes the desire to learn new things, creative potential and imagination.

**High score:** visionary, less attention to details, quick to understand **Low Score:** focused, pragmatic, ability to concentrate

**Learning Approach:**

An individual's learning approach is about performance orientation and wanting to stay up-to-date.

High score: enjoying reading and learning (studying)

**Low score:** less interested in formal education, more practice-oriented

**Adjustment:**

Adjustment includes the ability to remain calm under pressure, confidence, and self-esteem.

**High Score:** confident, optimistic, and resilient **Low score:** tense, negative, irritable

**Format**

The HPI consists of 206 multiple-choice questions. Candidates are asked to select responses that best describe their typical behaviour in various work-related situations. The assessment typically takes around 15 to 20 minutes to complete. The Hogan Personality Inventory (HPI) presents its questions in a multiple-choice format, where you are given a series of statements and asked to choose the option that best describes your typical behaviour or how you would likely react in various work-related situations. The questions in the HPI are designed to assess your personality traits and behaviour patterns, specifically in the context of the workplace [3].

The statements in the HPI cover a wide range of work-related scenarios and behaviours. They might ask about your preferences in teamwork, leadership style, problem-solving approach, response to stress, interpersonal interactions, and decision-making processes, among other aspects. For example:

- I enjoy leading and directing others in a team setting
- I tend to be calm and composed in high-pressure situations
- I prefer taking calculated risks when making business decisions
- I am comfortable working independently without much supervision
- I find it easy to adapt to changes in the workplace

It will be presented with several options for each statement and asked to choose the one that aligns best with your usual behaviour. The options often range from "Strongly Disagree" to "Strongly Agree" or "Never" to "Always." It is measured by using 5 point scale.

**Validity and Reliability of the Test**

The Hogan Personality Inventory is a reliable and valid instrument for assessing general personality structure and general occupational potential. For such a new instrument, the HPI already has established a surprisingly strong "track

record." It may become the future instrument of choice in terms of personality assessment for the purpose of occupational selection. HPI scores are stable over time test; retest reliabilities ranging from .74 to .86. The HPI has been used in over 400 validity studies and it successfully predicts occupational success in all major job categories [4]. The HPI research archives date back to the mid 1970's and it continues to be one of the most widely accepted and used inventories for research on personality.

**Adaptation**

It is conducted more than 1 million personality assessments per year with data coming from more than 100 countries, in 47 languages, all around the world. The Hogan Personality Inventory, measures 7 personality characteristics that are closely related to the Big 5 [5]. Here is what we find across the 52 countries: These results are in stark contrast to the conclusions drawn by popular media: high quality personality assessments work and measure exactly what we think it is measuring – in other countries and languages all around the globe.

**Conclusion****Advantages and Disadvantages of the Test****Advantages:**

- Provides a comprehensive, business-based assessment of personality
- Designed specifically to predict occupational success
- Can be used for selection or development
- Results are available in a variety of selection and development report formats
- Developed exclusively on working adults
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- Fully internet-enabled
- Available in multiple languages
- Based on the Five-Factor Model

**Disadvantages:**

- The answers that the people give when they are taking the test are very constricted
- The potential employees are unable to express their true feelings or explain their answers.
- These assessments were designed to be general, apply to a wide range of situations (most were not specifically created for workplace application), and are not amenable to customization.
- Such measures employ a "one size fits all" approach, which does not provide a very good fit in most cases.

- Another weakness of the Hogan Personality Inventory is that it is based on the Five Factor Model which has been reviewed as not explaining the whole of the human personality.

### Recommendation of the Test / Justification for Use

- The test is useful and well established. It is valid and most reliable test for assessing the socialability, interpersonal security and all aspects of personality. It is available in many languages to use in assessing the personality of the employee or the client.
- I recommend the use of the HOGAN PERSONALITY INVENTORY TEST as it helps for the many dimensions like selection of the employee, interpreting the overall personality of the individual to fit in the situation.
- I prefer this test as it is accurate and widely accepted to measure the personality; can predict occupational success of the employee. It is in the multiple choice questions and easy to use for measuring the personality and overall behaviour of the individual.

### References

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