



## The Hogan Personality Inventory (HPI)

Personality assessment has become a best practice for selecting job applicants and developing talented employees. The Hogan Personality Inventory (HPI) remains the industry standard for measuring normal personality, with over a 40-year history of predicting employee performance and helping companies reduce turnover, absenteeism, shrinkage, and poor customer service. It was the first inventory of normal personality based on the Five Factor Model (FFM) and developed specifically for the business community. The HPI identifies the bright side of personality - what we see when people are at their best.

### Basic Facts

- A business-related measure of normal personality designed to predict job performance
- Predicts job performance across industries, organizations, and jobs
- No invasive or intrusive items
- No adverse impact
- Fully Internet enabled; takes less than 20 minutes to complete
- Available in over 40 languages with reports available in over 30 languages
- Reports available for applicant selection or employee development

### Technical Details

- Based on the FFM, development of the HPI began in the late 1970's with construction and validation conducted in accordance with professional standards and the *Uniform Guidelines* (EEOC, 1978).
- In addition to global norms, local norms are available in over 30 languages based on data from over 3 million working adults across countries, industries, organizations, and jobs.
- Researchers have used the HPI in over 400 criterion-related validation studies to predict occupational performance across a range of jobs and industries.
- The HPI has been used in over 450 validity generalization studies.
- Studies indicate that the validities for HPI predicting job performance range from .25 to .43 (Hogan & Holland, 2003).
- Additional validity evidence is outlined in the HPI manual (R. Hogan & J. Hogan, 2007), including relationships with observer ratings and scales from several other well-established psychological assessments.
- Every HPI validation study includes adverse impact analyses, and to date none of these studies has shown adverse impact for HPI profiles by race/ethnicity, gender, or age.
- The HPI incorporates the FFM with an internal factor structure supporting seven scales. The internal consistency reliabilities range from .57 to .83; test-retest reliabilities range from .69 to .87.
- Favorable reviews of the HPI appear in the Buros Institute of Mental Measurements' *The Thirteenth Mental Measurements Yearbook* (Lobello, 1998; Axford, 1998) and the British Psychological Society's (BPS) Psychological Testing Centre's *Test Reviews* (Creed & Shackleton, 2007; Marshall & Lindley, 2009).
- Spanning over 4 decades, the HPI has been used in over 230 academic research publications, appearing in top peer-reviewed journals including the *Journal of Applied Psychology* and the *International Journal of Selection and Assessment*.
- More information about the HPI is available from Hogan representatives and at [www.hoganassessments.com](http://www.hoganassessments.com).