# HOGAN

# Analyst Sample Project

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# Introduction

The Candidate Details report provides a glimpse of what it will be like to work alongside or manage the candidate. This report also provides an overall job family score, competency scores and interview questions to help you make an informed decision.

This report contains the following sections:

**Job Family Score:** This section displays a normed overall score (ranging from 0 to 100) indicating the degree to which the candidate is a good fit for the job. This score is based on the candidate's responses to Hogan Personality Inventory and Hogan Development Survey scales that are empirically linked to job performance in this job family. This is followed by a written description of how the candidate will likely perform in roles within this job family.

**Primary Competencies:** This section displays scores on six competencies that have been predetermined (based on job analysis) to be important for most jobs in this job family. Scores are normed and range from 0 to 100. Characteristics associated with high and low scores on each of these competencies are described.

**Additional Competencies:** This section displays scores on any additional competencies added to your selection project. Scores are normed and range from 0 to 100. Characteristics associated with high and low scores on each of these competencies are described.

**Cognitive Reasoning:** This section displays normed scores (ranging from 0 to 100) on Overall Cognitive Reasoning, as well as Verbal and Numerical Reasoning subscales. Characteristics associated with high and low scores on each of these scales are provided.

**Interview Questions:** This section provides interview questions based on primary and additional competencies that may be used to ensure a consistent comparison basis for candidate interviews.

# Job Family Score

| LOW | MODERATE | HIGH | 92 |
|-----|----------|------|-----|

This candidate seems to be a good fit for this job. They are hardworking, competitive, and driven to succeed. They will focus more on delivering results than developing or maintaining relationships. They also seem smart, well-informed, inquisitive, and analytical. The candidate's communication style will be direct and businesslike, and they will avoid becoming too personal. They seem disciplined and professional like a model corporate citizen.

# Primary Competencies

## ▶ Integrity

Acts honestly in accordance with moral or ethical principles.

| LOW | MODERATE | HIGH | 100 |
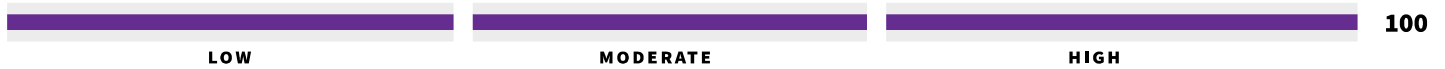
**Score Characteristics**

- High scorers seem true to their word, consistent, and concerned with how their actions affect others.
- Low scorers seem calculating, deceptive, and politically motivated.

## ▶ Decision Making

Uses sound judgment to make timely and effective decisions.

| LOW | MODERATE | HIGH | 79 |

**Score Characteristics**

- High scorers seem confident, self-assured, and quick to process information.
- Low scorers seem uncertain, mistrustful, and afraid to make mistakes.

## ▶ Working Hard

Consistently strives to complete tasks and assignments at work.

| LOW | MODERATE | HIGH | 91 |

**Score Characteristics**

- High scorers seem committed, focused, risk averse, and to be solid employees.
- Low scorers seem risk prone, easily distracted, and prone to spending more time socializing than working.

## ▶ Solving Problems

Identifies solutions given available information.

| LOW | MODERATE | HIGH | 93 |

**Score Characteristics**

- High scorers seem to be go-getters, self-starters, highly curious, and independent.
- Low scorers seem dependent on others, nervous, and incapable of taking action.

# Primary Competencies*(continued)*

## ▶ Processing Information

Gathers, organizes, and analyzes diverse sources of information.

| LOW | MODERATE | HIGH | 98 |

### Score Characteristics

- High scorers seem thoughtful, controlled, and deliberative.
- Low scorers seem energetic, easily distracted, and impulsive.

## ▶ Leveraging Work Skills

Applies technology and job-relevant abilities to complete work tasks.

| LOW | MODERATE | HIGH | 98 |

### Score Characteristics

- High scorers seem confident, independent, and quick to pick up on new techniques.
- Low scorers seem unsure of themselves, sensitive to criticism, and lacking in autonomy.

# Additional Competencies

## ▶ Accountability

Accepts responsibility for one's actions regardless of outcomes.

| LOW | MODERATE | HIGH | 99 |

### Score Characteristics

- High scorers seem reliable, predictable, and careful. They seem to take responsibility for outcomes, regardless of the results.
- Low scorers seem impulsive, erratic, and reckless at times.

## ▶ Dependability

Performs work in a reliable, consistent, and timely manner.

| LOW | MODERATE | HIGH | 96 |

### Score Characteristics

- High scorers seem well organized, planful, reliable, practical, and hardworking.
- Low scorers seem scattered, creative, impractical, disorganized, and easily distracted.

# Cognitive Reasoning

### ▶ Cognitive Reasoning

Concerns the ability to quickly recognize patterns and extract information from verbal and numerical information.

**91**

**Score Characteristics**

- High scorers seem bright, intellectual, and efficient at processing information and solving problems.
- Low scorers seem uninterested in intellectual matters and have difficulty picking up new information and solving problems.

### ▶ Numerical Reasoning

Concerns the ability to quickly recognize patterns in numerical data and use those patterns effectively to make relevant decisions.

**65**

**Score Characteristics**

- High scorers seem systematic, good with numbers, and accurate in applying mathematical operations.
- Low scorers seem inefficient and to struggle with numerical information and mathematical operations.

### ▶ Verbal Reasoning

Concerns the ability to quickly recognize and extract relevant facts from verbal information and use those facts effectively to make relevant decisions.

**82**

**Score Characteristics**

- High scorers seem eloquent, verbally skilled, and quick to process written information.
- Low scorers seem ineloquent, to have shallower vocabularies, and slow to process written information.

# Interview Questions

## ▶ Primary Competencies

- Recall a time when you were asked to do something at work that was counter to the company's values or standards. How did you respond, and what was the outcome?

- Describe a time when you had to make a major decision concerning a work project. What was the decision, and what was the outcome?

- Recall a time when you worked especially hard to get results at work. What were you working on, and what results did you achieve?

- Describe the toughest problem you had to solve in your last job. What was the problem, and what was your solution?

- Recall a time when you were tasked with gathering information for a new work project. How did you decide what information was needed, and what was the impact?

- Describe a time when you applied new technology to complete a work task. How did it help improve your performance?

## ▶ Additional Competencies

- Describe a time when you were accountable for a failed work project. What was the project, and what went wrong?

- Recall a time when your coworkers relied on you to complete a critical project in a timely way. What steps did you take to ensure you could complete the project on time?