

## *Hogan Personality Inventory*

Joyce Hogan and Robert Hogan  
Hogan Assessment Systems

Hogan, J., and Hogan, R. Hogan Personality Inventory,  
Chapter 13 Mental Measurements Yearbook

## **Test Profile**

Hogan Personality Inventory Revised

Hogan-Robert; Hogan-Joyce

1985-1995

Intellectance, Adjustment, Ambition, Sociability, Likeability, Prudence, School Success, Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, Managerial Potential, Validity scale

Axford-Stephen-N; LoBello-Steven-G

2 reviews available

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HPI

13 Mental Measurements Yearbook

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## **Purpose**

Measure of normal personality designed for use in personnel selection, individualized assessment, and career-related decision making.

## **Population**

College students and adults.

## **Administration**

Group

## **Price**

1997 price data: \$2 per 5 reusable test booklet; \$12.50 per 25 answer sheets; \$40 per technical manual; \$40 per specimen set including manual, sample report, reusable test booklet, and answer sheet; scoring services producing interpretive and/or graphic reports available from publisher (\$30 per interpretive Personality Report; \$15 per graphic; \$15 per data file; \$.50 per faculty research; \$10 per interpretive report for Occupational Scale and Clerical, Sales, or Managerial Scales; \$5 per graphic).

## **Scores**

Intellectance, Adjustment, Ambition, Sociability, Likeability, Prudence, School Success, Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, Managerial Potential, Validity scale.

## **Manual**

Manual, 1995, 126 pages

## **Time**

(15-20) minutes

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## **Notes**

See T4:1169 (7 references); for reviews of an earlier edition by James J. Hennessy and Rolf A. Peterson, see 10:140. [Note: These reviews are based on materials received prior to the 1995 Second Edition manual—Ed.]

## **Review: 1 of 2**

Review of the Hogan Personality Inventory (Revised) by STEPHEN N. AXFORD, Psychologist, Pueblo School District No. Sixty, Pueblo, CO, and University of Phoenix, Southern Colorado Campus, Colorado Springs, CO:

As described by its authors, the Hogan Personality Inventory (**HPI**) “is a measure of normal personality . . . primarily for use in personnel selection, individualized assessment, and career-related decision making” (p. 1, **HPI** manual). This seems to be an accurate description of the instrument. Examination of the **HPI** and its manual clearly indicates purpose and design focused on practical use within organizations.

The **HPI** resembles other objective personality measures such as the Minnesota Multiphasic Personality Inventory—2 (MMPI-2; T4:1645), Millon Clinical Multiaxial Inventory III (MCMI-III; 13:201), and Personality Assessment Inventory (PAI; 12:290), except that it is intentionally much less clinically oriented. Instead, the **HPI** caters to business and administrative needs, as reflected in the language and style of writing found in the **HPI** manual, particularly as related to test results. Also, **HPI** test items, compared to items from more clinically oriented personality measures, are likely to be more palatable to examinees, as such sensitive issues as sexuality and drug use are omitted. Furthermore, business professionals are likely to find the information provided by the **HPI**, focusing on “social outcomes” rather than psychopathology, to be more familiar and useful than that provided by perhaps better known objective measures of personality.

Despite its intended use as a measure of “normal personality,” the **HPI** may, nevertheless, also have clinical utility, as seems to be acknowledged by the authors. For example, the School Success scale significantly and positively correlates with the MMPI-2 Pd factor (Psychopathic Deviate). In addition, the **HPI** Adjustment scale, according to the authors, is sensitive to “neuroticism or negative affectivity” (p. 40, **HPI** manual). According to the authors, regarding the Adjustment scale, individuals “with scores below the 10th percentile may be candidates for professional assistance” (p. 40). This seems to suggest that the **HPI** could be used as a screening instrument for mental health referral (i.e., employee assistance programs, private providers). However, additional research (i.e., discriminative validity) would be needed before extending the **HPI** for this use.

The **HPI** materials are well written and professional looking. The manual and Interpretive Report (computer generated, not unlike those for the MMPI-2, MCMI-III, and PAI) are very “user

friendly” and avoid jargon that might be confusing to individuals with limited background in psychometrics and clinical theory. However, the individual well versed in psychometrics will likely find the attention given by the authors to test construction and validation to be quite adequate. The authors also succinctly but adequately address theoretical and historical issues related to personality assessment in general, underlying constructs, application, and test construction.

The **HPI** provides seven primary scale scores, six occupational scale scores, and a validity scale score (similar to the MMPI F validity scale) “designed to detect careless or random responding” (p. 12, **HPI** manual). A positive impression management response set index, the Virtuous HIC (similar to that reported for the PAI) is also provided for the **HPI**.

Intellectance, Adjustment, Ambition, Sociability, Likeability, Prudence, and School Success comprise the primary scale scores. Although case studies and predictive validity research studies are reviewed by the authors, an essentially ecological or systems approach for interpretation and application of these scales seems advocated by the authors. In other words, the authors seem to emphasize the need for task analysis of specific vocations and careers (job analysis) within particular settings, as this may relate to the **HPI** personality scales. As noted by the authors, interpretation of scale scores is situation dependent; “sometimes high scores are desirable, sometimes low scores are desirable—depending on the decision context” (p. 39, **HPI** manual). The authors also seem to advocate that organizations employ the **HPI** in their own predictive validation research, which then could be used for selection purposes. To be commended, the authors provide helpful information for conducting such research.

The six Occupational Scales, a useful, innovative, and unique component of the **HPI**, are designed and validated to predict outcomes “related to the performance requirements that are common to many jobs” (p. 63, **HPI** manual). These scales include: Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, and Managerial Potential.

Extensive validation research is reported by the authors. The authors specifically address three areas of evidence: correlations with other validated tests, correlations with peer ratings, and correlations with measures of organizational performance. Scales from the following tests were correlated with **HPI** Scales: Armed Services Vocational Aptitude Battery, PSI Basic Skills Tests for Business, Myers-Briggs Type Indicator, Self-Directed Search, Inventory of Personal Motives, Interpersonal Adjective Scales, Big-Five Factor Markers, Minnesota Multiphasic Personality Inventory-2, and PROFILE.

In general, the validation studies yielded correlations of adequate magnitude and in the direction predicted, supporting the validity of the **HPI**. In addition, regarding the primary scales, internal consistency reliabilities (Cronbach's coefficient alpha) range between .70 (Likeability) and .89 (Adjustment), employing an N of 960. An average alpha of .80 is reported. With an average of .71, test-retest reliabilities for the primary scales range from .57 (Likeability) to .79 (School Success).

The **HPI** manual also contains detailed and clear information regarding administration and scoring. Included are instructions on the use of a computer on-line testing service, Keyed Data Entry (available scoring software), optical scanning for personal computer scoring, and mail-in or FAX scoring. Correlations between **HPI** alternative forms (On-Line, Verbal; Ns of 30 and 34, respectively) scales range from .80 to .92. Instructions for administering the **HPI** to disabled individuals are also provided.

In summary, the Hogan Personality Inventory appears to be a theoretically sound, carefully conceptualized, and well-validated instrument offering practical utility for organizations. It should appeal particularly to business professionals such as managers or those involved in personnel selection, organizational research, career counseling, and training. Within this context, it has advantages over more traditional objective measures of personality such as the MMPI—2, PAI, and MCMI—III.

## **Review: 2 of 2**

Review of the Hogan Personality Inventory (Revised) by STEVEN G. LoBELLO, Associate Professor of Psychology, Auburn University at Montgomery, Montgomery, AL:

The Hogan Personality Inventory (**HPI**) is a self-report instrument consisting of 206 true-false items that make up seven orthogonal personality scales derived through factor analysis: Adjustment, Ambition, Sociability, Likeability, Prudence, Intellectance, and School Success. Each scale is composed of smaller groups of related items termed Homogeneous Item Composites (HICs). The HICs are recombined to form six occupational scales: Service Orientation, Stress Tolerance, Reliability, Clerical Potential, Sales Potential, and Managerial Potential. The **HPI** manual authors indicate that item responses give a sample of a person's usual style of self-presentation. Responses to the **HPI** and other objective inventories are likened to being interviewed. The information revealed in an interview or in responding to personality inventory questions is meant to communicate something about the image usually presented to others.

The **HPI** can be administered to individuals 16 years of age or older and takes about 20 minutes to complete. Reading level analysis indicates that items require about a fourth grade reading level. Over 11,000 (Editor's Note: 30,000 in 1995 manual) people were tested for norm development and the sample fairly represents men and women, as well as people of different racial groups.

The two-sided answer sheet can be optically scanned, or the data may be entered into a personal computer for scoring with appropriate software. Hogan Assessment Systems also provides for scoring by mail or fax, but there are no hand-scoring keys available. In career assessment or personnel selection, the **HPI** may be administered along with an occupational interest inventory. The Adjustment factor may operate as a screen for individuals with psychiatric problems, who then may be referred for additional assessment. The focus of the **HPI**, however, is decidedly on the adaptive, positive aspects of personality.

Test-retest reliabilities for the seven personality scales were determined by testing 150 university students with at least a 4-week interval between administrations. These reliability coefficients range from .86 (Adjustment, School Success) to .74 (Prudence) according to one table, though the values reported in the text are different (and lower). Internal consistency for the personality scales, as determined by Cronbach's alpha, range from .89 (Adjustment) to .71 (Likeability). Alpha values for the HICs are generally moderate to strong, though a few are rather low, indicating a lack of homogeneity among content-similar items.

A detailed chapter on Validity documents the relationship between the **HPI** and other psychological tests such as the Minnesota Multiphasic Personality—2 (MMPI-2), the Myers-Briggs Type Indicator, and the Self-Directed Search. **HPI** scores were also correlated with peer ratings, which show robust relationships with the personality scales.

Each personality scale is also the subject of a small section describing the results of studies related to their construct validity. For example, a study of service dispatchers is cited, which showed that the Prudence scale correlates  $-.40$  with hours absent and  $-.24$  with error rates.

The discussion of the occupational scales includes a table referencing numerous validation studies that can be found in the literature for three of the scales. The reported coefficients range from moderate to low, though most are in the predicted directions. Even a modest correlation can improve predictability, which may be important if the cost of errors is high. A similar table summarizing validation research on the personality scales would be helpful to anyone wishing to investigate the construct validity of these scales in greater depth.

The manual is generally user friendly, and includes norms, clear directions for administration, interpretive guidelines, and an example of a computer-generated report. Unfortunately, the sample report follows a scale-by-scale approach to interpretation and apparently does not identify some interesting patterns discussed in the manual that require the consideration of multiple scores.

The discussion in the manual strikes me as lacking focus as the authors explain how the test was developed along the lines of socioanalytic theory, how it was modeled on the California Psychological Inventory, and how it relates to the Five-Factor Model of personality. In other parts of the manual, the authors make some ambiguous statements such as: “the **HPI** is uniquely designed to forecast performance in real world settings” (p. 63). Do they mean to imply that other personality inventories do not strive to accomplish this? Or do they mean the **HPI** has more research documenting its validity than some other inventories?

In summary, the Hogan Personality Inventory is a valid and reliable test of adaptive and positive personality characteristics that is recommended for use as part of a battery in vocational and personnel selection settings. It may appeal to individuals in these nonclinical settings who want a time-efficient measure of personality, though the absence of hand-scoring keys may be troublesome to those who do not have ready access to computers or fax machines.