

- SELECT
- DEVELOP
- LEAD

HOGANSELECT

FIT

A SIMPLIFIED SOLUTION FOR CANDIDATE SUITABILITY

Report For: John Doe

ID: HA228810

Date: October 07, 2013

Job Title: Management





## SELECTION RECOMMENDATION

The selection recommendation for this applicant is shown below. The recommendation is based on research that defined the most important qualities of successful people in the job for which this person is applying. The selection recommendation represents an easy to read synthesis of the assessment results shown on the following pages.

### How to Use the Selection Recommendation

The assessment results provide a data-based tool to help organizations make good hiring decisions. The selection recommendation should be used as one of the decision-making components in the hiring process. The recommendation summarizes the applicant's results on the characteristics most important for successful job performance.

The graphic reports shown on the following pages summarize this applicant's assessment results. The graphs are for developmental feedback purposes only and should not be used in the decision making process.

The graphic reports should ONLY be used by trained Hogan assessment tool users to help employees create professional development plans.

### Selection Recommendation

Based on the assessment results, and in comparison to the job or job family profile, John Doe's overall fit for the position is:



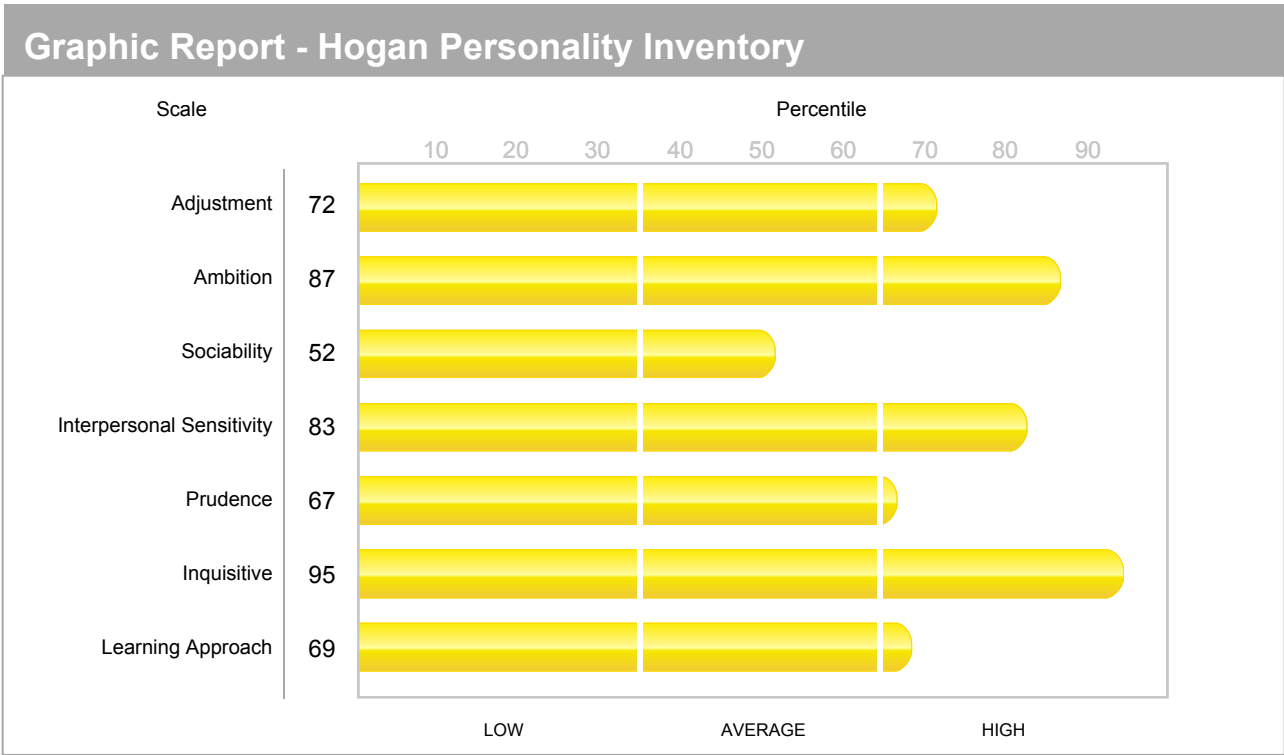
**Low Fit**



**Moderate Fit**

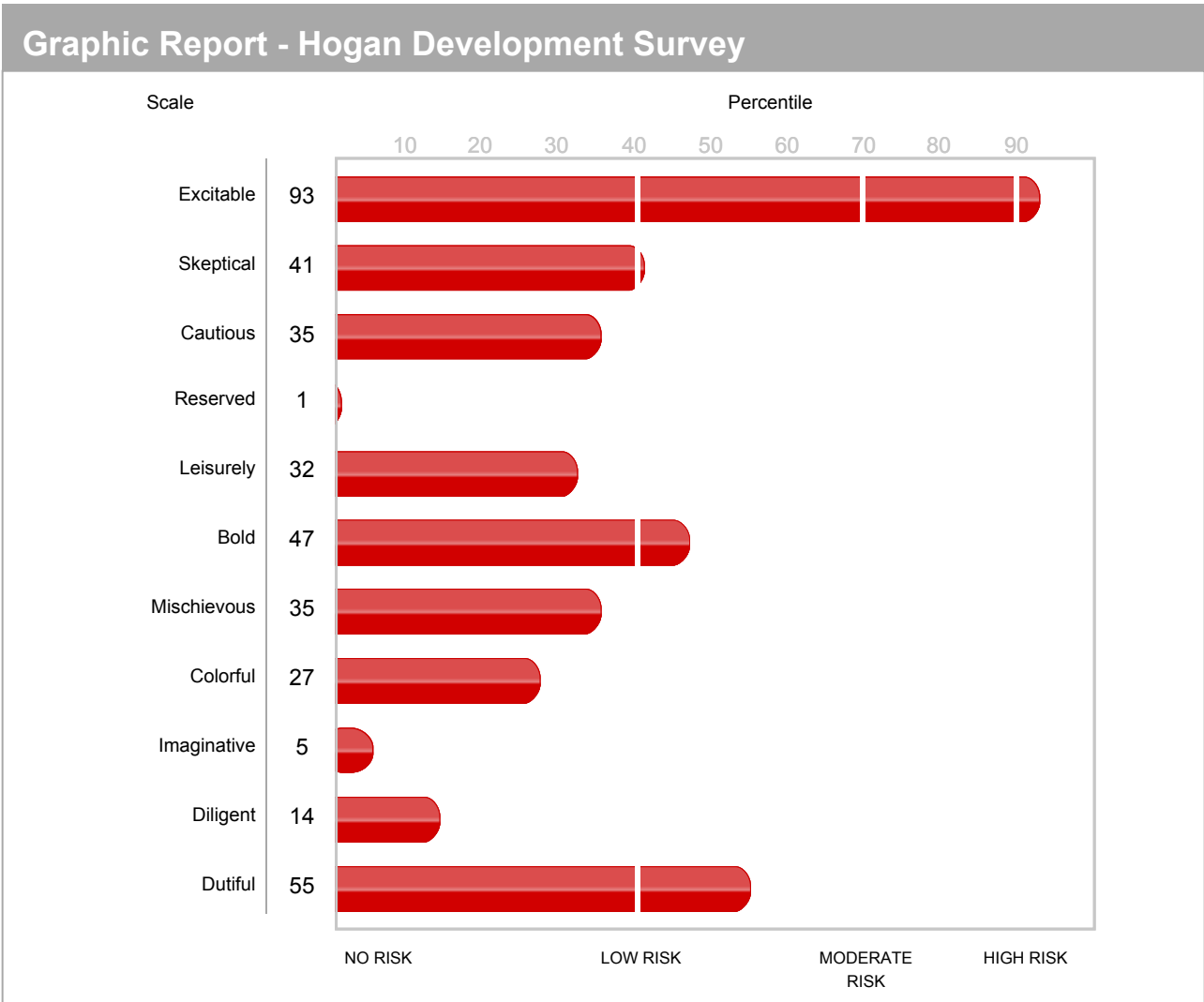


**High Fit**



**This Report is Valid and Interpretable**

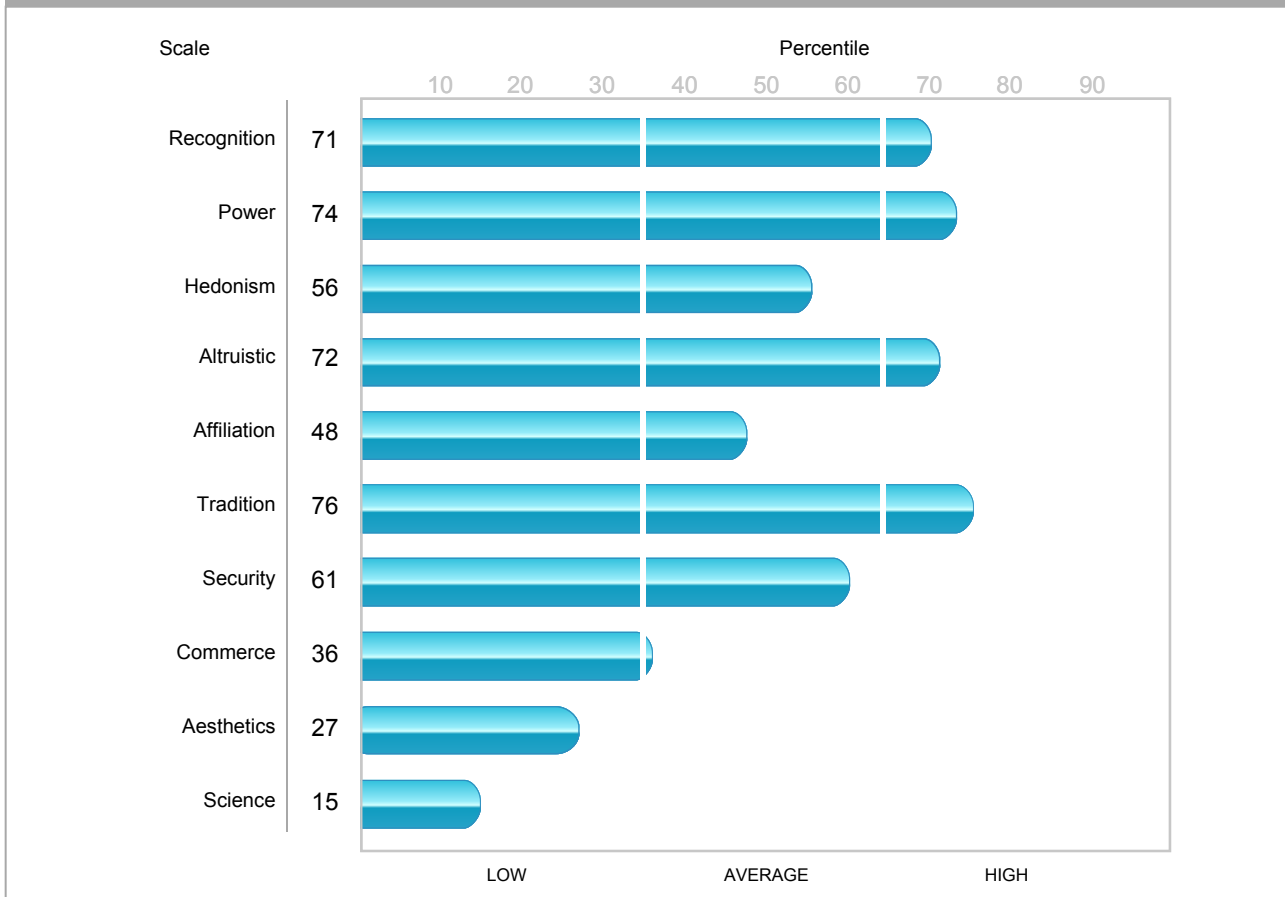
| Scale      | Selection Range | Candidate's Score |
|------------|-----------------|-------------------|
| Adjustment | 45% - 100%      | 72%               |
| Ambition   | 40% - 100%      | 87%               |
| Prudence   | 35% - 95%       | 67%               |



| Scale       | Selection Range | Candidate's Score |
|-------------|-----------------|-------------------|
| Excitable   | 0% - 90%        | 93%               |
| Leisurely   | 0% - 90%        | 32%               |
| Bold        | 0% - 90%        | 47%               |
| Imaginative | 0% - 90%        | 5%                |
| Diligent    | 0% - 90%        | 14%               |



Graphic Report - Motives, Values, Preferences Inventory



| Scale     | Selection Range | Candidate's Score |
|-----------|-----------------|-------------------|
| Power     | 50% - 100%      | 74%               |
| Tradition | 50% - 100%      | 76%               |
| Commerce  | 50% - 100%      | 36%               |