### Norms: Global

#### Hogan Personality Inventory

<table>
<thead>
<tr>
<th>Trait</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment</td>
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<tr>
<td>Ambition</td>
<td>73</td>
</tr>
<tr>
<td>Sociability</td>
<td>74</td>
</tr>
<tr>
<td>Interpersonal Sensitivity</td>
<td>69</td>
</tr>
<tr>
<td>Prudence</td>
<td>72</td>
</tr>
<tr>
<td>Inquisitive</td>
<td>90</td>
</tr>
<tr>
<td>Learning Approach</td>
<td>73</td>
</tr>
</tbody>
</table>

#### Hogan Development Survey

<table>
<thead>
<tr>
<th>Trait</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excitable</td>
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</tr>
<tr>
<td>Skeptical</td>
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<tr>
<td>Cautious</td>
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<tr>
<td>Reserved</td>
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<tr>
<td>Leisuroley</td>
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</tr>
<tr>
<td>Bold</td>
<td>43</td>
</tr>
<tr>
<td>Mischievous</td>
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<tr>
<td>Colorful</td>
<td>34</td>
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<tr>
<td>Imaginative</td>
<td>96</td>
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<tr>
<td>Diligent</td>
<td>38</td>
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<tr>
<td>Dutiful</td>
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</tbody>
</table>

#### Motives, Values, Preferences Inventory

<table>
<thead>
<tr>
<th>Motive</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>Recognition</td>
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<tr>
<td>Power</td>
<td>86</td>
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<tr>
<td>Hedonism</td>
<td>98</td>
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<tr>
<td>Altruistic</td>
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<tr>
<td>Affiliation</td>
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<td>Tradition</td>
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<td>Security</td>
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<td>Commerce</td>
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<tr>
<td>Aesthetics</td>
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<tr>
<td>Science</td>
<td>86</td>
</tr>
</tbody>
</table>

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## Subscale Scores

### Adjustment
- Validity
- Empathy
- Not Anxious
- Calmness
- Even-tempered
- No Complaints
- Trusting
- Good Attachment

### Ambition
- Competitive
- Self-confident
- Accomplishment
- Leadership
- Identity
- No Social Anxiety

### Sociability
- Likes Parties
- Likes Crowds
- Experience Seeking
- Exhibitionistic

### Interpersonal Sensitivity
- Easy To Live With
- Sensitive
- Caring
- Likes People
- No Hostility

### Prudence
- Moralistic
- Mastery
- Virtuous
- Not Autonomous
- Not Spontaneous
- Impulse Control
- Avoids Trouble

### Inquisitive
- Science Ability
- Curiosity
- Thrill Seeking
- Intellectual Games
- Generates Ideas
- Culture

### Learning Approach
- Education
- Math Ability
- Good Memory
- Reading

## Subscale Scores

### Excitable
- Volatile
- Easily Disappointed
- No Direction

### Skeptical
- Cynical
- Mistrusting
- Grudges

### Cautious
- Avoidant
- Fearful
- Unassertive

### Reserved
- Introverted
- Unsocial
- Tough

### Leisurely
- Passive Aggressive
- Unappreciated
- Irritated

### Bold
- Entitled
- Overconfidence
- Fantasized Talent

### Mischievous
- Risky
- Impulsive
- Manipulative

### Colorful
- Public Confidence
- Distractible
- Self-Display

### Imaginative
- Eccentric
- Special Sensitivity
- Creative Thinking

### Diligent
- Standards
- Perfectionistic
- Organized

### Dutiful
- Indecisive
- Ingriating
- Conforming

### Recognition
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Power
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Hedonism
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Altruistic
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Affiliation
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Tradition
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Security
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Commerce
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Aesthetics
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates

### Science
- Lifestyle
- Beliefs
- Occupational Preferences
- Aversions
- Preferred Associates