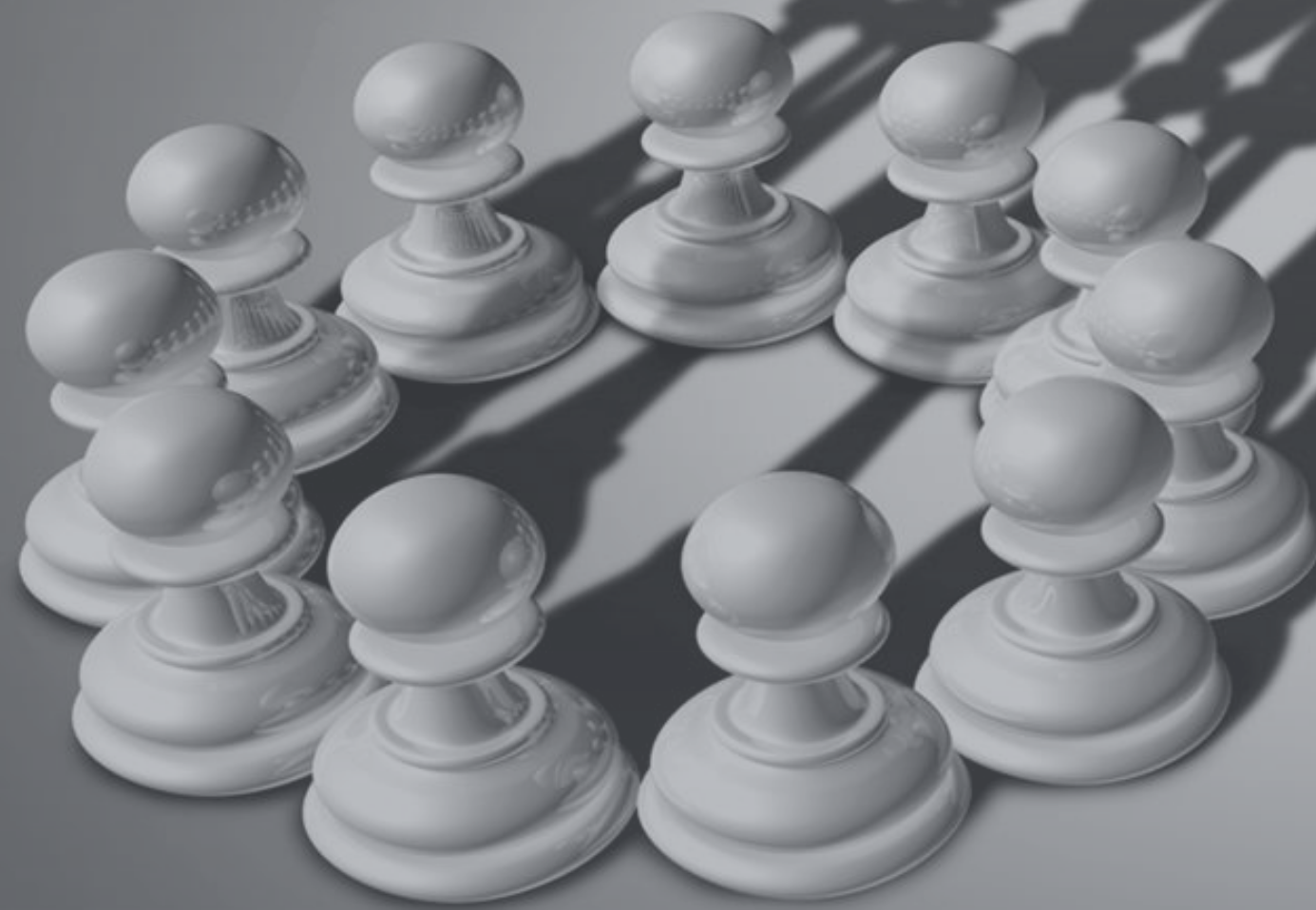




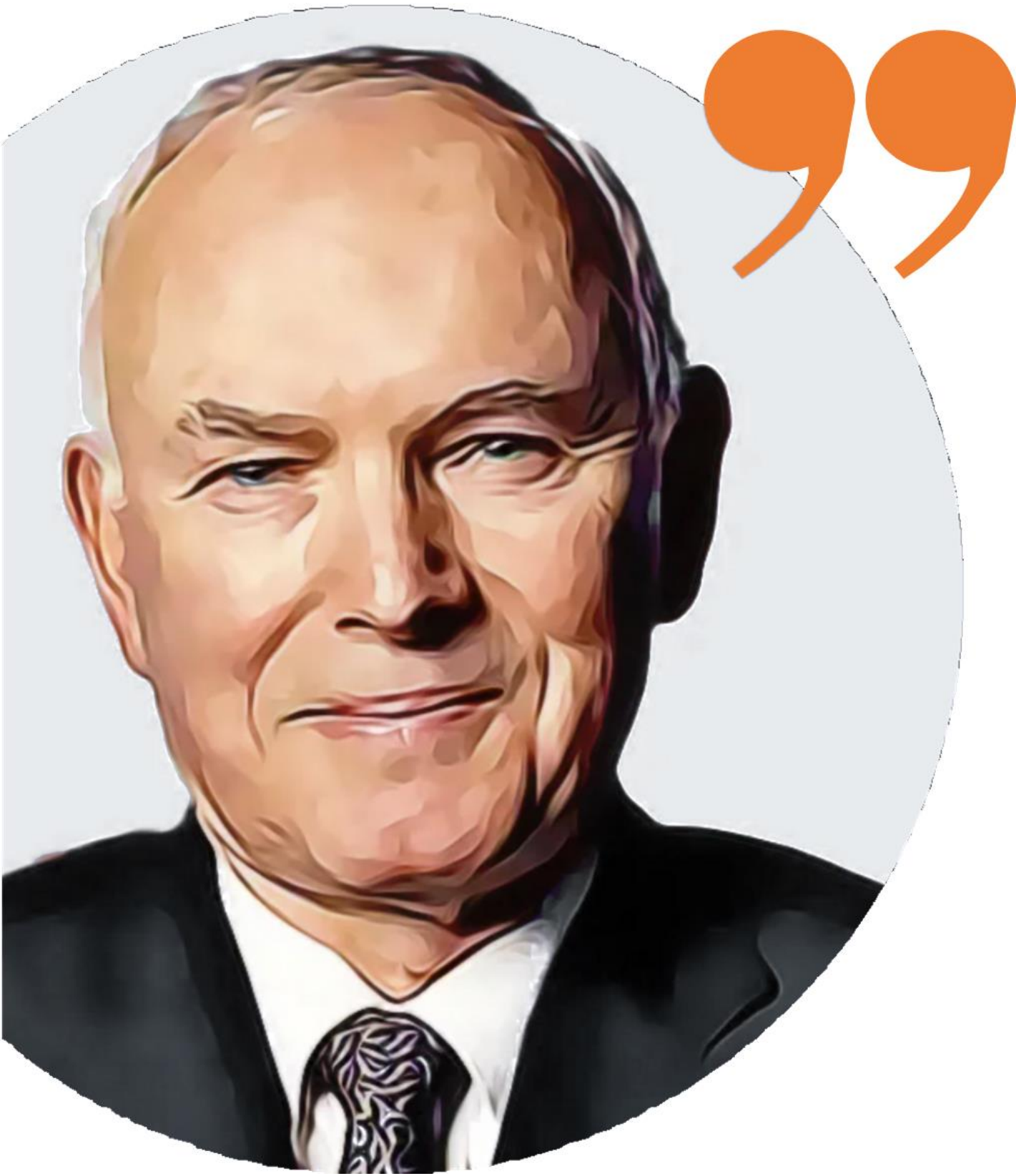
Princeton HR Insight LLC

Hogan Data Made Easy:

Robust Hogan data summarized into a fully integrated, personalized, and user-friendly coaching report within 24 hours.



Get the People Part Right



The key to success in business is money and people. No matter how we I you handle money, if you get the people part wrong, you will lose.

-Robert Hogan

Powerful Partnership



Princeton HR Insight LLC
A multi-faceted complement to in-house resourcing

A multi-faceted HR consulting firm with a strong reputation for providing insights on people and developing comprehensive plans to accelerate leadership and organizational performance.

Rebecca Feder, Principal Consultant, is part of Hogan's Coach network which is a group of approx. 50 global experts Hogan hires to do assessment debriefs, coaching, help teach their certification and test new products.



The international authority in personality assessments, serving 75% of Fortune 500 companies.

**Princeton HR Insight aims to exceed expectations at a competitive price—
100% of our clients have returned for additional work after the initial
engagement.**

**Private Equity
Consultant**

"Rebecca has done a great job partnering with my clients over the years. The Hogan assessment has provided insight and perspective regarding talent selection that cannot be achieved through traditional interviews alone. In addition, the organization can make better decisions on fit for roles throughout a leader's career."

**Chief Human
Resources Officer**

"Hogan can support selection and onboarding, build self-awareness in leaders, help understand pain points and enable empathy across diverse teams, and inform decisions around culture. We've been making this investment at our company for the last couple years and are seeing results."

External Recruiter

"Offering Hogan through Princeton HR Insight has helped me transition from search to trusted search advisor. It has had a direct impact on the bottom-line."

**Chief Human
Resources Officer**

"The Hogan Assessment has been invaluable in the selection and onboarding of new hires. For senior and high-impact roles, the results have helped us identify potential derailers so we can probe for understanding prior to final selection. It also provides foundational information in the development of thoughtful onboarding plans."

Process Overview

Help hiring managers and recruiters by giving them insights that increase their confidence in making the right decision. Our data-driven insights can help clients make faster decisions, guide discussions when there are risks or differing opinions, and support effective integration plans once hired.

1. Intake

We meet with the recruiter and/or hiring manager to understand the needs of their culture and role. Based on this input, we create a profile showing which Hogan scales are most relevant and target score ranges.

3. Assessment

Candidate to complete online assessment which takes approx. 30-45 minutes.

5. Debriefs

We then debrief the recruiter and/or hiring manager on the results. Candidate debriefs are optional.

2. Kickoff

Once a candidate is informed that they will receive an assessment, we reach out to provide an overview of the process and answer any questions.

4. Coaching Report

After the candidate completes the assessment, we write a custom executive summary which includes how the candidate scored compared to the target profile and onboarding recommendations.

Additional support with onboarding, coaching or other services available upon request.

Coaching Report Overview



Sam Poole (HC560419)
2.27.2023



Prepared by Rebecca Feder

Executive Summary

Motives & Values (Fit with Culture)

According to the Hogan data, Sam will value work environments focused on having fun, helping others, being part of a team and creating shared goals.

At the same time, she will desire having influence, achievement and advancement. She will seek opportunities to work hard, manage the financials and have material success. Therefore, she will likely leverage strong relationships with others to achieve results but at times these desires may be in conflict.

Sam may be modest and prefer work environments where credit, if given at all, is shared to avoid calling attention to herself. She will likely prefer behind-the-scenes roles but may need to push herself to have more visibility to satisfy her ambition.

Sam will likely prefer work environments where there is innovation, feedback to improve performance, experiment and test limits. She will be able to take risks when needed to drive results.

When making decisions, she will likely prefer analytical problem solving, objective decision-making, and staying current with information and new technologies over relying on intuition and past experience.

Personality Inventory (Reputation)

Sam will be willing to take initiative to achieve results and success. She will be seen by others as calm and poised when under pressure or in fast-paced environments, self-confident, hard working, upwardly mobile, somewhat aggressive, and eager to be in charge. At times, she may overwhelm colleagues, not seek feedback or incorporate the ideas of others, and become restless when not challenged.

Socially, Sam will be charming, talkative, diplomatic, approachable, and comfortable in high-profile roles. On occasion, she may not actively listen, compete for attention or get distracted.

She will be seen as insightful, well-informed, curious, long-term focused, and a resourceful problem solver. Sam will also have high standards, be organized, follow rules and consider consequences, and be process and detail oriented. At times, she may get mired in the details during implementation or become inflexible leading to difficulty managing change.

Development Inventory (Potential Derailers)

Under stress and pressure, Sam is likely to try to put space between herself and others by becoming overly intense, defensive, stubborn, detached or reluctant to make decisions.

Alternatively, she may suggest impractical ideas, valuing her own opinion over others and lack follow-through.

Sam may want to explore further by asking trusted colleagues how they can tell when she is stressed and how people react to better understand the implications.

Business Reasoning (Cognitive Abilities)

Sam is a critical thinker who can likely contextualize problems correctly in terms of the short- and long-term benefits of their solutions, and then solve for them effectively.

He will come up to speed quickly and will consider multiple pieces of information simultaneously.

Sam seems to be a careful thinker who will resist rushing to solutions and should be willing to revise his opinions in the light of new data.

At times, he may struggle with application and execution of mathematical principles compared to others.

Hogan Business Reasoning Inventory (HBRI)

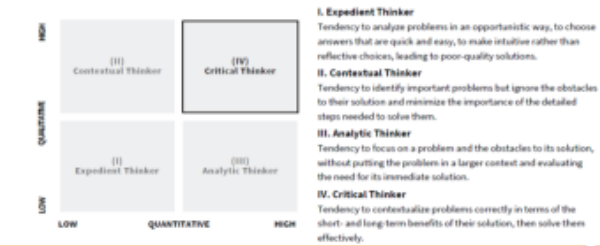


Sam scored at the 70th percentile on the HBRI, resulting in his overall classification being that of a "Critical Thinker" as detailed in the graphic below. As a Critical Thinker, Sam can be expected to display the following characteristics as a leader:

- Is a quick study and will come up to speed rapidly on issues.
- Tends to come up to speed on problems quickly and efficiently.
- Tends to understand multiple levels of information and how these pieces can interact, comfortable working with a wide range of data sources.
- Tends to work well with concepts and able to make accurate inferences, even with incomplete information.
- Seems to be a careful thinker who will resist rushing to solutions, and should be willing to revise his opinions in the light of new data.
- Uses logic to understand and solve problems, able to distinguish between what is known and what is inferred.
- Compared to other people, may struggle with application and execution of mathematical principles.

Qualitative Reasoning involves working with data visualization, verbal, and logic information to solve problems. People with high qualitative reasoning scores are generally able to find the meaning of messy information.

Quantitative Reasoning involves working with spatial and mathematical information to solve problems. People with high quantitative reasoning scores seem able to understand the essential aspects of problems quickly.

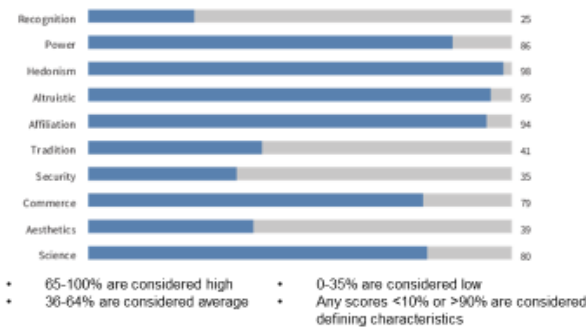


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Motives & Values Inventory (MVPI)

This inventory evaluates what a person desires and fit with the organizational culture. For this report, high scores show one's true drivers, medium scores show average interests, and low scores show areas of indifference. Low scores are important to understand because they may be true drivers for others. * indicates an individual likely has an aversion to people with an opposite profile on this dimension.

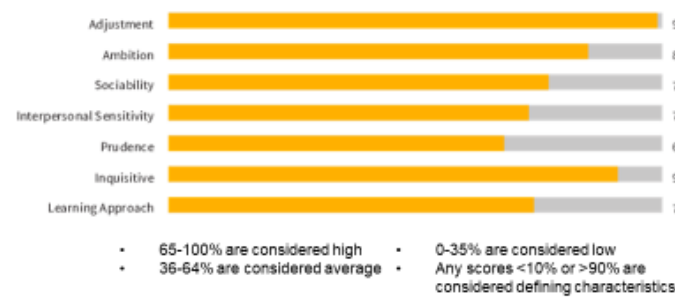


- **Recognition:** Values work environments where credit, if given at all, is shared to avoid calling attention to oneself and prefers behind-the-scenes roles. Modest and may not provide as much praise as others would like to hear.
- **Power:** Values work environments focused on achievement and having influence. Will be willing to challenge authority and change jobs looking for opportunities to make a difference and advance.
- **Hedonism:** Values work environments focused on fun. Will enjoy being impulsive and the life of the party.
- **Altruistic:** Values work environments focused on helping others such as customer service, staff welfare, coaching and opportunities to volunteer.
- **Affiliation:** Values work environments focused on being part of a team and creating a sense of belonging, shared commitments and opportunities to network.
- **Tradition:** Values work environments that use history and tradition as a guide, with fairly formal and conservative views, but remain open to new ways of doing things.
- **Security:** Values work environments where there is innovation, feedback to improve performance, and the freedom to take chances, experiment and test limits.
- **Commerce:** Values work environments that are bottom-line focused and allow opportunities to work hard, manage the financials and have material success.
- **Aesthetics:** Values work environments that balance creativity and the appearance of work products with practicality and functionality.
- **Science:** Values work environments focused on analytical problem solving, objective decision-making, and staying current with information and new technologies.

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Personality Inventory (HPI)

This inventory shows characteristics that facilitate or inhibit a person's ability to get along with others and achieve one's goals. It explores the difference between self-identity and reputation. For this report, it is not better to have higher or lower scores, as there positive and negative characteristics associated with both.

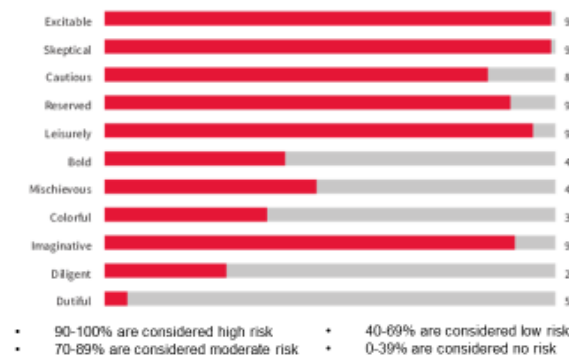


- **Adjustment:** Composed, confident, resilient and optimistic when under pressure or in fast-paced environments. May not notice stress in others, over-estimate contributions or discount feedback.
- **Ambition:** Competitive, persistent and willing to take initiative to achieve results and success. May overwhelm or intimidate colleagues, not seek input or become restless when not challenged.
- **Sociability:** Team-oriented, talkative, entertaining and comfortable in high-profile roles. May not actively listen, compete for attention or get distracted.
- **Interpersonal Sensitivity:** Diplomatic, warm, perceptive and cooperative. May avoid confrontation, not give direct performance feedback in a timely manner or be taken advantage of by others.
- **Prudence:** Has high standards, will be organized, likely to follow rules and consider consequences, and be process and detail-oriented. May be controlling, unable to delegate or inflexible leading to difficulty managing change.
- **Inquisitive:** Strategic, curious, long-term focused and a resourceful problem solver. May become easily bored, have difficulty assessing the practicality of ideas or following through on execution.
- **Learning Approach:** Insightful, values learning and staying up-to-date, will enjoy applying knowledge and encourage staff training. May over-analyze or prefer learning to doing uninteresting yet required tasks.

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Development Inventory (HDS)

This inventory shows counterproductive behaviors associated with performance risks that negatively influence people's careers, relationships, and life satisfactions. Behaviors will only be seen in situations when a person is not actively managing their public image. For this report, it is better to have low scores because it indicates the level of risk associated with a set of behaviors. However, most people show one or more elevations.



- **Excitable:** At one's best will be energetic and focused. However, at high risk of becoming overly intense, annoyed by others and hard to please.
- **Skeptical:** At one's best will be socially insightful. However, at high risk of becoming cynical or defensive. May look for signs of betrayal, hold grudges or retaliate.
- **Cautious:** At one's best will be careful. However, at moderate risk of becoming reluctant to make decisions, take chances or share thoughts to avoid criticism and embarrassment. May resistant change or give up on difficult people and tasks.
- **Reserved:** At one's best will be independent minded. However, at high risk of becoming detached or insensitive to the feelings of others. May prefer to work alone and be uncommunicative.
- **Letsurely:** At one's best will seem cooperative. However, at high risk of becoming stubborn and not following through on the priorities of others. May be annoyed when people make demands but will likely not confront them directly.
- **Bold:** Low risk.
- **Mischievous:** Low risk.
- **Colorful:** No risk.
- **Imaginative:** At one's best will be unconventional and innovative. However, at high risk of becoming eccentric and easily bored. May suggest impractical ideas, value one's own opinion over others and lack follow-through.
- **Diligent:** No risk.
- **Dutiful:** No risk.

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