



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



Sam Poole (HC560419)

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HOGAN



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)

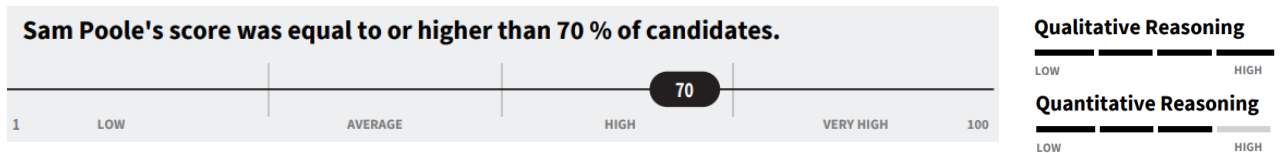
Sam is a critical thinker who can likely contextualize problems correctly in terms of the short- and long-term benefits of their solutions, and then solve for them effectively.

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)

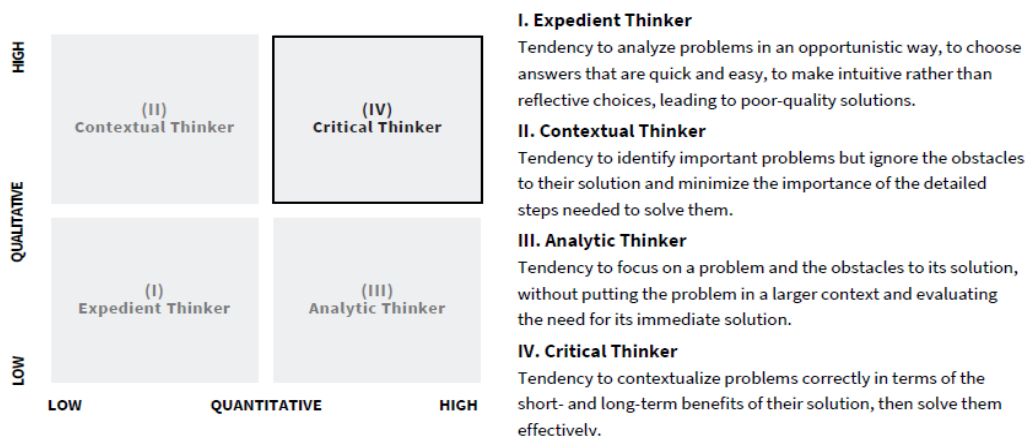


Sam scored at the 70th percentile on the HBRI, resulting in his overall classification being that of a “Critical Thinker” as detailed in the graphic below. As a Critical Thinker, Sam can be expected to display the following characteristics as a leader:

- 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.

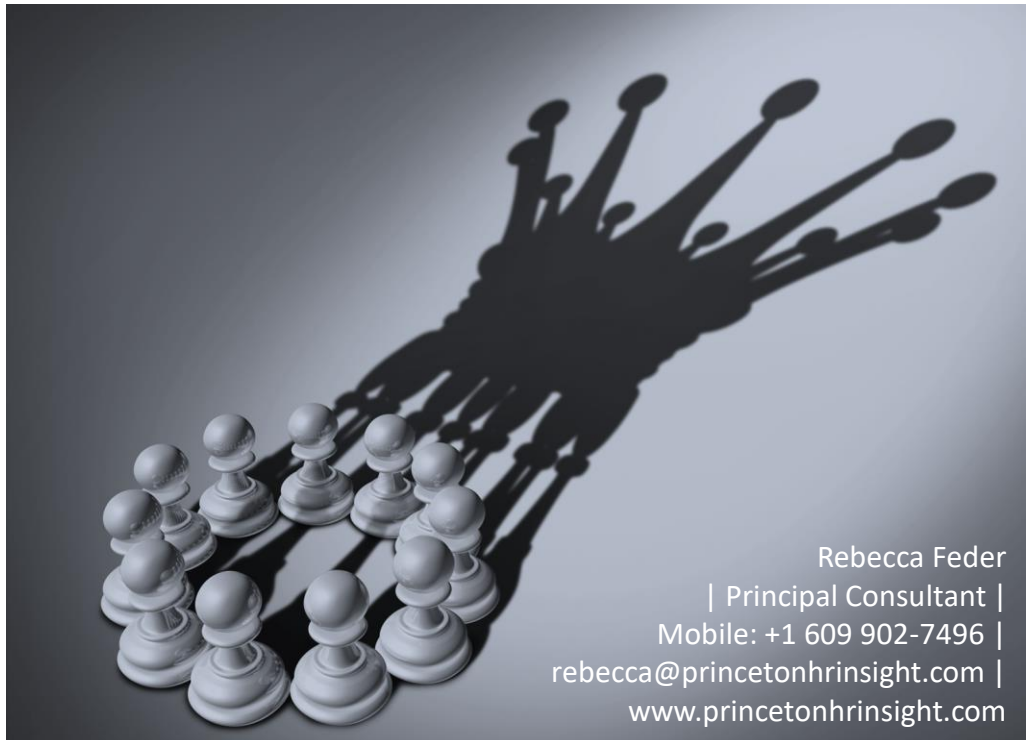
Qualitative Reasoning involves working with data visualization, verbal, and logic information to solve problems. People with high qualitative reasoning scores are generally able to find the meaning of messy information.

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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