



IPS

INTEGRATED PERSONALITY SUMMARY

WHO YOU ARE IS HOW YOU LEAD

MVPI

ACTIVE VALUES PREFERENCE INVENTORY

The "Inside" of personality
Your values, interests, and preferences
Motivational drivers that guide attention, decisions, and behavior

WHAT YOU WANT

HPI

HOGAN PERSONALITY INVENTORY

The "Bright Side" of personality
How you are seen by others from day to day
Common tendencies that help and hinder performance

YOUR TYPICAL APPROACH TO WORK

HDS

HOGAN DEVELOPMENT SURVEY

The "Dark Side" of personality
Details that disrupt relationships and corrupt judgment
Troubling tendencies triggered by pressure or complacency

WHAT CAN GET IN YOUR WAY

A BRIEF, HOLISTIC INTERPRETATION OF HOGAN PERSONALITY RESULTS

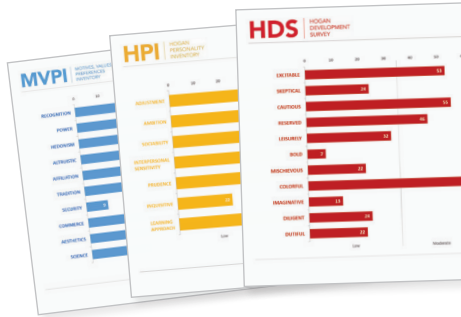
Gain Deep Insight

Expert analysis reconciles complexities and makes the critical connections that only an experienced eye can see.

“There is an almost overwhelming amount of data in our reports. The IPS does a fabulous job of simplifying those results in a comprehensive, systematic, and procedural way.”

- Dr. Robert Hogan, President, Hogan Assessment Systems

NETS OUT TO A ONE-PAGE SUMMARY OF KEY THEMES



IPS INTEGRATED PERSONALITY SUMMARY **TYING IT ALL TOGETHER**

♥ **VALUES AND DRIVERS**
Striving for achievement and visibility; spearheading important, high-profile initiatives while embracing risks and challenges; building relationships and creating a team approach to ambitious goals; creating a fun, energizing atmosphere that rewards effort and hard work; fostering a low-structure workplace while still holding himself and others to high standards; seeking data and objective information without discounting less tangible performance indicators

⚡ **PERFORMANCE STRENGTHS**

- He is charismatic with a strong, captivating presence; others likely see him as a dynamic presenter and networker; he is persuasive, influential, and inspirational; he excels at building relationships
- He is a visionary change agent, both creative and forward-thinking; he is eager to brainstorm, innovate, and advocate for change, as well as for big, bold actions
- He appears driven and assertive; he readily steps up to take charge; he has a strong sense of personal responsibility
- He can balance directness with diplomacy; though competitive and hard charging, he can also show empathy, warmth, and concern for others
- He has high expectations and standards for himself and others; he sets challenging goals and inspires people to work toward them
- He is resilient, stress-tolerant, and optimistic; he is steady and able to handle executive pressure

⚠ **PERFORMANCE RISKS**

- He can get ahead of himself with energetic, creative thinking, to the point that others may feel left out or left behind; he probably could provide his team with more patient, focused, hands-on guidance
- He may get impatient with the tactical details of implementation; he prefers to move quickly, but he may not provide clear direction, next steps, or sufficient structure – the risk is that he could appear as more talk than action if consistent results are not achieved
- Though optimistic, he can seem unrealistic; he may minimize problems and he may not recognize the impact that the pressure of change can have on others
- Stress can send his strengths into overdrive; he may seem overconfident, overbearing, or dismissive of feedback; he is in danger of overwhelming others, particularly less self-assured and outspoken people
- He can seem increasingly independent and too reliant on his own judgment under pressure; he is at risk for acting without securing alignment, buy-in, or approval

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See The Whole Person
The bright side, dark side, and inside, expertly synthesized in a coherent summary.

Get Right To Coaching
Send us your client's Hogan data, we will return a tight, handcrafted interpretation, ready for immediate use.

“My clients experience a moment of revelation when presented with a true, unbiased picture of who they are, based on Hogan results alone, as interpreted by an expert they have never met who has no information about them other than their test scores.”

- Mel Lowe, Leadership and Organizational Effectiveness Adviser

- ✓ **Holistic**
Integrates comprehensive results into one succinct, custom narrative
- ✓ **Clear**
Simplifies complex patterns and resolves apparent contradictions

- ✓ **Practical**
Distills the mass of Hogan data into a one-page summary of key themes
- ✓ **Time-saving**
Cuts your preparation time to one hour or less per profile

- ✓ **Efficient**
Allows you to debrief results and show how to move forward in a single, one-hour session
- ✓ **Flexible**
Debrief in-person or virtually, one-on-one or in groups

LET'S RAISE YOUR HOGAN GAME NOW



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