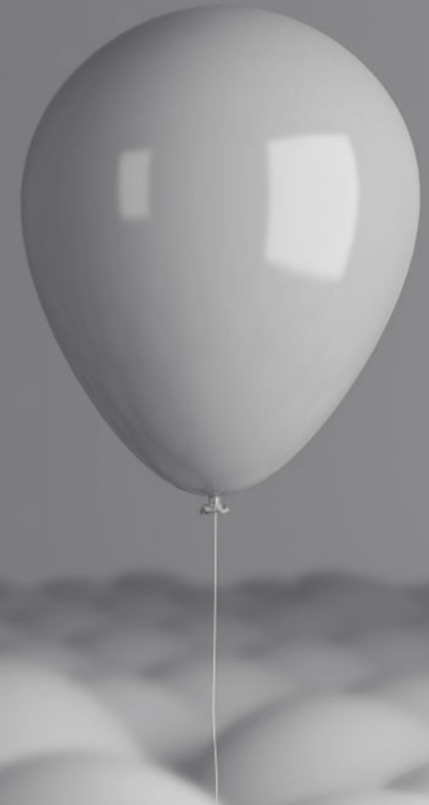
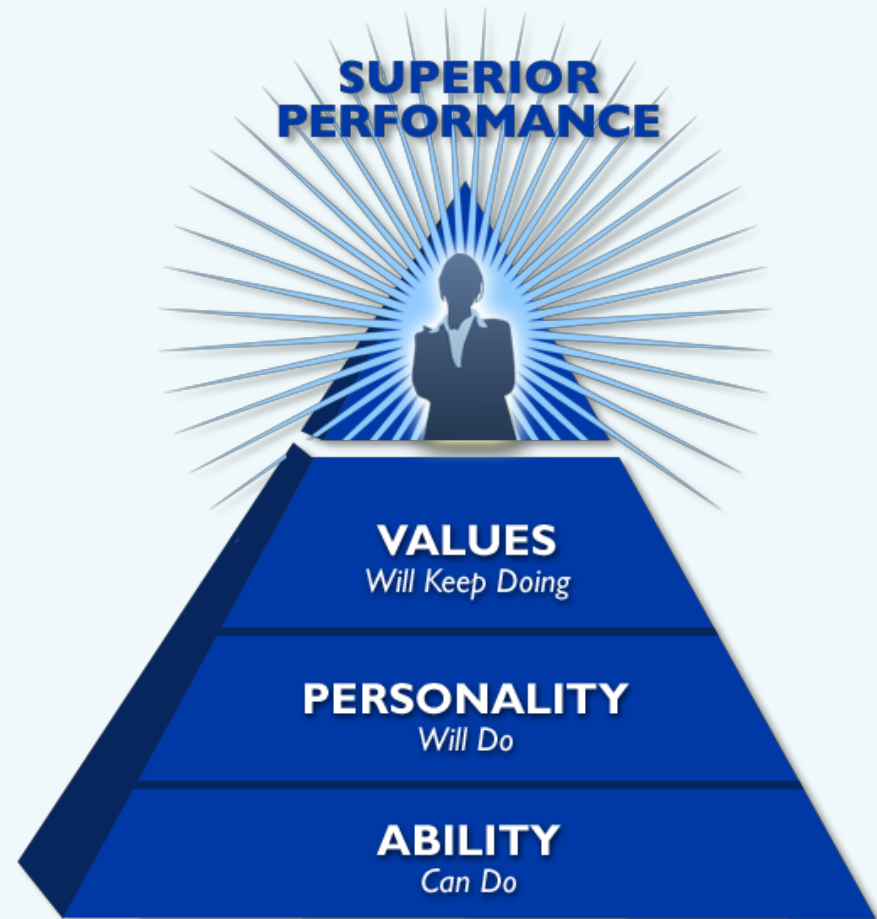


Selecting Superior Performers



Superior Performance Requires All Three in Alignment



Personality is Pivotal

Based on world-wide research on employment issues



General reasons workers fail

Poor employee fit

Poor job fit

Poor organizational fit

General reasons leaders fail

Inability to build and motivate a team

Inability to develop or adapt to change

Poor working relations with staff

Lack of vision or “big picture”

No strategic execution

Hogan Personality Inventory - HPI

Based on the Big 5 Personality Dimensions

Designed solely to predict job performance

Over 40 Years of History (Roots in The California Psychological Inventory)

47 Languages

Over 400 Validation Studies

Validated on more than 200 occupations covering all major industries

Normed on 150,000 cases of working adults

Test -retest reliability ranges from .74 to .86

Over half the fortune 500

Johnson+Johnson

Bank of America



AstraZeneca 



IBM

CG Creelgroup

Strengths of the HPI



Complies with all federal guidelines, professional standards and relevant case law



Research has demonstrated no adverse impact by race/ethnicity, or gender



Extremely well documented empirical validity (including independent research and publication)



15- to 20-minute completion time from start to finish

HPI Primary Scales



AMBITION –
concerns initiative,
competitiveness,
and leadership
potential



SOCIABILITY –
concerns
extraversion,
gregariousness,
and a need for
social interaction



**INTERPERSONAL
SENSITIVITY** –
concerns
warmth, charm,
and the ability to
maintain
relationships



ADJUSTMENT –
concerns
confidence, self-
esteem, and
composure
under pressure



PRUDENCE –
concerns
responsibility, self-
control, and
conscientiousness



LEARNING APPROACH –
concerns the degree to
which a person enjoys
learning, stays up-to-
date on business and
technical matters, and
prefers to acquire
knowledge



INQUISITIVENESS
– concerns
imagination,
curiosity, and
creative potential

Creelgroup and Hogan



Creelgroup and Hogan have
partnered since 1999



All our consultants have Masters
degrees in I/O Psychology



We have provided and interpreted
thousands of employee profiles



We help our clients build
predictive hiring profiles and
screeners unique to their needs

Long-Term Care Facility Study

Pre-employment screening process implemented

Focus on customer service and reliability

Cut-off scores

Score no lower than the bottom end of the average range on each trait

Employees Screened compared to those hired before implementing screening

45% less
likely to
receive
corrective
action

45% lower
turnover
rate

62% fewer
days lost
per injury

60% fewer
OSHA
reportable
injuries



To learn more or
receive sample
reports please
contact us at

Info@creelgroup.com