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HOGAN*SELECT*

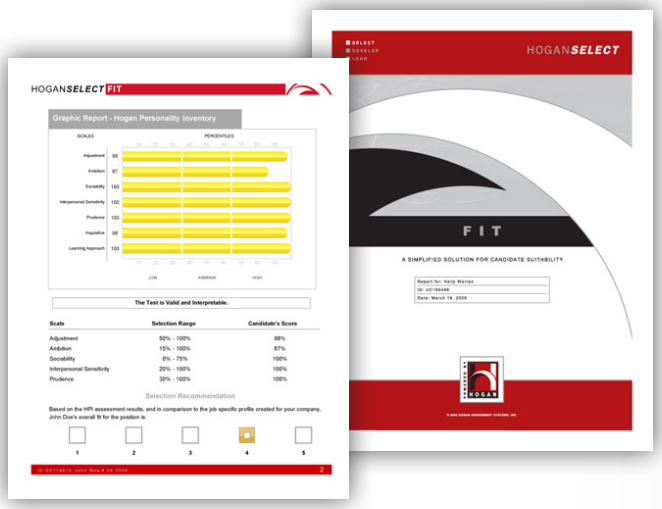
TRANSPORT DRIVER PROFILE

INTRODUCTION

Preventable accidents and driving violations cause unnecessary stress, business expenses, injuries and even fatalities. Companies should make every effort to reduce and prevent them. Hogan has undertaken extensive research in the local and international transport industry to determine the personality characteristics of successful Transport Drivers. The results illustrate that the Hogan Personality Inventory (HPI) can be used to hire high-performing drivers who are less likely to have preventable accidents and driving violations.

TECHNICAL FACTS

The Hogan Personality Inventory (HPI) is a psychometric measure of normal personality. The tool is widely used to predict performance in a variety of jobs including Transport Drivers. In Australia, job performance and HPI data was gathered from 100 experienced Transport Drivers. The results revealed that the HPI is a valuable tool in predicting driver success. Such positive findings, combined with the results of 40+ studies of transport jobs was then used to create the Australian Transport Driver profile. The Transport Driver Profile helps organizations select those applicants who are most likely to be successful drivers and screen out those that are accident prone and likely to incur driving violations.



SCALES & INTERPRETATIONS

The fit report is based on seven facets of personality including;

Adjustment - Stress tolerance, composure, and outlook

Ambition - Leader-like tendencies: expectations for self/ others, initiative, and self assuredness

Sociability - Extraversion: social pro-activity & presence

Interpersonal Sensitivity - Communication style: diplomatic vs. direct

Prudence - Conscientiousness: attention to detail, process focus, and following rules

Inquisitive - Decision-making/problem-solving approach: strategic vs. pragmatic

Learning Approach - Learning style: "traditional" and continuous vs. hands-on and just-in-time

The profile allows for the selection of individuals who are calm and even-tempered (Adjustment), goal-oriented (Ambition), perceptive and tactful (Interpersonal Sensitivity), rule-abiding and dependable (Prudence), friendly yet independent (Sociability).

The assessment provides five increasing levels of fit for the Transport Driver job. The percentage of drivers with preventable and unreported accidents decreases with higher levels of fit. Infact, drivers who receive a Low Fit (1) score are more than three times as likely to have accidents than those with a High Fit (5) score.

The assessment consists of 206 items and has an average completion time of 15 minutes. It can be administered online 24 hours a day, 7 days a week with reports being generated in seconds after completion.

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