

**HPP/SQ®**

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# Hilson Personnel Profile/ Success Quotient Report

**Mark A Sample**

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**CONFIDENTIAL**

## Introduction

### Personnel Narrative

This report aids in the identification of individual characteristics and behavior patterns leading to success in a variety of settings. It is not intended as a substitute for an in-depth interview, as a final evaluative report regarding an individual's ultimate job suitability, or as a sole source for denying employment to an applicant. It has been developed with the purpose of providing relevant material to be further explored in individual interviews, training sessions, and/or follow-up evaluations. These results are also intended to provide supportive material with regard to administrative hiring or promotional decisions. It is expected that the results will be used as one component in a comprehensive evaluation or training procedure including other elements such as written tests, interviews, and performance reviews.

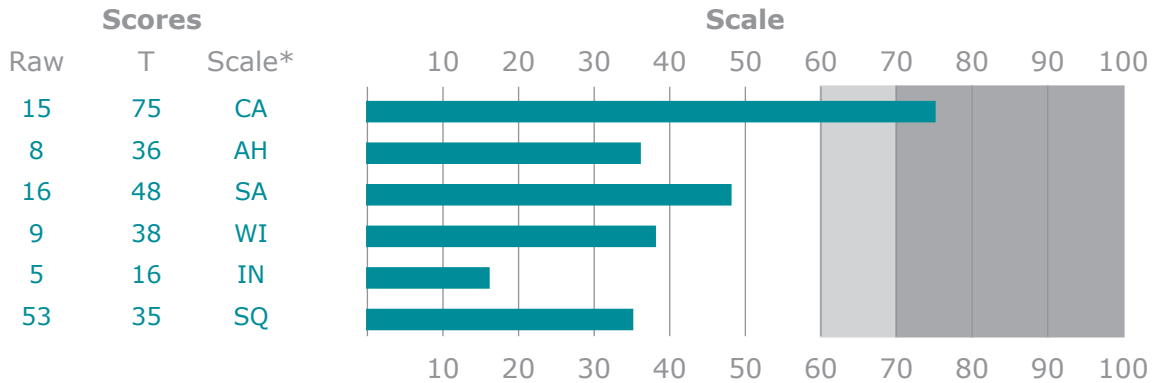
### Scale Summary Statements

- \* This individual has been candid in answering the items on the questionnaire. He has been willing to reveal minor faults and shortcomings and appears to have tried to present a realistic picture of himself. This person may have a good understanding of his feelings and behaviors and appears unafraid to admit that he has some minor weaknesses. If his CA t-score is over 69, he may be overly self-critical. A score over 69 may indicate a tendency to understate positive qualities for fear of exaggerating strengths.
- \*\*\*\* He does not appear to be inclined towards the learning of academic subjects. It may have been difficult for him to study and/or he may not have shown much interest in some required school subjects. Since schoolwork may not be this individual's greatest strength, job training may be beneficial in areas where skills other than "book-learning" are most valued. This person may have to work harder than others in order to successfully complete the academic requirements of a job training program. He may not be well-suited for positions requiring a great deal of academic/technical knowledge or extensive communication with academically-oriented professionals.
- \*\*\* Compared with other candidates tested, this individual may lack some social skills. He may feel some discomfort working in a position where a great deal of "people-contact" is required. However, skills training in social areas, such as assertiveness, public speaking, or interpersonal relations, may aid this person in situations requiring highly-developed social skills.
- \*\*\* A somewhat introverted person, he may tend to prefer solitary activities to those involving groups. Although he may be effective in communicating on a one-to-one basis, he may be more comfortable in a job that does not require extensive communication with large numbers of people. Some social adjustment difficulties may be encountered in a position that requires constant interactions with others.
- \*\*\* He does not appear to have a history of frequently being chosen as the social leader of his peers. If the t-score for the EX scale is higher than the PO t-score, this may imply that this person's outgoing social efforts do not always result in positive responses from others. Although social skills may be adequate for other jobs, it does not appear that this person would be an excellent candidate for a position requiring extensive negotiation and/or "people management" skills.

- \*\* This person is concerned about gaining the approval of others. He cares about how people view him, and he may be somewhat sensitive to criticism and/or rejection. He will try to please those around him and may become discouraged or upset when he feels he has said or done something "wrong." Provided he does not overreact, his sensitivity to others' responses and needs may help him to avoid conflicts in the workplace.
- \*\*\*\* He has questions about his own abilities when compared with the talents he sees in others. Although he may have special skills, he may not view himself as a "winner" most of the time. This characteristic may not fit well with highly competitive positions requiring the frequent projection of a "winner's image."
- \*\*\*\* This is a noncompetitive individual who does not particularly enjoy comparing his abilities to those of others. He may have difficulty performing well in jobs that demand a strong competitive approach.
- \*\*\*\* He appears to be an unusually modest person who lacks self- confidence. He may often question his ability to do as well as his peers in school or at work. In a position of authority, his lack of self-esteem may hinder his ability to function effectively since he may tend to question his own decisions.
- \*\* This person came from a family where achievement was valued and where special attention was paid when academic and other major goals were accomplished. He knew there were specific standards to be reached, and perceived his family as supportive but also as somewhat demanding. This individual may be accustomed to authority figures who set regular guidelines for performance. Having received approval based on condition of achievement as a child, he may strive for status and attention through achievements at school or work as an adult.
- \*\*\*\* This individual appears to have an unusually relaxed attitude about life. He does not tend to become anxious about future goals or to be a "workaholic." He is not overly driven to complete all projects or to meet all deadlines. Possibly described as somewhat lazy or even "burnt-out" at times, this individual does not appear well-suited for a position that requires attention to details and/or deadlines.
- \*\*\*\* He shows an unusually low level of motivation towards work. While he may be able to eventually finish job tasks, he does not usually put in extra hours to reach goals more quickly. He may experience work adjustment difficulties in positions that require a high level of energy and productivity.
- \*\*\*\* This individual tends to be a procrastinator. He will often wait until the "last minute" to work on a project even though he knows this will require more energy in the end. Deadlines may be missed due to a focus on other activities. This tendency to procrastinate may cause difficulties with the completion of required paperwork.
- \*\* He does not appear to have very specific goals for the future. He may tend to view his life as more interesting when it is "spontaneous" and, therefore, avoids making many definite plans. He may not usually make lists of priorities and is not particularly concerned about where he will be or what he will be doing within the next year or two.

\*\*\* This individual does not feel a great deal of anxiety or pressure to complete his work exactly on time. While he may finish projects near or close to schedule, it does not concern him if he is a bit late or somewhat disorganized. He avoids becoming compulsive about assignments and is not concerned if he is slightly late for appointments. If his DR and/or PS t-scores are also under 50, it may be difficult to motivate him to complete job tasks.

## HPP/SQ Profile Graph



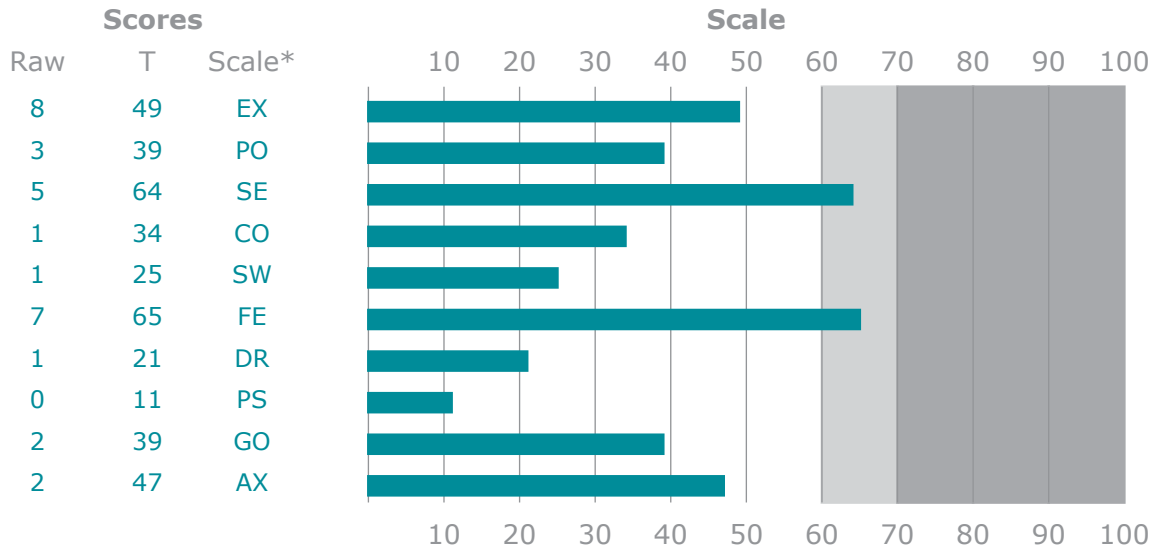
**Scores over 69T** are 'significantly' elevated and point to areas for further exploration. Each scale over 69T falls outside the 'average range' and indicates the person tested has scored higher than 97.7% of the norming group.

**Scores over 59T** may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

### Scale Content Area Descriptions

- CA Candor
- AH Achievement History
- SA Social Ability
- WI "Winner's" Image
- IN Initiative
- SQ Success Quotient

## HPP/SQ Content Areas



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**Scores over 59T** may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

### Scale Content Area Descriptions

EX	Extroversion
PO	Popularity/"Charisma"
SE	Sensitivity
CO	Competitive Spirit
SW	Self-Worth
FE	Family Achievement Expectations
DR	Drive
PS	Preparation Style
GO	Goal Orientation
AX	Anxiety about Organization

## Item Printout

1	T	21	F	41	T	61	T	81	F	101	T	121	F	141	T
2	F	22	F	42	F	62	F	82	T	102	F	122	T	142	F
3	T	23	F	43	T	63	T	83	F	103	F	123	F	143	F
4	T	24	T	44	T	64	F	84	F	104	F	124	F	144	F
5	F	25	F	45	T	65	F	85	F	105	F	125	F	145	T
6	F	26	F	46	T	66	T	86	T	106	F	126	F	146	F
7	F	27	F	47	T	67	T	87	F	107	T	127	F	147	F
8	T	28	F	48	T	68	T	88	F	108	F	128	T	148	T
9	F	29	T	49	T	69	F	89	T	109	T	129	T	149	T
10	F	30	T	50	F	70	T	90	F	110	T	130	T	150	F
11	T	31	F	51	T	71	F	91	F	111	F	131	F		
12	T	32	F	52	F	72	F	92	T	112	T	132	T		
13	F	33	F	53	F	73	T	93	F	113	F	133	F		
14	F	34	F	54	F	74	T	94	F	114	F	134	T		
15	F	35	F	55	T	75	T	95	F	115	F	135	F		
16	F	36	F	56	T	76	F	96	F	116	F	136	F		
17	F	37	F	57	F	77	F	97	F	117	T	137	T		
18	T	38	F	58	F	78	T	98	T	118	F	138	F		
19	T	39	T	59	F	79	T	99	T	119	T	139	F		
20	F	40	T	60	T	80	F	100	F	120	T	140	F		

## Omissions:

**Total Omissions = 0**

For the US and rest of the world, contact:



IPAT Inc.  
PO Box 1188  
Champaign, IL 61824-1188  
USA

t 217 352 4739  
t 800 225 4728  
f 217 352 9674  
custserv@ipat.com  
www.ipat.com

For Europe, contact:



OPP Ltd.  
Elsfield Hall  
15-17 Elsfield Way  
Oxford OX2 8EP  
UK

t +44 (0)845 603 9958 (client services UK)  
f +44 (0)1865 511 222  
enquiry@opp.eu.com  
www.opp.eu.com

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