

Mentor Guide



Report For: Jane Doe

ID: HA999004

Date: 6/19/2015

INTRODUCTION

The Mentor Guide utilizes the Hogan Personality Inventory (HPI) to evaluate professionals in the healthcare field on seven well known dimensions or characteristics that influence occupational success. This guide is based on the person's scores and describes how he/she is likely to act in various circumstances. It notes strengths, challenges and offers suggestions about how to they can best manage their career as a healthcare professional.

The seven scales within this guide highlight the everyday behavior you are likely to see. There are two sections provided to take notes that will assist you in your work with them and helping to formulate a plan for professional development.

The Test is Valid and Interpretable.

Adjustment: Confidence and Composure Under Pressure

Strengths

Dr. Doe demonstrates awareness of her strengths and weaknesses. She will typically remain calm under stress. She generally does not internalize criticism. She is likely to solicit feedback from others.

Challenges

She should usually seem calm and steady under pressure. She may require some reassurance about her performance. She can sometimes seem disagreeable and self-critical. She will generally strike a balance between staying calm and showing a sense of urgency.

Suggestions

She is reasonably self-satisfied and, as a result, should solicit feedback from her team and pay attention. She should be reminded to contribute appropriately to team efforts and to understand that others may feel stressed when she doesn't.

Notes

Reflective Feedback:

Action Items:

Ambition: Initiative and Competitiveness

Strengths

Dr. Doe is likely to come across as assertive without being pushy. She should be an effective team member. She is reasonably ambitious and hard-working. She may be comfortable letting others be in charge.

Challenges

She may not have interest in leading projects. She is usually perceived exclusively as a team player. She may avoid taking control of tasks or team assignments. She is often quiet in team situations.

Suggestions

She may be comfortable leading daily operations, but also seems to be content working on a team. She should be willing to take initiative, depending on the demands of the situation. She may need to be encouraged to take on a leadership role.

Notes

Reflective Feedback:

Action Items:

Sociability: Extraversion

Strengths

Dr. Doe may be reserved and quiet, especially around strangers. She is a good listener. She is likely to value her privacy. She tends to avoid the limelight.

Challenges

She seems to be too comfortable on her own and may prefer solitary tasks over team activities. She can often be viewed as inaccessible to staff or colleagues. She tends to struggle to communicate clearly. She may need to be encouraged to network.

Suggestions

She tends to be shy and introverted. Consequently, she may need to be encouraged to increase her interaction and to speak with colleagues more frequently. This is especially important for managerial responsibility. She should speak up at meetings and not wait to be asked for her opinion.

Notes

Reflective Feedback:

Action Items:

Interpersonal Sensitivity: Tact and Perceptiveness

Strengths

Dr. Doe seems warm, friendly, and responsive to the needs and feelings of others. She values helping others. She tends to value cooperation versus conflict. She is generally thoughtful, considerate and pleasant.

Challenges

She tends to be friendly but can be overly agreeable. She may get upset by rejection. She is often unwilling to take an unpopular position. She generally prefers to avoid confrontations, even when that is what is required.

Suggestions

She will seem diplomatic, charming, warm, and friendly, but can be unable to address conflict in a productive way. She will develop and maintain effective relationships with colleagues, but may need to be encouraged to stand up for things she believes in.

Notes

Reflective Feedback:

Action Items:

Prudence: Conscientiousness and Self-Discipline

Strengths

Dr. Doe is comfortable with change and tends to be orderly and dependable. She usually will not get bogged down by details. She seems able to be flexible while working within organizationally accepted guidelines. She seems reasonable about rules.

Challenges

She tends to adjust well to change. She can be receptive to suggestions when approached the right way. She may have trouble knowing when to stop gathering information and make a decision. She may have difficulty planning appropriately.

Suggestions

She will tend to be organized and dependable. She appears responsible and can make adjustments to change when required, but may be uncomfortable with planning ahead. She may need encouragement to think creatively to solve problems.

Notes

Reflective Feedback:

Action Items:

Inquisitive: Imagination and Curiosity

Strengths

Dr. Doe is generally open-minded and curious. She will be receptive to new ideas. She tends to think well on her feet. She can be imaginative.

Challenges

She may see the big picture, but not focus on what is practical. She can be seen as unpredictable. She may downplay process matters. She tends to ignore operational matters.

Suggestions

She tends to be a big-picture thinker who enjoys solving problems creatively and brainstorming with others. Others will likely perceive her as curious and overly focused on the bigger picture, ignoring practical implementation. She likely to have more than a superficial understanding of how things work.

Notes

Reflective Feedback:

Action Items:

Learning Approach: Staying up to Date

Strengths

Dr. Doe is likely to be viewed as bright, well-informed and staying up-to-date on current issues. She is likely to stay up-to-date with industry trends, technology and organization development issues. She seeks training opportunities. She is always open to new ways of doing things.

Challenges

She can come across to her colleagues as having an opinion about everything. She may neglect others' input. She can come across as dogmatic about the value of knowledge and learning. She sometimes takes action before considering whether others are on board.

Suggestions

She is likely to come across as well-informed and interested in opportunities to learn. She may have a tendency to lack focus for her learning, simply because she likes to learn. She may be impatient with others who she thinks place less value on education.

Notes

Reflective Feedback:

Action Items: