

Professional Practice Guide



Report For: Jane Doe

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INTRODUCTION

The Professional Practice 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 your assessment results and describes how you are likely to act in various circumstances, it notes your strengths, challenges and offers suggestions about how to manage your career as a healthcare professional.

The seven scales within this guide highlight your likely everyday behavior. There are two sections provided to take notes that will assist you in processing your data and help you formulate a plan for professional development.

The Test is Valid and Interpretable.

Adjustment: Confidence and Composure Under Pressure

- Strengths** You are typically calm and able to handle pressure, but at the same time are willing to admit errors and listen to feedback.
- Challenges** Although you are usually calm and steady under pressure, you may sometimes experience stress that others are unaware of. Almost everyone has some issue about which they are sensitive. The key is to understand these sensitive situations and to avoid being irritable or emotionally inconsistent when these situations arise.
- Suggestions** Solicit feedback about your performance from your colleagues and pay attention to negative feedback. Make sure you contribute appropriately to team efforts.

Notes

Reflective Feedback:

Action Items:



Ambition: Initiative and Competitiveness

Strengths You seem confident and willing to take charge of a group or project when necessary, but you are equally comfortable letting others take the lead role.

Challenges You sometimes seem indifferent as to whom is in charge of projects and department activities. You may not position yourself to take control of tasks or team assignments where you can clearly make an impact.

Suggestions Step up to challenges, take initiative, and be enthusiastic. At the same time, stay focused on important organizational or group tasks and be results-oriented. You should look for opportunities to assume leadership roles while supporting your colleagues through both words and actions.

Notes

Reflective Feedback:

Action Items:



Sociability: Extraversion

- Strengths** Others, especially strangers, may see you as mannerly and somewhat formal. You often do not mind working alone, prefer to communicate in writing rather than face-to-face, and value your privacy. These characteristics are useful for research work, as well as technology driven jobs.
- Challenges** Because you tend to be reserved, formal, and possibly shy, others may find you hard to read or communicate with; as a result, they may assume (incorrectly) that you are withdrawn or uninterested in making new acquaintances.
- Suggestions** To overcome your natural tendency to be reserved and private, you need periodically to get out of your normal routine and talk with your coworkers in their work places or offices. This is especially important for individuals who aspire to supervisory roles (ie. Chair, Vice Chair, Administrator, Nursing Director, etc.). After meetings, you should check with others to make sure everyone got the same message you did.

Notes

Reflective Feedback:

Action Items:

Interpersonal Sensitivity: Tact and Perceptiveness

Strengths

You are unusually diplomatic, friendly, charming and sensitive to the needs and feelings of others. You will be able to build and maintain friendships. You are concerned about staff morale and are a good team player. You value encouraging, protecting and helping others. These characteristics facilitate performance in your position as a professional, where communication, engagement and developing long-term relationships are required.

Challenges

Because you are so pleasant and good natured, you may avoid disagreements, become upset by rejection, tend to promise more than you can deliver, and have problems being decisive. In addition, you may be more concerned with pleasing others than with completing your own work.

Suggestions

Because you value getting along with others, you will tend to avoid taking unpopular positions. Be careful not to promise more than you can deliver, to confront problems promptly before they become unmanageable, and to let people know where you stand.

Notes

Reflective Feedback:

Action Items:

Prudence: Conscientiousness and Self-Discipline

Strengths You are reasonably planful and careful about procedures, but also are able to be flexible and change directions when necessary.

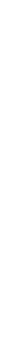
Challenges You may need to think through situations to determine whether rules and procedures or flexibility is more important.

Suggestions Stay open to change and be flexible in uncertain situations. When making decisions, remember that you may never have all the information you need, so be prompt. Prioritize your work, keeping in mind that not every task requires equal effort or attention.

Notes

Reflective Feedback:

Action Items:



Inquisitive: Imagination and Curiosity

Strengths

You are open-minded, curious and imaginative. You understand the big picture, think quickly on your feet, have ideas for solving problems, and are comfortable with unstructured work that entails design, invention or change. You are receptive to new ideas and value finding better ways of doing things. This is particularly important in your role as a professional, which requires creativity, problem solving, planning and leadership.

Challenges

Because you are so curious and potentially creative, you may be easily bored unless given new and different assignments. In addition, your colleagues and other co-workers may not share your enthusiasm for experimentation and/or your love of adventure.

Suggestions

Although you are imaginative and visionary, you may be easily bored with routine tasks. You need to remember to stay with tasks until they are finished.

Notes

Reflective Feedback:

Action Items:



Learning Approach: Staying up to Date

Strengths

You are bright, knowledgeable and up-to-date concerning current issues and technology. You also seem self-disciplined, achievement-oriented, and productive, and you often enjoy pushing tasks to completion. You value training for yourself and others, will seek opportunities to grow and develop, and will want to apply the latest relevant knowledge to your work.

Challenges

Because you are well-informed, you may see through issues more quickly than others and then take action without ensuring that others understand and are ready to move forward.

Suggestions

You value being well-informed and therefore may be frustrated when training opportunities are not available. Consider setting your own performance goals and seeking non-traditional development opportunities, such as stretch-assignments and on-the-job training supervised by your manager, director or chair.

Notes

Reflective Feedback:

Action Items:

