



FOR IMMEDIATE RELEASE

Contact:

Blake Loepp

918-978-6475

blopp@hoganassessments.com

Hogan Assessments and J3Personica Team Up to Identify Successful Hospital Resident Performance

EATONTOWN, N.J. (March 12, 2015) – J3Personica and Tulsa, Okla.-based Hogan Assessments recently partnered with each other on a study aimed at identifying characteristics associated with successful orthopaedic resident performance.

Nearly 300 orthopaedic residents across 12 programs in the U.S. were administered the Hogan Assessment suite products: Hogan Personality Inventory (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

“Currently, most residency programs rely on subjective or irrelevant criteria, such as appearance, interviews or letters of recommendation,” says Alan Friedman, J3Personica Founder & CEO. “Such sources often provide little information concerning one of the most critical aspects of success: the ability to provide quality services and interact with patients. Our [Residency Select](#) tool provides objectively based data to supplement existing selection criteria.”

Residents who were rated as high performers tended to remain calm under pressure, were procedurally driven, sensitive to patient needs and stayed current with medical trends and displayed an interest in learning new skills as identified by the HPI.

High performers also did not overreact to stressful situations, respond poorly to criticism, act overly self-confident or make impractical decisions as indicated by the HDS.

Finally, high performers valued helping others, consistency, established standards and doing what’s right for the patient and valued relationships more than profitability as highlighted by the MVPI.

“These results highlight the central role of personality in medical education and suggest that physicians’ performance is as dependent on their soft skills as their expertise and qualifications,” says Hogan CEO Dr. Tomas Chamorro-Premuzic.

Overall, the closer the resident’s fit to the psychometric profile as identified by subject matter experts, the higher the performance ratings. For example, higher fit orthopaedic residents were more than twice as likely to be rated as strong performers compared to their counterparts, were almost 2.5 times more likely to receive higher ratings on surgical skills, and were more than twice as likely to receive favorable ratings on metrics related to staff interaction, patients and fellow residents.

“At J3Personica, we are increasing self awareness within the healthcare system from medical school to practice,” says Friedman. “We are revolutionizing the way healthcare prepares people to care for people and we have the science to back it up.”

###