



# IPS

## INTEGRATED PERSONALITY SUMMARY

### WHO YOU ARE IS HOW YOU LEAD

#### MVPI

ACTIVE VALUES, PREFERENCES, AND PREFERENCES

The "Inside" of personality

Your values, interests, and preferences

Motivational drivers that guide attention, decisions, and behavior

WHAT YOU WANT

#### HPI

HOGAN PERSONALITY PREFERENCE

The "Bright Side" of personality

How you are seen by others from day-to-day

Common tendencies that help and hinder performance

YOUR TYPICAL APPROACH TO WORK

#### HDS

HOGAN DEVELOPMENT SURVEY

The "Dark Side" of personality

Derailers that strain relationships and connot judgment

Troubling tendencies triggered by pressure or complacency

WHAT CAN GET IN YOUR WAY

# A BRIEF, EXPERT INTERPRETATION OF HOGAN PERSONALITY RESULTS

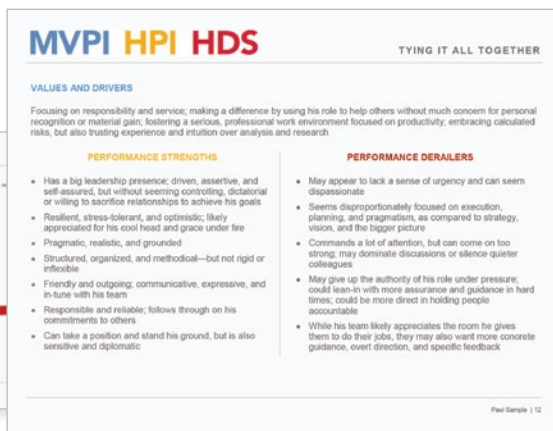
## Gain Deep Insight

Expert analysis reconciles complexities and makes the critical connections that only an experienced eye can see.

“There is an almost overwhelming amount of data in our reports. The IPS does a fabulous job of simplifying those results in a comprehensive and systematic way.”

- Dr. Robert Hogan, President, Hogan Assessment Systems

## NETS OUT TO A ONE-PAGE SUMMARY OF KEY THEMES



**See The Whole Person**  
Reveals how core values, performance facilitators, and potential derailers are woven together.

**Get Right To Coaching**  
Reduces analysis and preparation time so you can focus on the leader's development.

“My clients experience a moment of revelation when presented with a true, unbiased picture of who they are, based on Hogan results alone, as interpreted by an expert they have never met who has no information about them other than their test scores.”

- Mel Lowe, Leadership and Organizational Effectiveness Adviser

✓ **Holistic**  
Integrates comprehensive results into one succinct, custom narrative

✓ **Practical**  
Distills the mass of Hogan data into a one-page summary of key themes

✓ **Efficient**  
Allows you to debrief results and show how to move forward in a single, one-hour session

✓ **Clear**  
Simplifies complex patterns and resolves apparent contradictions

✓ **Time-saving**  
Cuts your preparation time to one hour or less per profile

✓ **Flexible**  
Debrief in-person or virtually, one-on-one or in groups

LET'S RAISE YOUR HOGAN GAME NOW



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