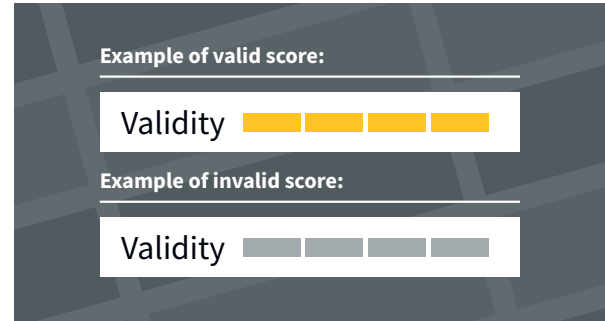


Validity Scale Interpretation

The Hogan Personality Inventory (HPI) contains a validity scale designed to detect careless, erratic, or unusual responding. The HPI validity scale is made up of 14 items meant to verify whether a participant is paying close enough attention when completing the assessments. They do not influence scoring on any other scale. A respondent's validity scale shows either that it is valid (all bricks highlighted) or invalid (no bricks highlighted). Because the scale is pass/fail, it is only possible to receive one of the following two scores displayed to the right.



Frequency of invalid scores

In the most recent global norm data set (~1 million working adults), fewer than 1% of people received an invalid score. Although this percentage varies somewhat by assessment language, the vast majority of people receive a valid score.

An invalid score may indicate the individual:

1. Did not complete the assessment carefully enough to ensure reliably interpretable results.
2. Answered carefully, but in a way others would see as idiosyncratic.

In either case, an invalid score is indicated on the report and an interpreter cannot discern from the score which of the two possible response approaches was taken.

In such cases, we recommend determining if the participant was:

- Interrupted during the completion of the assessment
- Dealing with significant distractions, multi-tasking, etc.
- Completing the assessment in a language in which he/she is not comfortable expressing him/herself

Interpreting an invalid score

Two potentially helpful pieces of information that can be researched in HALO or with help from your Hogan representative are:

1. The amount of time it took the participant to complete the HPI – average completion time is between 15-20 minutes when one is responding in his or her most comfortable language. Very short completion times may suggest careless responding. Excessively long completion times may suggest interrupted testing.
2. The language in which the HPI was completed – you may want to verify with the participant that he or she completed the assessment in his or her most comfortable language.

If necessary, we are happy to reset the ID for a participant to retest. However, if the individual indicates that the items were answered carefully, and he/she completed the assessment in the most comfortable language, retesting is likely unnecessary.

Recommended next steps

In such events, we consider the individual an example of the small percentage of those who demonstrate an unusual or idiosyncratic response pattern. Here are suggestions for when this occurs:

- **In a feedback/developmental setting**, broader data points are likely more interpretable than finer ones. We recommend interpreting the profile at the main scale level (rather than the subscale level).
- **In a selection setting**, the profile should be used as-is, with no option for retesting. Otherwise, a legal and technical argument could be made that the process was unfair because not all candidates had the opportunity to retest.