

Appendix 5 Example Selection Matrix

	Pre-Screening	Psychometrics	Written Exercise	Group Exercise	Presentation	Interview
Selflessness		X		X		X
Integrity	X	X	X		X	
Objectivity		X	X	X		X
Accountability	X	X	X		X	
Openness		X		X		X
Honesty		X			X	
Leadership	X	X		X	X	X

Appendix 6 Personality Assessment – Additional Information

1. The Bright Side - Hogan Personality Inventory (HPI)

The bright side of personality describes how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing this part of personality gives you valuable insight into how people work, how they lead, and how successful they will be in your organisation.

The bright side of personality, measured by the Hogan Personality Inventory (HPI), describes how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing personality gives you valuable insight into how people work, how they lead, and how successful they will be in your organisation.

Based on the five-factor model of personality, the HPI was developed in the 1980s in the context of socio-analytic theory. According to this theory, getting along with others and getting ahead in the social hierarchy are the dominant themes in social life. The HPI captures key behavioural tendencies relevant to these objectives.

Candidate Completion Time: 20 minutes

2. The Dark Side - Hogan Development Survey (HDS)

The dark side of personality emerges in times of increased strain and can disrupt relationships, damage reputations, and derail people's chances of success. By assessing dark-side personality, you can recognise and mitigate performance risks before they become a problem.

The dark side of personality, measured by the Hogan Development Survey (HDS), consists of qualities that emerge in times of increased strain. Left unchecked, these can disrupt relationships, damage reputations, and derail people's chances of success. By assessing dark-side personality, you can recognise and mitigate performance risks before they become a problem.

When the pressure's on, the line between strength and weakness isn't always clear — drive becomes ruthless ambition, and attention to detail becomes micromanaging. The dark side of personality derails careers and companies, but it doesn't have to. Organisations around the world rely on the HDS to identify derailers that disrupt or interfere with effective performance.

Candidate Completion Time: 20 minutes

3. The Inside - Motives, Values, Preferences Inventory (MVPI)

The inside of personality refers to the goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.

The Inside of personality, measured by the [Motives, Values, Preferences Inventory](#) (MVPI), describes the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.

Candidate Completion Time: 15 minutes