

# Hogan Assessment Practice Test Questions and Answers

## 1. In social situations, you tend to:

- A) Seek out new people to meet
- B) Stay with people you know well
- C) Observe from a distance
- D) Leave early when possible

## 2. When making important decisions, you typically:

- A) Rely on data and careful analysis
- B) Trust your gut instincts
- C) Seek advice from others
- D) Take time to consider all options

## 3. Your approach to workplace conflicts is to:

- A) Address issues directly and immediately
- B) Try to find a compromise solution
- C) Avoid confrontation when possible
- D) Escalate to management for resolution

## 4. When working on projects, you prefer to:

- A) Work independently with minimal oversight
- B) Collaborate closely with team members
- C) Have clear guidelines and regular check-ins
- D) Take on leadership responsibilities

Answers: 1-A 2-A 3-B 4-A

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