

Four-Point Response Options FAQ

Hogan is moving to a four-point response format for the HPI and HDS assessments.

Hogan is committed to continually improving our assessments and products. Some recent improvements include the addition of HDS subscales, as well as updated global and local norms. The next improvement requires modifying the response options for the HPI and HDS assessments. Currently, these assessments use a two-point True/False response format. Moving to a four-point response format (Strongly Disagree, Disagree, Agree, Strongly Agree) will improve validity, reliability, and other psychometric properties of the HPI and HDS scales. This document provides answers to the most frequently asked questions regarding this change.

Why is Hogan moving to a four-point response format?

The new response format improves both the distributions of the scales and their psychometric properties. In a sample of 297 people who took the HPI with both the two-point (True/False) and the four-point (Strongly Disagree to Strongly Agree) response formats, the four-point response reduced the skewness of the Ambition and Interpersonal Sensitivity scales by approximately 50% and raised the average Cronbach’s alpha across all seven scales from .83 to .87.

Will this improvement affect scoring or local norms?

Not immediately. We are maintaining current scoring while we collect data to update our norm groups as part of our regular normative sample updates. Your Hogan representative can provide more information on this schedule.

The table below shows the relationships between the two response formats for the HPI and HDS scales via the intraclass correlation (ICC). These ICCs are as high as the short-term test-retest reliability of the scales (.86) indicating that the four-point response format maintains the validity of scores on the assessments.

HPI Scale	ICC(2,1)	HDS Scale	ICC(2,1)
ADJ	.87	EXC	.78
AMB	.92	SKE	.82
SOC	.88	CAU	.84
INP	.84	RES	.83
PRU	.83	LEI	.72
INQ	.81	BOL	.82
LRN	.85	MIS	.80
		COL	.80
		IMA	.77
		DIL	.70
		DUT	.74
Average	.86		.78
Minimum	.81		.70

Note. N = 297. ICC(2,1) – reliability for a single measure under absolute agreement assumption; ADJ – Adjustment; AMB – Ambition; SOC – Sociability; INP – Interpersonal Sensitivity; PRU – Prudence; INQ – Inquisitive; LRN – Learning Approach; EXC – Excitable; SKE – Skeptical; CAU – Cautious; RES – Reserved; LEI – Leisurely; BOL – Bold; MIS – Mischievous; COL – Colorful; IMA – Imaginative; DIL – Diligent; DUT – Dutiful.



What will the new response format look like?

The new four-point response format will include four possible answer choices: Strongly Disagree, Disagree, Agree, and Strongly Agree. Participants will be required to respond to each item before auto-advancing to the next item. The following is a visual of the new response format:

1 I enjoy just being with other people.

Strongly Disagree Disagree Agree Strongly Agree

2 In school I didn't like math.

Strongly Disagree Disagree Agree Strongly Agree

Which assessments will use the new response format?

The HPI and HDS. The MVPI will continue to use its three-point (Disagree/Neutral/Agree) response format.

Will this affect assessment time?

Potentially, but our data indicates the effect is minimal—less than 1 second per item.

Participants will be required to respond to each item before auto-advancing to the next item.