

1. What are the personality assessments designed to do relative to the needs/goals of the customer?

Hogan's personality tests are designed to do three things: (1) Evaluate the basic employability of an applicant (e.g., Is the person honest? Will the person come to work? Will the person be accident prone? Can the person provide competent customer service?) (2) Does the person fit the job? (e.g., Extraverts are needed for sales positions; introverts are needed for long distance truck drivers) (3) Provide a solid basis for coaching around career development.

2. Is the personality assessment provider a member of the American Psychological Association (APA), Society of Industrial/Organizational Psychology (SIOP), or other professional organization that mandates ethical and statistical guidelines for creating assessments?

Drs. Joyce and Robert Hogan are Fellows of Division 5 (Measurement and Assessment), Division 8 (Personality and Social Psychology), and Division 14 (Industrial and Organizational Psychology) of the American Psychological Association. Hogan also employs 10+ Ph.D./M.A. consultants and researchers who present regularly at annual conferences, including Division 14, Association of Test Publishers, and Society for Human Resource Management.

3. Have the personality tests been reviewed in Buros' *Mental Measurement Yearbook* or the British Psychological Society (BPS) Psychological Testing Centre test reviews?

The Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory received favorable Buros and BPS reviews. As data become available, we request new independent reviews. In addition, Hogan's tools regularly appear in top peer-reviewed journals (e.g., *Journal of Applied Psychology*, *Personnel Psychology*, *Human Performance*, *International Journal of Selection and Assessment*).

4. Is each personality test supported by a test manual that is organized according to the standards outlined in the *Uniform Guidelines on Employee Selection Procedures*?

Each Hogan test manual contains detailed information on the development, validation, and norms for each assessment; we use the Uniform Guidelines, SIOP Principles, and APA Standards for Educational and Psychological Testing to guide the development of our test manuals and technical reports.

5. Does the personality assessment provider supply technical reports containing competent validity studies (as defined by the *Uniform Guidelines*) using the personality tests in real organizations?

Hogan has a library containing hundreds of technical reports describing competent validity studies, prepared according to the Uniform Guidelines, SIOP Principles, and APA Standards, based on research conducted with employees in real organizations.

6. Can the personality assessment provider produce a summary of validation results for jobs similar to the one under consideration?

Hogan can provide a summary for validation results for virtually every job in the U.S. economy. In fact, the Hogan archive contains research from over twenty different industries and represents 95% of the industry coverage of the Dictionary of Occupational Titles. Using the studies from the Hogan archive, we can match worker requirements of a target job with similar jobs in the archive, allowing us to identify assessment scales that reliably predict job performance.

7. What standardized validation process is followed before the personality assessment provider implements a selection test in an organization?

Hogan scrupulously follows the procedures outlined in the Uniform Guidelines, SIOP Principles, and APA Standards, as can be determined by reading any of our technical reports.

8. How are cutoff scores established for selection purposes?

Before cutoff scores can be established, it is necessary to demonstrate that the test is a valid predictor of performance in the target job. Once we establish validity, cut off scores are defined, using bivariate plots that maximize the number of true negatives and true positives for each score distribution.

9. What process does the personality assessment provider use to systematically evaluate the performance of the tests it recommends?

Hogan encourages organizations to revalidate selection procedures on a periodic basis (e.g., at least every five years). The revalidation involves demonstrating that the test (and cut scores) continues to remain valid for the job under consideration and the test provides strong return on investment for the client.

10. Does the personality assessment provider maintain a research archive that can be accessed to confirm the results of individual validity studies?

The Hogan archive contains information from hundreds of research studies including criterion-related validity, validity generalization (VG), content validity, job analysis, and competency mapping studies. Our ability to develop selection and development solutions using data from similar jobs and industries hinges on the breadth and depth of validity evidence in the Hogan archive.

11. What is the personality assessment provider's policy for supporting customers in the event of a legal challenge to the use of a test?

Hogan will provide any customer with supporting documentation should the validity research, on the basis of which a selection process rests, be challenged.

12. Has the personality assessment provider been involved in any legal challenges of a test, and if so, what was the outcome?

Hogan's suite of personality assessment, development and talent management tests are legally defensible. Our data has never been successfully challenged.