

HOGAN ASSESSMENTS

- Hogan Personality Inventory introduced in 1980
- Hogan Assessment Systems founded in 1987
- Owners - Dr. Robert Hogan, Dr. Joyce Hogan, Dr. Rodney Warrenfeltz
- World-wide distributor network
- Personality assessment services provided to more than 1,500 companies worldwide
- Performance data available for more than 400 jobs, from Bank Teller to CEO

- Over a million job applicants have completed the Hogan Personality Inventory
- Over 50,000 personality assessments processed every month
- Over half of the Fortune 500 companies have used Hogan inventories
- Online personality assessments available 24/7
- Reports available in more than 30 languages
- Online assessment results available in 60-seconds

3 HOGAN

- 15-20 minutes completion time
- Test items and reports available in multiple languages
- No invasive or intrusive items
- No adverse impact
- Online administration by protected access
- Instantaneous scoring and reporting output

Hogan Personality Inventory (HPI)

HPI outlines an individual's day-to-day leadership style, including behavioral descriptions, leadership competencies, and comprehensive development recommendations. The Potential Report is organized in terms of seven dimensions of normal personality that address a different component of leadership performance.

- Based on the Five-Factor Model
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries

Hogan Development Survey (HDS)

HDS describes a leader's characteristic way of interpreting the world and treating subordinates while under stress and pressure. The Challenge Report predicts career derailing behaviors that interfere with the ability to build a cohesive and high-performing team – the hallmark of effective leadership.

- Concern characteristic not covered by the Five-Factor Model
- Identifies problematic aspects of behavior that are hard to detect during an interview
- Normed on over 10,000 working managers

Motives, Values, Preferences Inventory (MVPI)

MVPI explores a person's key motivations and drives that drive a leader's behavior, aspirations and expectations about life. What a person values determines how he/she will lead; this determines the kind of environment a leader will create and the sort of organizational culture the person will do the best work.

- Validated in over 100 organizations on working adults
- Evaluates the fit between a person's values and an organization's culture
- Predicts both occupational success & job satisfaction
- Describes the work environments created by leaders

LEAD REPORTS

- Potential
- Challenge
- Values
- Coaching

DEVELOP REPORTS

- Insight
- Career
- Manage
- Interpret
- compass

SELECT REPORTS

- Express
- Advantage
- BASIS
- FIT
- Interpret OCC
- EQ

SAFETY REPORTS

- For Selection
- For Development
- Climate survey
- Coaching overview

