

Judgment



Leadership Foundations

The building blocks for career effectiveness.



Leadership Emergence

The ability to create a leader-like impression.



Leadership Effectiveness

The ability to build and maintain high performing teams.

Smart People Make Bad Decisions Too

Research tells us that half of all business decisions are wrong. Therefore, good judgment goes beyond cognitive benchmarks — it should be defined as willingness to backtrack and fix problems instead of doubling down and repeating them. Judgment is a market innovation because it measures both cognitive ability *and* the personality characteristics that drive decision-making.

Other cognitive tests overlook the reality that most of our decisions tend to be rapid, biased, and rationalized after the fact. Knowledge of the unconscious biases that affect our decisions and post-decision reactions can improve future judgment, the integrity of future decisions, and our reputations.

Judgment Specifics

- ▶ Driven by personality, cognitive verbal, and cognitive numerical assessments
- ▶ Assessment time: 20 minutes
- ▶ Intended for development of leaders at all levels
- ▶ Individual feedback recommended
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *recommended*
- ▶ Product training *required*

[Learn more about Judgment](#)

Contact a Hogan consultant today to learn more about our world-class solutions for employee selection and development.

+1.918.749.0632
info@hoganassessments.com