

Utilising the Hogan suite to make a critical senior-level hiring decision

a PCL case study

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CHALLENGE

A UK based non-profit organisation needed to make a critical hiring decision for their senior leadership team, and it was essential that the final candidate could balance a drive for innovation with strong leadership and interpersonal skills.

These areas had been identified as key skills gap for the organisation more broadly and it was essential that the leader raise the bar with regards to innovation.

THE SOLUTION

The shortlisted candidates completed the Hogan Personality inventory (HPI), Hogan Development Survey (HDS), and the Motives Values Preferences Inventory (MVPI) and then received an in-depth feedback session with a PCL Psychologist to explore personality strengths, potential blind spots, and their cultural fit against the organisation and the role.

The assessment insights were used in two ways. Firstly, to support the hiring panel in making a robust selection decision with insights being shared via written reports and a verbal debrief with the panel. Secondly, to help set the offered candidate up for success they were offered two further development sessions to further explore their profile and inform actionable development goals in the context of the new role.

OUTCOME

A statement from a board member involved in the hiring process commented that:

“The Hogan results and guidance from PCL enabled us to obtain a deeper understanding of the candidates and consider incompatibilities or difficulties that may arise months or years down the line when they have become fully settled in the role. As a result, this is the most confident hiring decision we have made in a very long time”.