



The Science of Personality

 **HOGAN**

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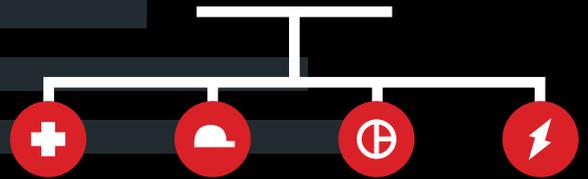


By The Numbers

9
MILLION
ASSESSMENTS

974

Job Solutions



MORE THAN
475

JOURNAL
ARTICLES
&
BOOK CHAPTERS

MORE THAN

1.5K

RESEARCH STUDIES

51
LANGUAGES

MORE THAN

45K

CERTIFIED



We predict workplace performance.

Simply put, we know how and why people behave the way they do. We know if people will align with your organization, if they will meet the job requirements, and how they will perform.



Our assessments provide insight into three big questions:

- ▶ **What do people want?** - Financial security? The opportunity to innovate? The desire to make a difference? People's core motives, values, and unconscious biases affect every aspect of their lives, from what they find rewarding to how they make decisions. Understanding employee values is key to creating an engaged and motivated workforce.
- ▶ **How will they get what they want?** - Career success depends on personality as well as education, experience, and technical skill. Bright-side (or everyday) personality characteristics predict success in careers, relationships, education, and life.
- ▶ **What will get in their way?** - When people stop self-monitoring, strengths can become weaknesses. The ambitious salesperson turns into a cutthroat competitor. The meticulous accountant turns into a nitpicking micromanager. If these dark-side personality characteristics go unrecognized, they can derail careers.

Hogan's comprehensive approach to personality assessment provides the depth and detail needed to hire the right employees, identify and develop talented individuals, and build better leaders.



What drives us?

We believe success should be accessible to all rather than a select few.

More than 50 years ago, inspired by the Civil Rights Act of 1964 and the founding of the Equal Employment Opportunity Commission, Drs. Robert and Joyce Hogan successfully challenged decades of academic dogma dismissing the usefulness of personality psychology by showing that personality predicts job performance but, unlike IQ, does not discriminate.

Since our 1987 founding, we've assessed more than nine million people around the world, but we're still independent — which means we stay true to our founding principles of social justice and helping people and organizations succeed using data-driven talent insights.



Using the science of personality, we can help you solve everyday talent management challenges. Because the test publishing business is unregulated and has few barriers to entry, the assessment marketplace is full of solutions that make big claims but lack sound psychometric foundations. For decades, Hogan has built a reputation for practicality, validity, and experience.



► **Practicality** - Our assessments predict occupational performance. Based on sound theoretical foundations, we evaluate cross-culturally relevant attributes that are important for career success. We believe assessment has a practical job to do: improving overall business performance through people.



► **Validity** - From the start, we have developed, published, and refined our assessments as an independent science-based organization. As a result, we have complete control over our assessments, with an intense focus on validity. Validity is about prediction. Our assessments predict outcomes that matter to our clients, and all of our validity claims are backed by publicly available data, technical reports, and professional publications.



► **Experience** - Hogan has assessed millions of working adults and maintains the industry's largest archive of work-related research, affording access to hundreds of real-world validity studies that demonstrate how our assessments predict performance. Our data science department, staffed by master's and doctoral IO psychologists, regularly conducts ROI studies demonstrating the impact of personality-based selection on performance outcomes.



Let us help.

Hogan's products provide an objective lens for understanding people. Our product portfolio addresses every important talent management initiative. From talent acquisition to executive development and everything in between, we have a solution to maximize performance across organizations.



Hogan Talent Acquisition

► **Talent Acquisition** - Know who you're hiring. Everyone has made bad hires and would prefer not doing it again. With the insight provided by Hogan's talent acquisition products, you can narrow applicant pools, improve interviews, and find people who will excel in the roles you need to fill, whether entry-level or for the C-suite. Technical skills are easy to spot, but it's personality that will tell you whether a candidate has the capacity to reskill or upskill as your business's needs change over time.



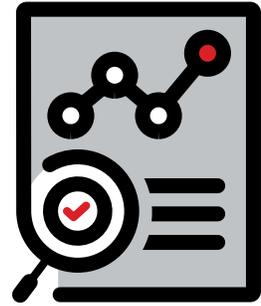
Hogan Talent Development

► **Talent Development** - Hiring the right people is crucial, but is it enough? For your organization to compete, your employees need to improve their performance continually. Your culture needs to be collaborative and inclusive. Your high-potential pipeline needs to be strong. And your leaders need to make sound decisions, anticipate market trends, and set strategic vision. Hogan can help you target coaching and professional development needs so everyone — including those at the top — can develop the strategic self-awareness to maximize their potential.



Gain insight.

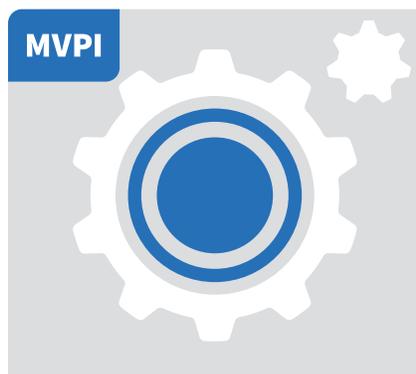
Hogan's online, nonproctored assessments are easy to administer and engaging for participants. Available in 51 languages, our assessments are uniquely positioned for use around the globe.



► **The Bright Side** - The Hogan Personality Inventory (HPI) concerns the bright side of personality — the everyday characteristics that influence a person's ability to get along with others and achieve career goals. Whether you want to find the right hire or develop stronger leaders, the HPI provides valuable insight into how people work, how they lead, and how successful they will be.



► **The Dark Side** - The Hogan Development Survey (HDS) explores the dark side of personality — unconscious tendencies that emerge under stress or pressure and limit career potential. By assessing dark-side personality characteristics, you can recognize potential weaknesses before they become a problem.



► **The Inside** - The Motives, Values, Preferences Inventory (MVPI) evaluates the inside of personality — the core motives, values, and unconscious biases that determine the kinds of jobs and work environments in which people will succeed. Motives and values define our personal goals and objectives, the life outcomes that we either desire or seek to avoid. The MVPI will help you understand what motivates your employees to succeed.



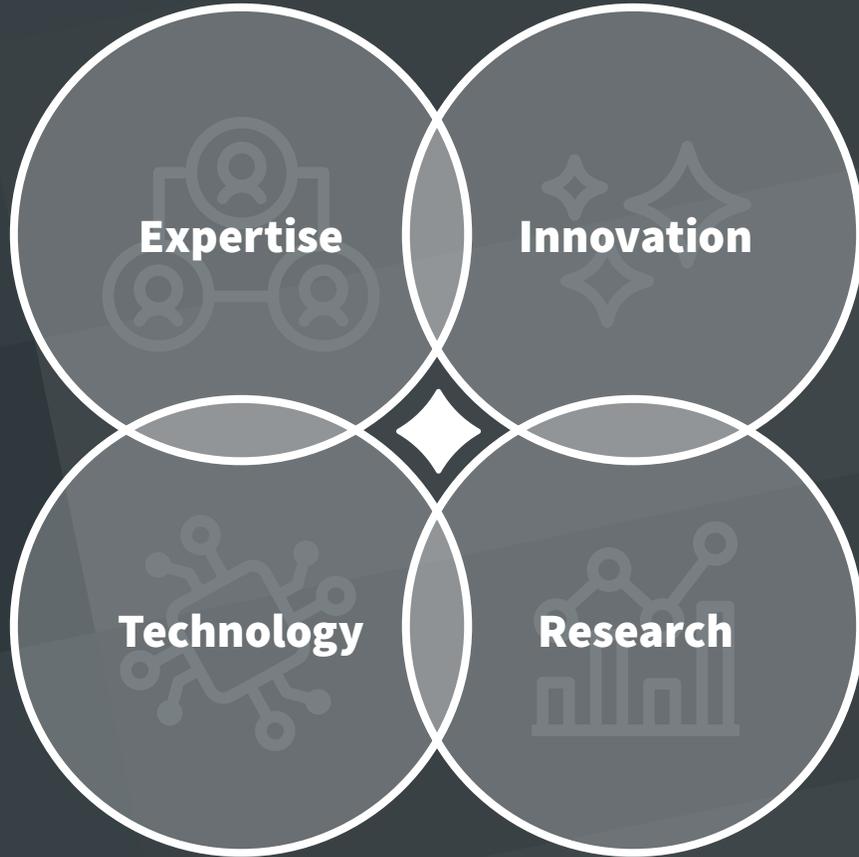
Our products are powered by our core assessments and tailored to the unique needs of your business. We don't merely administer assessments; we help you identify your company's needs and design long-term solutions, and we provide personal support through our team of consultants.

Core Assessments

MVPI

HPI

HDS



Products



Assessments



Reports



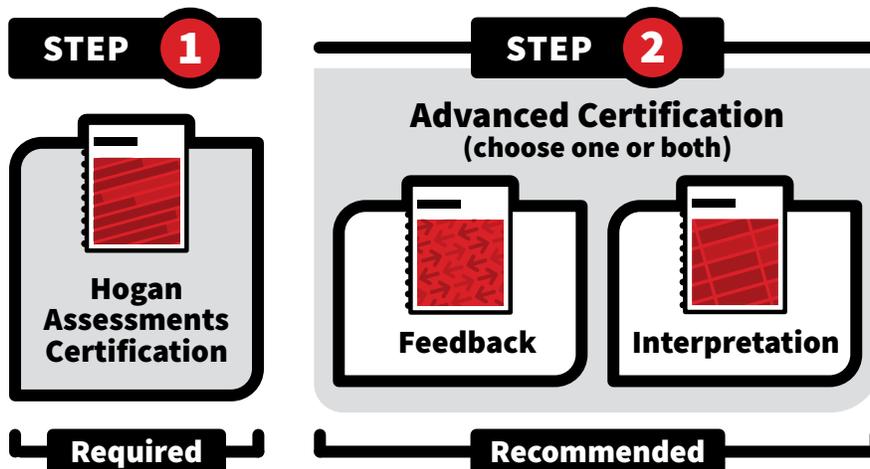
Support

Get Hogan certified.



Hogan's certification programs teach you to interpret powerful assessment data. When you become Hogan certified, your success at interpreting the data will help you solve talent management problems.

- ▶ **Hogan Assessments Certification (required)** - The foundational Hogan Assessments Certification workshop will teach you about our primary personality assessments: the HPI, HDS, and MVPI. You'll also learn to interpret assessment results and debrief assessment takers. Once you've completed this core certification — required to use the assessments — we offer two advanced sessions to help you hone your expertise.
- ▶ **Advanced Interpretation Certification** - Designed for those who want to understand the nuances of results from Hogan's three core personality assessments, this workshop will give you advanced practice in connecting data points across assessments to make more robust interpretations. You'll become an expert at understanding subscales and discover ways to use low HDS scores and low MVPI scores to bolster your interpretations.
- ▶ **Advanced Feedback Certification** - Master the delicate art of providing feedback to assessment takers. During this session, we'll share best practices for delivering feedback within a cohesive frame, and you'll learn to troubleshoot common issues, such as resistance to feedback. You'll also become a pro at connecting assessment results to job context and creating developmental action plans that give employees and leaders the tools to do their best.



Whether you want to select high performers, develop high potentials, coach executives, or build stronger teams, the first step is to become Hogan certified. Visit hoganassessments.com/certifications to learn more.



Receive world-class customer service.

With products and services in 51 languages and dialects, a network of authorized distributors spanning 66 markets, more than 200 partners worldwide, and an extensive network of expert coaches, Hogan Assessment Systems is dedicated to improving the global workforce. Wherever you do business, you'll receive personalized local support — in real time and in your language.



Assessment Overview

HPI

HDS

MVPI



HPI

Hogan Personality Inventory

Developed specifically for the business community, the HPI predicts the ability to get along and get ahead, which determines success in careers, relationships, education, and life.

Organizations around the world rely on the HPI to provide insight into how people will work, how they will lead, and how successful they will be in their careers.

The HPI assesses the bright side of personality using seven scales to predict how people behave when they are at their best.

Scales and Definitions

- **Adjustment** - confidence, self-esteem, composure under pressure
- **Ambition** - initiative, competitiveness, leadership aspirations
- **Sociability** - outgoing, approachable, enjoying social interaction
- **Interpersonal Sensitivity** - warmth, tact, perceptiveness, relationship skills
- **Prudence** - self-discipline, work ethic, integrity
- **Inquisitive** - imagination, curiosity, creative potential
- **Learning Approach** - valuing education, training, and staying current

Assessment Facts

- Predicts the ability to succeed in a particular role or organization
- 15- to 20-minute completion time
- Instant scoring and reporting output
- Online administration
- No invasive or intrusive items
- Available in 51 languages and dialects
- More than four million participants assessed
- Used in more than 1,500 research studies
- No adverse impact



HDS

Hogan Development Survey

The HDS concerns behavioral tendencies that are strengths under normal circumstances. However, during times of stress or pressure, these behaviors become problematic, degrade leadership effectiveness, and erode the quality of business and personal relationships.

Organizations around the world rely on the HDS to identify derailers that disrupt or interfere with effective performance.

The HDS assesses the dark side of personality using 11 scales that concern how people behave when they stop self-managing.

Scales and Definitions

- **Excitable** - volatile, easily upset, hard to please
- **Skeptical** - suspicious, argumentative, vindictive
- **Cautious** - risk-averse, fearful of failure, criticism, or embarrassment
- **Reserved** - aloof, blunt, uncommunicative, lacking empathy
- **Leisurely** - overtly cooperative, covertly irritable, stubborn, procrastinating
- **Bold** - arrogant, entitled, grandiose
- **Mischievous** - charming, manipulative, risk-taking, excitement-seeking
- **Colorful** - dramatic, attention-seeking, disruptive
- **Imaginative** - creative, eccentric
- **Diligent** - hardworking, meticulous, critical, controlling
- **Dutiful** - eager to please authority, unconcerned about subordinates, socially appropriate

Assessment Facts

- Identifies problematic behavioral tendencies not detected in an interview
- 15- to 20-minute completion time
- Online administration
- Instant scoring and reporting output
- No invasive or intrusive items
- Available in 47 languages and dialects
- Nearly three million participants assessed
- Used in more than 1,000 research studies
- No adverse impact



MVPI

Motives, Values, Preferences Inventory

The MVPI concerns personal values, motives, and unconscious biases.

Organizations around the world use the MVPI to evaluate the alignment between individuals and work environments, which is critical for engagement and productivity.

The MVPI assesses the inside of personality using 10 scales that concern core values, which are often unconscious but determine career satisfaction.

Scales and Definitions

- **Recognition** - wanting attention, visibility, status
- **Power** - wanting success and the control of resources
- **Hedonism** - seeking fun, pleasure, enjoyment
- **Altruistic** - wanting to help the less fortunate, contribute to society
- **Affiliation** - needing opportunities for networking and interaction
- **Tradition** - valuing established principles of conduct and belief
- **Security** - wanting structure, order, predictability
- **Commerce** - seeking symbols of material success
- **Aesthetics** - concerned with creativity, good design, self-expression
- **Science** - seeking data-based solutions to important problems

Assessment Facts

- Evaluates the alignment between personal values and organizational culture
- 15- to 20-minute completion time
- Online administration
- Instant scoring and reporting output
- No invasive or intrusive items
- Available in 47 languages and dialects
- More than two million participants assessed
- Used in more than 600 research studies
- No adverse impact



Get started.

Contact us today to learn more about how Hogan can help your organisation hire the right people, reduce turnover, and build stronger leaders.

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