

hda

Know Your People
To Improve Performance.



To Improve Performance, You Must Know Your People...

Use this powerful personality assessment to hire the right people, develop talent, build great leaders.



PREDICT YOUR PEOPLE PERFORMANCE

The Hogan Inventories are some of the most extensively validated personality tools designed to measure reputation. Matching personality to the demands of any role is essential and these efforts can deliver significant benefits – profiling to enhance performance. The Inventories are ideal for developing leaders and essential in identifying and growing future leaders.

Hogan Personality Inventory (HPI)

The Bright Side of Personality

The HPI describes normal, or bright-side personality – qualities that describe how you relate to others when you are at your best.

Hogan Development Survey (HDS)

The Dark Side of Personality

The HDS describes the dark side of your personality – qualities that emerge in times of increased strain and can disrupt relationships and derail your chances of success.

Motives, Values, Preferences, Inventory (MVPI)

The Inside of Personality

The MVPI describes your personality from the inside – the core goals, values, drivers, and interests that determine what you desire and strive to attain.

Hogan Business Reasoning Inventory (HBRI)

How You Think

The HBRI describes reasoning style – your ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes.

Tool Features:

- A comprehensive, business-based assessment of personality
- Designed specifically to predict occupational success
- Results are available in a variety of employee selection and development report formats
- Based on the Five-Factor Model (FFM)
- Developed exclusively with working adults
- Normed using 1,000,000 working adults worldwide
- Validated on more than 400 occupations covering all major industries
- No invasive or intrusive items
- No practical gender or ethnic differences in scale scores
- HPI provides percentile scores for the seven major scales. These scores can be based on general population, manager or executive norms
- Fully internet-enabled
- Available in multiple languages

REPORTS: WHAT YOU GET

The results of the Hogan Personality Inventory (HPI) are available in various formats. Reports vary in scope and complexity to provide interpretable data to assist employees in making informed hiring decisions and help to develop leaders into their full career potential. The reports produced detail:

- Identify how the candidate is likely to act in various circumstances
- Note strengths and shortcomings
- Highlight individuals overall degree of employability based on demeanour, conscientiousness and approach to learning
- Evaluate the degree of fit between a persons profile and a particular career
- HPI provides systemic information on personality strengths and weaknesses which can be used for individual development
- Make suggestions about how to manage the individual's career
- Pinpoint characteristics relevant for success in most work environments
- Identify suitability for the position
- Provide a graphic report of the candidate's assessment results
- Summarise the recommendation for job fit and potential hiring

MORE FACTS ABOUT THE TOOL

- Contains items that are keyed true and false
- No invasive or intrusive content
- No adverse impact on race, ethnicity or gender
- Total completion time is 15-20 minutes
- Based on socioanalytic theory
- Norms are available by group in sizes ranging up to 30,000 cases
- Over 1,000,000 job candidates have been tested
- Available data for virtually every industry and job category
- Test-retest reliabilities range from .74 to .86
- Used in over 400 validity studies
- Successfully predicts occupational success in all major job categories
- Research archives date back to the mid 1970s
- One of the most widely used measures for research on personality