



## Hogan Assessment Systems

Hogan Assessment Systems provides a comprehensive suite of personality assessments to help companies select employees, develop leaders, and identify talent.

- Employee selection, perhaps more than any other process in an organization, has the power to change a company's destiny. We design and implement selection systems aimed at improving bottom-line business results.
- Employee development reports provide important insights to help employees develop to their full career potential. Our development assessments help companies determine the right fit for each employee and provides feedback to develop each person into his or her most valuable role within the organization.
- Talent management expertise helps organizations identify talent which we define in terms of personality, cognitive ability and leadership potential.

Hogan Assessment Systems is EEOC (USA) and AGG (Germany) compliant and is statistically sound.

### WHY HOGAN?

Hogan Assessment Systems predicts managerial and leadership performance and offers numerous reports for selection and development. It consists of four tests with following results:

- Personality and Potential (“bright side”) – what we see when people are at their best
- Challenges and derailers (“dark side”) – what we see when people are stressed
- Values and preferences (“inside”) – reveals a core values, goals and interests
- Thinking style, strategic and tactical reasoning

## HoganLEAD SERIES

The HoganLEAD Series Reports are composed of four different reports all working together to identify strengths and developmental needs of a manager or executive.

- **Potential Report (HPI)**  
The Potential Report outlines an individual's day-to-day leadership style, including behavioral descriptions, leadership competencies, and comprehensive development recommendations. The Potential Report is based on the Hogan Personality Inventory (HPI) and is organized in terms of seven dimensions; each dimension addresses a different component of leadership performance.
- **Challenge Report**  
The Challenge Report predicts career-derailing behaviors that can be the result of high stress or challenging work situations.
- **Values Report (MPVI)**  
The Values Report explores a person's core values and goals that ultimately dictate a leader's emphasis on working with others and the type of environment a leader will create. The report predicts individual fit with a career, team, and organization.
- **Coaching Report**  
The Coaching Report is a self-guided, comprehensive development planning tool. It integrates the information from the Potential, Challenge, and Values Reports into a five-step planning process. By completing this process, a person produces a powerful, personal development plan designed to foster professional growth.

## OTHER REPORTS

### "HoganDEVELOP"

Development series reports provide high-impact development information on the behavioral tendencies likely to affect job performance. Combined, these reports are the fastest, most cost-effective tools available for on-boarding new employees or assisting current employees with their development.

- **Career Builder**  
Identifies strengths and shortcomings, and includes detailed developmental tips.
- **Management Builder**  
Highlights the most effective techniques for managing an employee.
- **Career Compass**  
Outlines the occupational significance of a person's core values and provides effective career planning information.



- **Interpretive Report**  
Presents scores in a graphical representation, interprets the business relevance of the scores, and describes how the scores interact.

### **“HoganSELECT”**

The Selection Series includes three primary report formats (Suitability, BASIS, and Individual Performance Assessment Report).

- **Suitability Report**  
This is our most basic report. It provides a graphic display of scale performance, cut score performance, and a hiring recommendation. It is most often used for high-volume employee selection or as part of a multiple-hurdle system. It can be easily customized to include hiring recommendations for multiple positions. The Suitability Report format is available for all of our primary inventories, and hiring recommendations can take into account the results of more than one inventory.
- **BASIS Report**  
This is a comprehensive report that provides a rich description of a candidate's fit to the job and organization, a hiring recommendation, full behavioral interview guide, and a hiring decision process - all the information needed to evaluate a candidate and arrive at a quality hiring decision. This report establishes a new industry standard. It can be produced from one or all of our primary inventories and can be customized to meet specific hiring needs.
- **Individual Performance Assessment Report (IPAR)**  
Because of their complexity, certain positions require hands-on assessment interpretation that can only be achieved by an expert. The IPAR was developed to facilitate expert evaluation of assessment results. IPARs typically use all of our primary inventories and may incorporate results from supplemental assessment tools. Each IPAR is individually prepared by a trained consultant. The assessment results are evaluated and a comprehensive performance summary is written for each candidate according to the requirements of the target position.
- **Candidate Potential Report (CPR)**  
A major concern of HR managers today is the risks and costs of bad hires. The Candidate Potential Report (CPR) will help you select the right candidates for jobs throughout your organization, ultimately increasing productivity, decreasing turnover and minimizing the risks and costs of bad hires. The report provides an immediate recommendation based on the assessment results that will identify each candidate as high, moderate or low fit for the



job opening. Additionally, the report identifies the candidate's strengths, areas of concern and interview style.

- Hogan Safety Report

In response to industry demand, Hogan is pleased to offer the Hogan Safety Report as part of our suite of assessment report options. Applicable to a wide range of industries, the Safety Report determines a candidate's work style and overall safety orientation, assuring you of high-quality, safety-conscious employees.

[www.hoganassessments.com](http://www.hoganassessments.com)