

# HIGH POTENTIAL CANDIDATE ASSESSMENT REPORT

Great leaders are the key to turning business challenges into competitive advantages.



THE SCIENCE OF PERSONALITY

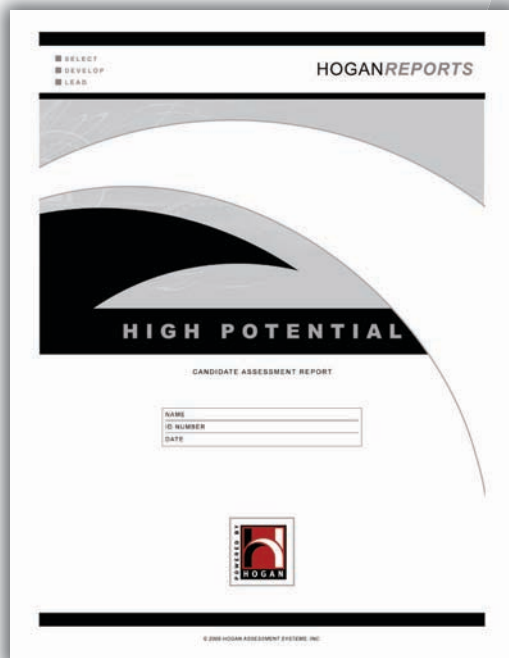
# business challenges are rippling through virtually every company in the world, fueling the need for great leaders

## How can you identify and select great leaders?

The best companies in the world find a way to manage through turbulent times and take advantage of the opportunities presented. One of those opportunities is the availability of talent.

To take advantage of this opportunity a company must possess the courage to pursue leadership talent despite the global business challenges and the wisdom to select those with the potential to be great.

For those companies that have recognized the opportunities presented by these turbulent times and are pursuing leadership talent, Hogan Assessment Systems now offers the High Potential Candidate Assessment Report to make better leader selection decisions.



**"We are aggressively growing our business throughout the world. Our ability to develop great leaders will be central to achieving our goals for growth."**

**-Alan Church**

VP Organizational Development  
PepsiCo

**"The size and complexity of our business is at an all time high. Our success depends on leaders that can hit the ground running and navigate the complexities to produce results."**

**-Brian Fishel**

SVP Leadership Development  
Bank of America

**"Our competition is fierce and our business changes rapidly. We need great leaders that can grow and keep pace with a demanding business environment marked by change."**

**-Brandy Agnew**

Global Talent Management  
Dell

Based on research from a global sample of more than a thousand executive MBA program graduates, the High Potential Candidate Assessment Report allows companies to identify top candidates in relation to specific business competencies. This sample group represents one of the highest-level talent pools ever used to create a profile of high-potential leadership.

The report's competency profile aids key leadership selection by comparing candidates on business, leadership, interpersonal and intrapersonal competencies.

## HOGAN HIGH POTENTIAL COMPETENCY PROFILE

Business	Leadership	Interpersonal	Intrapersonal
<ul style="list-style-type: none"> <li>• Strategic Reasoning</li> <li>• Tactical Problem Solving</li> <li>• Operational Excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Results Orientation</li> <li>• Talent Development</li> </ul>	<ul style="list-style-type: none"> <li>• Respect for People</li> <li>• Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Self-Awareness</li> <li>• Tenacity</li> <li>• Judgment</li> </ul>

### HOGANREPORTS HIGH POTENTIAL



#### HOGAN HIGH POTENTIAL ASSESSMENT PROFILE

<b>E</b> Exceeds Requirements	<b>MR</b> Meets Requirements	<b>B</b> Below Requirements
Competency	Competency Definition	Rating
Business Domain – Competencies related to the processing of information to address business challenges.		
<b>Strategic Reasoning</b>	Combines the ideas of self and others to envision the possibilities and chart a course to an improved future-state.	<b>B</b>
<b>Tactical Problem Solving</b>	Synthesizes available data and facts into plausible courses of action that will result in the resolution of identified problems.	<b>MR</b>
<b>Operational Excellence</b>	Manages business priorities and resources to ensure the efficient, timely, and cost effective achievement of business results.	<b>E</b>

a company must possess the courage to pursue leadership talent

# COMPLETE HIRING PROCESS SUPPORT

The High Potential Candidate Assessment Report provides hiring process support through a detailed interview guide that presents competency-related questions to assist with hiring top leaders.

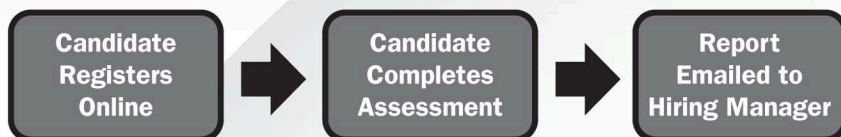
## HOGAN **REPORTS** HIGH POTENTIAL



### HOGAN HIGH POTENTIAL INTERVIEW GUIDE

Business Domain – Competencies related to the processing of information to address business challenges.	
<b>Strategic Reasoning</b>	<ul style="list-style-type: none"><li>• Give an example of when you have identified an impending issue or trend and describe the steps you took to deal with the issue.</li><li>• Tell me about a time when you envisioned a unique idea or built on the idea of another and took action to turn your vision into reality.</li></ul>
<b>Tactical Problem Solving</b>	<ul style="list-style-type: none"><li>• Give an example of when your ability to think outside the box and create a new solution to an old or recurring problem led to positive results.</li><li>• Tell me about a time when your ability to solve a problem in a practical, hands-on manner resulted in a simple yet highly effective solution.</li></ul>
<b>Operational Excellence</b>	<ul style="list-style-type: none"><li>• Provide an example of when you worked on a complicated project in which you needed to balance priorities and resources in order to ensure success.</li><li>• Give an example of when your planning and organizing skills allowed you to achieve an important work objective.</li></ul>
Leadership Domain – Competencies related to the challenges of leading self and others.	

The Hogan High Potential Candidate Assessment Report provides all of this critical information in a simple to use, turn-key process that takes less than an hour.



**The Hogan High Potential Candidate Assessment Report is the centerpiece of a package of support tools that are easily added to any hiring process.**

<b>Technical Manual</b>	Providing the legal protection for using an assessment
<b>Online Training</b>	Preparing hiring managers to use the report and support tools
<b>Reference Guide</b>	Aiding hiring managers in interpreting assessment results
<b>On-boarding Process</b>	Assuring the transition from candidate to leader
<b>Multi-level Customer Support</b>	Partnering with you to ensure success

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