



# Why Hogan?

Hogan has more than 30 years of experience providing cutting-edge assessment and consulting solutions

With more than 2,000 test publishers in the U.S., finding the personality assessment provider that addresses your unique business challenges is a daunting task. Hogan has more than 30 years of experience providing cutting-edge assessment and consulting solutions to some of the largest companies in the world, and distinguishes itself along several key attributes:

Hogan's assessments are designed to address your unique business challenges. Our assessments can be used for a variety of talent management initiatives, from pre-hire selection to executive-level development.

- **Predict job performance** – Improve hiring practices by measuring basic employability, work style, safety consciousness, and organizational fit.
- **Evaluate probable derailers** – Identify and mitigate performance risks that can degrade leadership success, erode relationships, and damage professional reputation.
- **Identify potential** – Identify and develop your organization's next generation of top talent.
- **Leadership development** – Empower your organization's leadership to leverage the strategic self-awareness gained through Hogan's assessment process with executive development and coaching.
- **Pair with 360° data and other performance indices** – Reveal the underlying characteristics and values that drive behaviors and performance ratings identified in the 360° process. In progressive development programs, 360s provide the what; Hogan provides the why.

Hogan offers the range of measurement required for most initiatives. Hogan publishes four unique assessments that measure normal personality characteristics, career derailment risks, core value drivers, and cognitive style. Hogan's selection and development solutions are driven by a targeted mix of the following core assessments:

- **HPI** – The Hogan Personality Inventory measures normal personality characteristics necessary for job fit, effective relationships, and career success.
- **HDS** – The Hogan Development Survey is the industry standard for measuring career-derailing personality characteristics.
- **MVPI** – The Motives, Values, Preferences Inventory reveals a person's core values, goals, and interests, which impact organizational fit and indicate environments in which individuals will be motivated and satisfied.

Hogan's unique approach to talent management allows our assessments to be used throughout the organization.

**Hogan's assessments can be used throughout the employee lifecycle.** Hogan's unique approach to talent management allows our core assessments to be used for any level of assessment throughout the organization. Our tailored solutions provide effective ways to integrate personality assessment into your selection, development, and talent identification programs.

- Hogan's online report architecture can generate a variety of report outputs from a single set of participant data. Because personality tends to remain stable over time, targeted development reports can be generated as the individual moves through the employee lifecycle.
- Hogan has a wide variety of role- and initiative-specific reports tailored to meet the specific needs of your selection or development process. Sample reports can be found online at [www.hoganassessments.com/reports](http://www.hoganassessments.com/reports)
- Hogan's approach provides a consistent assessment language and set of behavioral descriptors which become ingrained in the organization's selection and development culture.

**Hogan supports global initiatives.** To support the global reach of our clients, Hogan established an industry-leading network of international partners. Hogan's global capabilities offer several distinct advantages:

- Nearly 30 distributors operating in more than 40 countries across six continents ensure our assessments are locally supported.
- Hogan's assessments are available in more than 40 languages. We adhere to rigorous translation and cultural adaptation practices to ensure congruence between assessment translations.
- Hogan's research department continually develops and refines local, language-specific norms where applicable.
- Hogan developed a set of global norms designed to standardize comparison across languages and cultures.

**Hogan's assessments are based in science.** Our assessments were developed and validated according to industry standards.

- Hogan provides documentation to all clients detailing the development of each assessment, the original validation process, and information aimed to create transparency around our process.
- The Hogan technical manuals are organized according to the standards outlined in the Uniform Guidelines on Employee Selection Procedures (UGSEP). These guidelines are designed to help employers comply with Federal law around employment practices.
- Hogan's approach to norming our assessment tools adheres to the professional and technical benchmarks established in the Standards for Educational and Psychological Testing.

**Hogan's solutions are proven.** Hogan maintains the industry's largest and most well-developed archive of original research, affording access to hundreds of real-world validity studies demonstrating the extent to which our assessments predict performance.

- Our research department, composed of masters- and doctorate-level I-O psychologists, regularly conducts return-on-investment (ROI) studies establishing the impact of personality-based selection and development activities on real-world performance outcomes.
- The Hogan archive contains case studies demonstrating ROI across virtually every industry for nearly all job titles listed in the U.S. Department of Labor's Dictionary of Occupational Titles.

Hogan's founders are internationally regarded as leading experts in personality assessment.

**Hogan and its founders are well-regarded members of the scientific community.** Hogan founders and managing partners Dr. Robert Hogan and Dr. Joyce Hogan are internationally regarded as leading experts in the field of Industrial-Organizational Psychology and personality assessment, and are actively engaged in the professional community.

- Drs. Joyce and Robert Hogan are Fellows of the American Psychological Association (APA) in Division 5 (Measurement and Assessment), Division 8 (Personality and Social Psychology), and Division 14 (Industrial and Organizational Psychology).
- Drs. Joyce and Robert Hogan are active members of the Society of Industrial-Organizational Psychology (SIOP), as are many Hogan staff members.
- Drs. Joyce and Robert Hogan established the Hogan Award for Personality and Work Performance through the SIOP Foundation. The annual award seeks to advance the field of Industrial-Organizational Psychology by recognizing and rewarding research that furthers the understanding of personality as it relates to job performance.
- Hogan stakeholders and staff members publish papers and research articles regularly in peer-reviewed journals, including the Journal of Applied Psychology, the Journal of Psychoeducational Assessment, and the American Psychological Association, among others.

**Hogan's assessments are peer reviewed.** Personality assessment is an unregulated industry, and consumers depend on non-partisan agencies to establish credibility. Hogan recommends researching whether prospective providers submit their assessment tools to independent, third party review. If not, ask why.

- Hogan's assessments are released to and reviewed positively by the Buros Institute of Mental Measurements, a U.S. database of commercially available test reviews, and in the U.K. by the British Psychological Society.
- Hogan's solutions are legally defensible. In selection scenarios, assessments should be empirically linked to job performance and should not demonstrate adverse impact. In Hogan's more than 30 years in business, our assessments have never been legally challenged in court.



- Our assessments and validation procedures are designed in accordance with the Uniform Guidelines on Employee Selection Procedures.
- In the case of a legal challenge, Hogan will provide supporting documentation regarding the creation, validation, and proper use of our assessments should the validity research be challenged.
- In addition, Dr. Joyce Hogan is an international authority on personnel selection, and serves as a consultant/expert witness on employment discrimination cases for the U.S. Department of Justice.

Hogan empowers users  
with the expertise and  
resources needed to interpret  
personality profiles.

**Hogan requires certification to administer and interpret our assessments.** To ensure appropriate and consistent application of our assessment tools, Hogan provides a comprehensive certification process that empowers users with the expertise and resources needed to interpret the Hogan personality profiles.

- Due to (a) the inherent complexity of psychometric assessment data, (b) the depth of measurement offered by the Hogan tools, and (c) concerns with fairness and appropriate use of selection and development procedures, Hogan endorses a user-educated approach to implementation across the spectrum of talent-management applications.
- Hogan ensures that users are appropriately qualified and trained to administer and interpret the Hogan tools based on intended use.

**Hogan is the industry leader in personality assessment.** A pioneer in the personality assessment industry, Hogan remains one of the few privately-operated assessment publishers in the world. Drs. Robert and Joyce Hogan are founding partners of Hogan and respected contributors to the I-O Psychology community. They dedicated their careers to the advancement of personality assessment. Their commitment to scientific research and development of leading-edge personality assessments is a fundamental part of our culture. Over Hogan's more than 30 year history, we have partnered with thousands of organizations improve their talent management systems using Hogan's assessment solutions.

