

hoganconfigure.com

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HOGAN CONFIGURE: TALENT DECODED

- 1 Selection (internal or external)
- 2 Quick screen of candidates
- 3 Links personality to competencies
- 4 User-friendly dashboard
- 5 Grounded in science



UNDERSTANDING COMPETENCIES

- Common framework for recruitment and selection
- Validity evidence that maps individual bright and dark side personality with competencies
- Competency models identify performance themes across job families



HOGAN COMPETENCY MODEL

Domain Model

- 1 Intrapersonal Skills
- 2 Interpersonal Skills
- 3 Business Skills
- 4 Leadership Skills

HOGAN JOB FAMILIES

- Leaders
- Managers
- Professionals
- Technicians & Specialists
- Operations & Trades
- Sales
- Customer Support
- Administrative & Clerical
- Service & Support





Create

Start from scratch, or from a pre-designed job family template proven to predict what it takes to get the job done.



Customize

Add or remove competencies to capture the nuances of a particular position or corporate culture.



Compare

View candidates side by side to understand the strengths and shortcomings each brings to the table, and who stands out.



Start from scratch, or from a pre-designed job family template proven to predict what it takes to get the job done.



TEMPLATE DASHBOARD

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PROJECTS











TEMPLATES



SETTINGS

Hogan Templates

 Administrative & Clerical	 Customer Support	 Executives
 Managers	 Operations & Trades	 Professionals
 Sales	 Service & Support	 Technicians & Specialists

Custom Templates

[+ Create Custom Template](#)

 Accounting Managers	 Human Resource Managers	 Leaders
 Program Coordinator	 Selecting High Potential Executives	 Senior Marketing Analysts



Add or remove competencies to capture the nuances of a particular position or organizational culture.



TEMPLATE DETAILS

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PROJECTS



TEMPLATES



SETTINGS

Managers

+ Create Project

Competency	Domain	
Managing Conflict	Leadership	
Managing Resources	Leadership	
Driving Performance	Leadership	
Team Building	Leadership	
Leveraging People Skills	Interpersonal Skill	
Time Management	Intrapersonal Skill	
Solving Problems	Business Skill	
Teamwork	Interpersonal Skill	

Domain Overview



Intrapersonal Interpersonal Business Skill Leadership



Notes

Employees responsible for either entry-level supervision or middle management functions within an organization. Individuals in these occupations are responsible for prioritizing work tasks, allocating resources, and directing the day-to-day activities of individual employees and work teams.



View candidates side by side to understand the strengths and shortcomings each brings to the table, and who stands out.



Executives Feedback Workshop

Template Used: **Professionals**



☐ action

Search Participants and IDs

🔽 Name		🔽 Participant ID	🔽	🔽	🔽	🔽	🔽	🔽	🔽	🔽	🔽 Potential
<input type="checkbox"/>	Joy Bliss	111933	74	38	26	68	48	41	80	78	<div><div></div></div>
<input type="checkbox"/>	Adrienne General	111930	76	52	45	55	40	48	65	53	<div><div></div></div>
<input type="checkbox"/>	Karen Processes	111941	66	56	54	63	38	69	52	38	<div><div></div></div>
<input type="checkbox"/>	Dylan Change	111939	63	41	47	39	51	72	53	52	<div><div></div></div>
<input type="checkbox"/>	Caroline Beta	111931	53	60	45	47	83	40	39	51	<div><div></div></div>
<input type="checkbox"/>	Jennifer Blank	111937	38	52	55	54	46	69	28	39	<div><div></div></div>
<input type="checkbox"/>	Armand Testing	111935	36	47	33	48	57	18	69	60	<div><div></div></div>
<input type="checkbox"/>	Sarah Cabin-Smith	111936	39	43	45	37	51	59	35	35	<div><div></div></div>
<input type="checkbox"/>	Kristin Pleaser	111934	20	61	51	50	61	33	34	41	<div><div></div></div>
<input type="checkbox"/>	Sacha Commerce	111938	37	34	29	43	50	25	35	49	<div><div></div></div>

Show entries

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HOGAN CONFIGURE

- 1 Leverage Hogan science
- 2 Identify the right talent for the right job
- 3 Predict potential job performance
- 4 Assess people just once

We profiled millions of people in the past 3 decades to identify what attributes, qualities, and skills are necessary for optimal performance across all major job families.



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Video Support

<https://vimeo.com/125736742>

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