

# HOGAN CONFIGURE: TALENT DECODED

- 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







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.



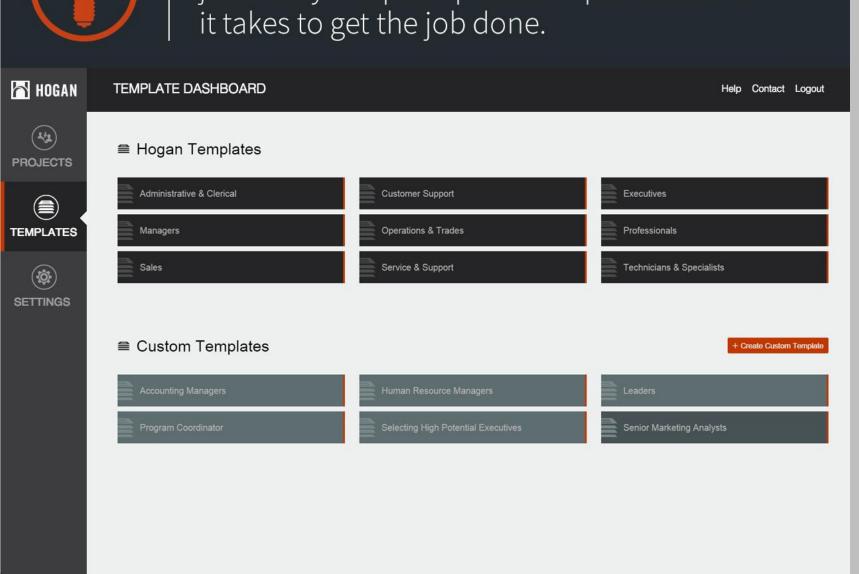
# Compare

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





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

HOGAN	TEMPLATE DETAILS			Help Contact Logout
PROJECTS	€Managers		+ Create Project	Domain Overview
	Competency	Domain		
TEMPLATES  SETTINGS	Managing Conflict	Leadership	<b>①</b>	Intrapersonal Interpersonal Business Skill Leadership  13%  25%  13%  49%  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
	Managing Resources	Leadership	<b>①</b>	
	Driving Performance	Leadership	<b>(i)</b>	
	Team Building	Leadership	(j)	
	Leveraging People Skills	Interpersonal Skill	(i)	
	Time Management	Intrapersonal Skill	(i)	
	Solving Problems	Business Skill	<b>①</b>	
	Teamwork	Interpersonal Skill	(i) E si fi. iri p a	

individual employees and work teams.



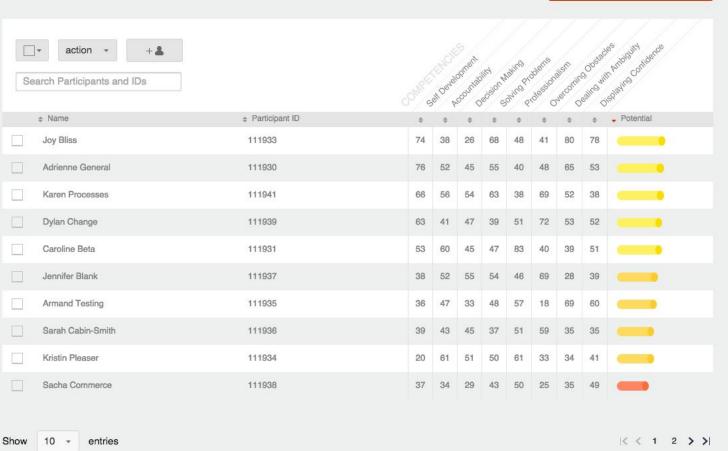
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Template Used:

**Professionals** 





(🍪) SETTINGS 

# HOGAN CONFIGURE

- 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.



## HOGAN CONFIGURE Video Support

https://vimeo.com/125736742

### **HOGANCONFIGURE.COM**

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