PRODUCTS OVERVIEW

OUR PERSONALITY ASSESSMENTS

Hogan Personality Inventory (HPI)

- Outlines strengths and skills that enhance an individual's career; identifies the characteristics of an individual that others notice quickly.

Hogan Development Survey (HDS)

- Identifies dysfunctional dispositions—tendencies that appear after prolonged exposure, during stress or as a result of heavy work loads—that can derail an individual's career.

Motives, Values, Preferences Inventory (MVPI)

- Identifies personal drivers and fit with an organizational culture; indicates what kinds of jobs, work, and environments an individual will find most satisfying.

OUR REPORTS

HAS reports are available in a variety of formats, can be linked to existing HR systems and customized to meet a customer's specific needs.

HoganSELECT	HoganDEVELOP
FIT Report - This report provides cut-off scores and a hiring recommendation; it requires validation work prior to implementation. **BASIS Report** - This report provides critical assessment information for making selection decisions, and provides a behavioral interviewing system for the hiring manager. **EXPRESS Report** – this off-the-shelf report provides an immediate selection recommendation based on assessment results. **ADVANTAGE Report –** this off-the shelf report is based on a quick, 5-minute assessment and provides information about general employability.	**CAREER Report** – This report uses HPI results to identify strengths, shortcomings, and detailed tips for development. **MANAGE Report** – This report uses HPI results to highlight the most effective techniques for managing an employee. **COMPASS Report** – This report uses MVPI results to outline the occupational significance of a person's core values and provides career planning information. **INTERPRET Report** – This report contains a description of the measurement scales, a graph, and a narrative of behavioral implications for each scale.
HoganLEAD	**HoganREPORTS**
Leadership Forecast Series – This series provides an in-depth evaluation of leadership potential. ▪ **POTENTIAL Report –** leadership strengths ▪ **CHALLENGE Report –** potential leadership derailers ▪ **VALUES Report** – individual motives, values, and drivers **SUMMARY Report** – This report provides a comprehensive summary of a candidate's performance strengths, challenges, and values.	**DATA Report –** provides a simple presentation of percentile scores for any of the assessments. **SAFETY Report** – this report contains information about safety-related behavior on the job. **HIGH POTENTIAL Report** – this report is designed to help companies identify top candidates in relation to specific business competencies. **GROUP Reports** – assessment results can be reported in aggregate for group-level analysis and interpretation