

## THE INVENTORIES: THE KEYS TO HELPING CLIENTS

The assessments include a variety of scales, which create profiles that reveal reasoning skills and personality — the personal characteristics that explain why people do what they do.

### HOGAN PERSONALITY INVENTORY

#### *The Bright Side of Personality*

The Hogan Personality Inventory (HPI) is considered the industry standard for measures of normal personality because of its ability to predict employee performance. It identifies the “bright side” of personality – what we see when people are at their best.

### HOGAN DEVELOPMENT SURVEY

#### *The Dark Side of Personality*

The Hogan Development Survey (HDS) assesses 11 patterns of behavior that impede work relationships, hinder productivity, or limit overall career potential. Frequently, the HDS is used for employee development because early detection of these tendencies can be followed by coaching to compensate for them.

### MOTIVES, VALUES, PREFERENCES INVENTORY

#### *The Inside of Personality*

The Motives, Values, Preferences Inventory (MVPI) reveals a person’s core values. Organizations can use this information to ensure that a new hire’s values are consistent with those of the organization. The MVPI can also help diagnose areas of compatibility and conflict among team members.

### HOGAN BUSINESS REASONING INVENTORY

#### *The Reasoning Aspect of Cognitive Ability*

The Hogan Business Reasoning Inventory (HBRI) measures the reasoning skills necessary for success in a business environment. The inventory has been developed using cutting-edge psychometric methods. It provides an overall score, plus scores for strategic and tactical reasoning.



## THE REPORTS: TOOLS FOR OUR CLIENTS

Our four inventories produce a range of reports. Clients often use one of our primary report formats to create customized reports for their specific business needs. The reports are used for:

- employee selection
- on-boarding
- team building
- coaching and developing

For example, the Selection Series includes four report formats with graphic displays of scale performance, cut-scores, and hiring recommendations. The BASIS Report describes a candidate’s fit with the job and organization and provides a hiring recommendation, a behavioral interview guide, and a hiring decision process.

The Development Series reports include the following:

- Career Builder, which lists strengths, shortcomings and tips for development
- Career Compass, which identifies the occupational significance of a person’s core values and provides career planning guidance
- Management Builder, which offers techniques for managing an employee

The Leadership Forecast series includes the following reports:

- Potential Report, which outlines an individual’s day-to-day leadership style
- Challenge Report, which describes career-derailing behaviors
- Values Report, which concerns a person’s core values and predicts fit with a career, team, and organization

*To learn more about Hogan Assessment Systems, visit our web site at [www.hoganassessments.com](http://www.hoganassessments.com)*

## OUR COMPANY: DISTINGUISHED BY FOUR STRENGTHS

**RESEARCH** — We have a database of several million assessments on working adults – an archive that is unmatched in the industry – and validation studies on more than 400 job titles. In 2005, we conducted 130 studies for client research and validation.

**CUSTOMIZATION** — We tailor solutions based on the requirements of each client.

**SERVICE** — Clients are helped by a friendly, professional staff of psychologists, researchers, and customer support specialists.

**TECHNOLOGY** — The company operates a secure on-line assessment platform, available 24 hours per day, seven days per week. Individuals can complete the inventories on the company web site, and reports are sent out via the Internet within minutes after completion.

## A COMPANY LED BY EXPERTS

Hogan Assessment Systems is a research-based consulting firm that uses personality assessment to help companies in the U.S. and 15 countries select employees and develop leaders.

Data from over 25 years of research show that our inventories predict job performance and provide return on investment through increased productivity. We have worked with more than 1,000 companies worldwide.

Hogan Assessment Systems is an industry-leading test publisher and is considered by many as the gold-standard for assessment quality.

The company was established in 1987 by Robert Hogan, Ph.D., University of California, Berkeley; and Joyce Hogan, Ph.D., University of Maryland.

Robert Hogan is an international authority on personality assessment, leadership, and organizational effectiveness.

Joyce Hogan, who specializes in employment test development and validation, is a consultant on employment discrimination for the U.S. Department of Justice.

Managing partner Rodney Warrenfeltz, Ph.D., Colorado State University, has over 25 years of corporate experience with Fortune 100 companies in the areas of organization and leadership development.

## EMPLOYEE SELECTION AND DEVELOPMENT

Business leaders know that people are a company's most important competitive advantage. Creating that advantage begins by hiring the best candidates at all levels in an organization.

Our success – and our clients' satisfaction – is determined by results, such as:

- reducing turnover and absenteeism
- increasing sales
- improving customer service

Companies save time and money when they streamline their selection and development process by using our assessments. Our inventories promote self-knowledge, which helps individuals understand the underlying sources of their behavior and improve their performance. This is the science of personality.

Hogan Assessment Systems has performance data for more than 400 jobs, ranging from janitor to CEO. Nearly half of the Fortune 100 companies use our inventories.

## WHAT WE DO: ASSESSMENTS, REPORTS, SOLUTIONS

We use our inventories to help organizations solve human resource problems. Our four assessments reveal a person's reasoning skills, competencies, values, and leadership characteristics.

Data from the inventories produce easy-to-read reports that contain recommendations for hiring and development. Our clients then use these insightful reports to make decisions regarding the selection and development of employees. This process is carried out with the help of our professional staff who serve as consultants, researchers and advisers. Customer service is an essential component of our business.

The assessments can be completed on-line, and the reports are sent out within minutes via our secure, state-of-the art, web-based system.

## CASE STUDIES

A food distribution company wanted to ensure the quality of newly hired managers and staff professionals. We customized three reports using the Hogan Personality Inventory and the Motives, Values, Preferences Inventory to address their needs. The company developed a utility model based on the results of the selection process and estimated that performance improvements for managers alone would result in a benefit of \$11,760,000 per year.

A global package delivery company was interested in implementing a high-impact, cost-effective program for developing their senior leaders. As part of the process, they chose the Leadership Forecast Potential and Challenge Reports. The program's initial implementation with more than 100 senior leaders was highly successful. The company is now developing a customized version of the program that can be used with thousands of leaders throughout the country.

The following are industry sectors where we have a proven, research-based track record of producing positive business results:

Communication	Hospitality
Construction	Manufacturing
Consulting	Pharmaceutical
Education	Retail
Energy	Security
Financial	Technology
Government	Transportation
Health Care	

**HOGAN**  
ASSESSMENT SYSTEMS

The Science of Personality™

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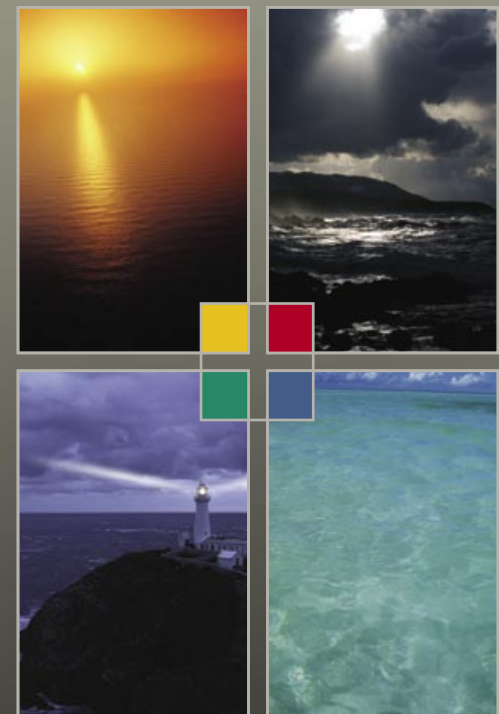
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Assessment-based solutions  
for selecting employees and  
developing leaders