



Hogan Assessments

"The bottom line is that personality matters to individuals because self-understanding allows a person to be strategic about his/her career choices and career development. Personality matters to employers because knowledge about a job applicant's personality allows them to be strategic about the hiring process."

Dr. Robert Hogan

Why We Use Hogan Assessments

The Hogan Assessments help organizations address human resource challenges. More than 20 years of research with working adults and leaders have contributed to the creation of these tools. Extensive studies show that well-constructed measures of personality, such as the Hogan series, predict important aspects of job performance across a wide range of industries and positions. Hogan Assessment Systems and other researchers have conducted predictive validity studies which link certain personality characteristics with job performance over time.

While other factors clearly may impact successful job performance, the Hogan Assessments have repeatedly demonstrated their predictive capability. When we accurately measure an individual's responses with the Hogan Assessment, we uncover his or her core personality traits, and we can forecast on-the-job performance from the results.

We transform data from the assessments into reports that give a rich, thorough picture which anticipate a person's likely "fit" with a given situation. In a coaching engagement, a report informs a client's self-awareness and illuminates choices about professional and personal development

HPI, HDS, and MVPI

Employers use a combination of three personality assessments to select candidates and employees, develop leaders, and identify talent. Human Resource professionals, managers, consultants, and coaches have used these tools with teams as well as individuals. The assessments have shown validity across geographies, cultures, and gender.

The assessments include:

Hogan Personality Inventory

- Measures the bright side of personality, what we see when people are at their best
- Concerns how a person approaches others and their work
- Characteristics that are noticed quickly by others



Hogan Development Survey

- Measures the lesser known side of personality, the negative tendencies that may appear after prolonged exposure, during stress, or heavy workloads
- Concerns characteristics that can derail a person's career by impeding work relationships, hindering productivity or limiting overall career potential

Motives, Values, Preferences Inventory

- Measures the inside of personality, key motivators for people
- Concerns personal drivers and fit with organizational culture
- Describes the environment the person will like to work in

Many Tools

Sharon and Diana are both certified in a variety of assessment tools and instruments. The Hogan is one of the most comprehensive tools Sharon has found for working with leaders and teams.

For more information on the Hogan system, you can access their website directly at www.hoganassessments.com.

– Sharon Buckmaster