

## Hogan Personality Tests for Job Candidate Selection and Executive Development

Richard Metheny is certified to us the Hogan Assessment System. Dr. Robert Hogan pioneered the use of personality tests for organizational decisions 30 years ago. Designed specifically for the workplace, Hogan tests illustrate a person's natural advantages, or "edges," and their potential problem areas, or "risks" in a job or business setting. Performance Programs, an authorized distributor and training provider, will help you relate these edges and risks to the context of particular jobs for hiring as well as training and development.

Hogan's three assessments, the **Hogan Personality Inventory (HPI)**, **Hogan Development Survey (HDS)**, and **Motivation, Values, and Preferences Inventory (MVPI)**, predict on-the-job performance, particularly those aspects of performance normally associated with "attitude." Hogan tests identify the personal and motivational characteristics needed to perform well in various occupations.

These tests offer a variety of unique features:

- Comprehensive, business-based assessment of personality
- Designed specifically to predict occupational success
- Useful for selection or development
- Reports in a variety of selection and development formats
- Based on the [Big Five personality traits](#) (see Wikipedia)
- Developed exclusively on working adults
- Normed on more than 500,000 working adults worldwide
- Validated on more than 200 occupations covering all major industries
- No invasive or intrusive items
- No adverse impact
- Fully internet-enabled
- Available in multiple languages

## Hogan Personality Indicator™

### Applications:

Companies will find the HPI useful for four purposes: employability, individual assessment, personnel selection, individual development.

» <b>Employability</b>	Highlighting a person's overall degree of employability based upon their demeanor, conscientiousness, and approach to learning. Individuals that are high on employability are easy to manage and work hard to be successful regardless of the job they are performing.
» <b>Individual Assessment</b>	Evaluating a person's fit within the spectrum of career choices in the economy and highlighting the degree of fit between a person's profile and a particular career. Individuals that are a strong fit for a particular career will have a higher probability of success and greater longevity in that career.
» <b>Personnel Selection</b>	Evaluating a person's fit with the requirements of a specific job. Once job requirements have been identified, a profile based on the HPI scales is developed. The profile is then used to screen job candidates. Candidates with HPI results that match the job profile are more likely to be successful performing the job.
» <b>Individual Development</b>	Perhaps the most powerful information that can be derived from the HPI is self-awareness. The HPI provides systematic information on personality strengths and weaknesses. This information can be used as a foundation for a high-impact development program that can have a lasting impact on a person's future success.

## Hogan Development Survey™

The Hogan Development Survey (HDS) is based on groundbreaking research on the eleven behavioral tendencies that can derail career success. Dotlich and Cario in Why CEOs Fail apply the HDS to describe the impact of these tendencies among executives. Dotlich and Cario say that, "... CEO's, as well as all leaders, are vulnerable to these 11 derailers – deeply ingrained personality traits that affect their leadership style and actions." Avoiding these potential consequences is based on self-awareness. The HDS is the only inventory available that measures these behavioral tendencies. The HDS is the only inventory available that measures these behavioral tendencies. The inventory

offers a variety of unique features:

**Features:**

- » Unique in predicting barriers to a successful career
- » Selection or development
- » A variety of selection and development report formats
- » Parallels the standard DSM-IV, Axis 2 disorders, but is not a medical questionnaire
- » Characteristics not covered by the Five-Factor Model
- » Based exclusively on managerial samples
- » Normed on over 10,000 working managers
- » Validated in over 50 large organizations

**Motives Values Preferences Inventory™**

The MVPI is the only inventory that assesses individual core values and compares them to the existing culture (values) of an organization. The inventory also offers a variety of other unique features:

**Features:**

- » A comprehensive, business-based taxonomy of values
- » Evaluates fit between personal values and an organization's culture
- » Designed to predict occupational success and engagement
- » Used for selection or development
- » Describes the work environment a leader will create
- » Variety of selection and development report formats
- » Based on Dr Robert Hogan's influential Socioanalytic theory of personality
- » Developed exclusively with working adults
- » Validated in more than 100 organizations