

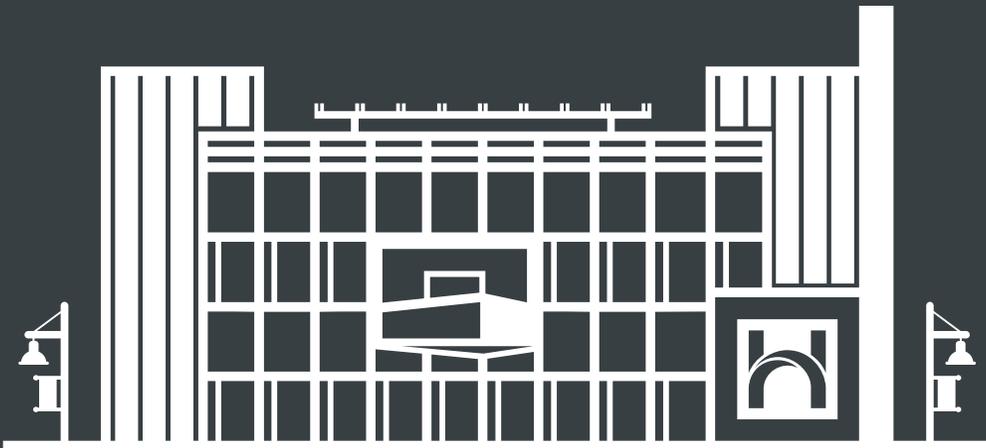
Selection and Development for a Success Career Hogan Assessments

UAlg Online Careers Fair 2020
João Ribeiro Santos



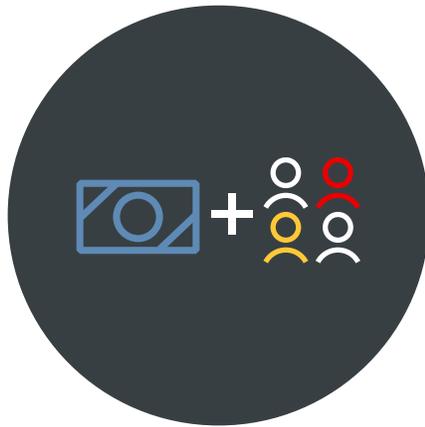
Who is Hogan?

Who is Hogan Assessments?



- We provide **premium assessment-based solutions** for making decisions about people.
- Our core assessments **solve problems common to all organizations**—safety solutions, high potential identification, leadership development.
- Our research archive has **performance data for most jobs** in the global economy.
- Our assessments help **individuals, teams, and organizations** across the world.
- Our research team develops **customized assessments to solve unique problems** for our clients.

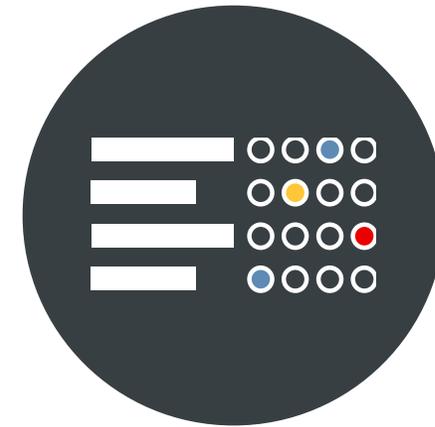
Why Our Research Matters



Business success depends on making good decisions about money and people.



Using data to support decisions about people is always best practice.



Our assessments provide an unbiased and scientific basis for making informed decisions about people.

Why Hogan Assessments?

Research



30+ years of independent research

–

Full **in-house research team** staffed with I/O professionals

Reputation



Hogan tools measure a person's **reputation**

–

How **others** will likely describe an individual

Prediction



Identification of candidates that will **perform** and fit the organization

–

Bottom-line results from **improved performance** to reduced turnover

Context



Framed for workplace **selection & development**

–

Developed & validated using adults in the workplace



By the Numbers

7
MILLION
ASSESSMENTS

650+



56
Countries

JOBS

+ **-** **⊕** **⚡**
AND JOB FAMILIES

350+

JOURNAL
ARTICLES
&
BOOK CHAPTERS

MORE THAN
1.1K
VALIDATION STUDIES

47
LANGUAGES

ESTABLISHED 1987

Global Reach

- Global test publisher and consulting firm
- Helps organizations gain a competitive advantage through people
- Support network spans 56 countries
- Leaders in the field of assessment and measurement



Hogan Speaks Your Language

Our products and services are currently offered in the following languages:



Arabic*	Dutch*	Japanese*	Serbian*
Albanian	Estonian	Korean*	Slovak*
Bahasa Indonesian	Finnish*	Latvian	Spanish, Castilian*
Bahasa Malaysia	French, Canadian	Lithuanian	Spanish*
Bosnian	French, Parisian*	Macedonian	Swedish*
Bulgarian*	German*	Montenegrin	Thai*
Chinese, Simplified*	Greek*	Norwegian*	Turkish*
Chinese, Traditional*	Hungarian*	Polish*	UK English*
Croatian	Indonesian*	Portuguese-Brazilian*	US English*
Czech*	Icelandic*	Romanian*	Vietnamese
Danish*	Italian*	Russian*	Welsh

** Norms available for these language formats*



Personality Overview

Identity vs Reputation



How We See Ourselves

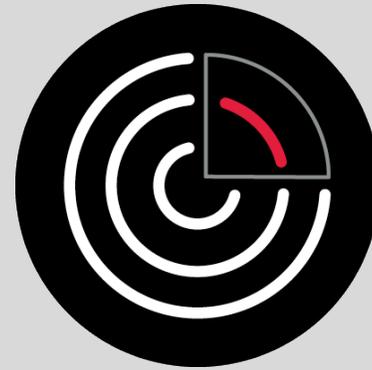


How Others See Us

Personality's Importance in Business



Insight into how we execute business strategies, and manage change, conflict, and people.

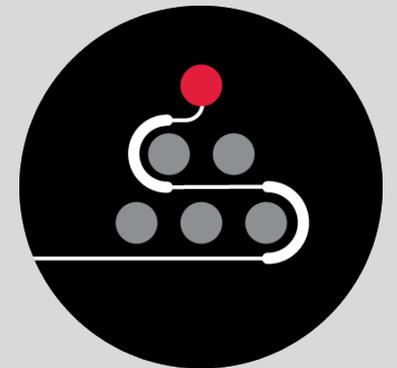


Influences our effectiveness at leading people.

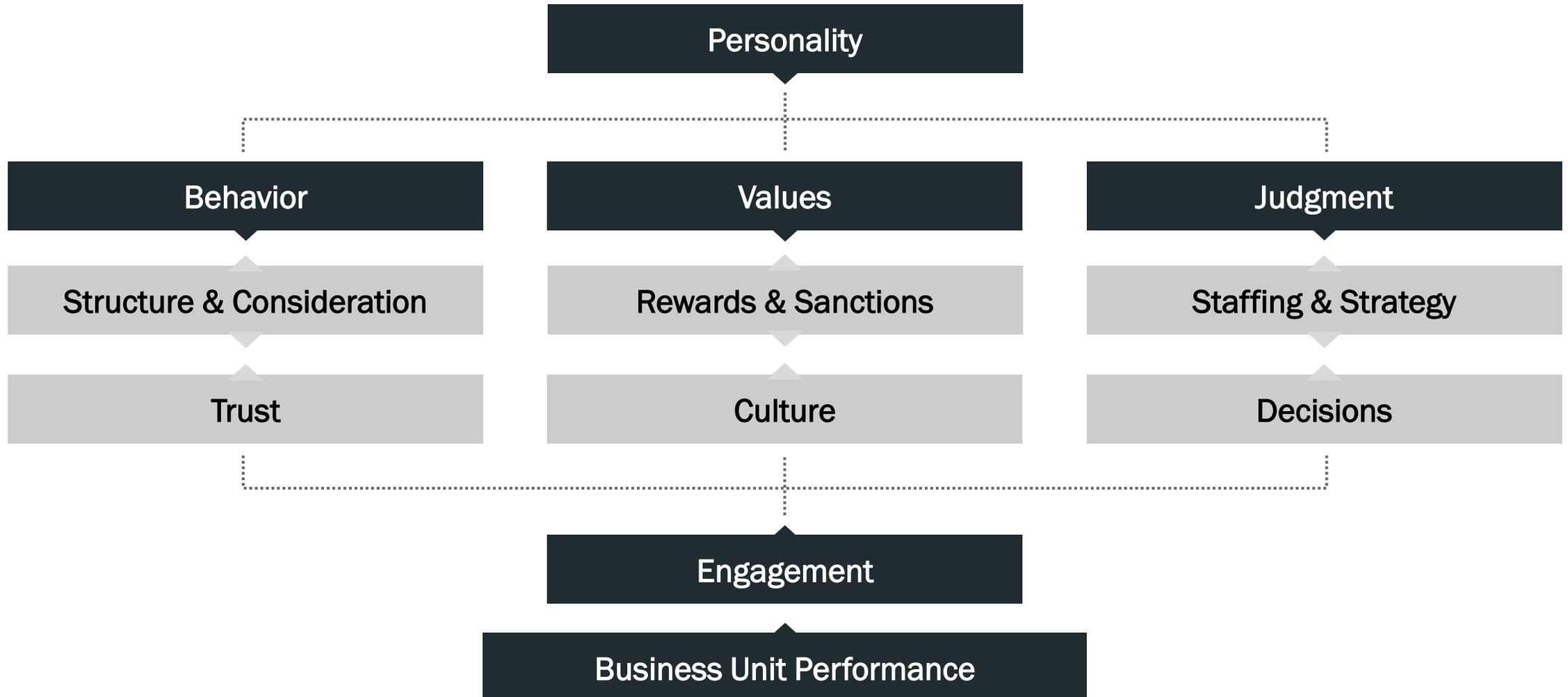
Underlies our behavior, actions, reactions, and interactions.



Information on a person's strengths, watch-outs, decision-making processes, and organizational culture.



Why Personality Matters



How Can Personality Assessments Benefit Organizations?



Greater Employee Engagement



Increased sales and revenue



Reduced Turnover



Higher performance



Fewer Accidents



Increased retention



Improved Productivity



Lower recruiting costs

Talent Management Tools For the Life Cycle of the Employee

1

Recruitment & Hiring

Selecting the best people for the right jobs

2

On-boarding

Getting employees up to speed and productive quickly

3

Employee & Leadership Development

Improving the performance of employees

4

High Potential Programs

Identifying and managing high potentials

5

Succession Planning

Determining who can move into different roles in the organization

6

Feedback & Coaching

Providing insights and focused plans for development and leadership effectiveness



What the Assessments Evaluate

What We Measure

Behavior and Values



HPI

Everyday strengths and weaknesses

Can you do the job?



MVPI

Personal goals, interests, and drivers

Will you like the job?



HDS

Overused strengths that derail careers

What will get in your way?



HBRI

The ability to solve problems and make business decisions

How do you solve problems?



JUD

The ability to learn, decide, and adapt

Do you make good decisions?

Our Core Assessments Define:

Values



Inside Values

Will you like the job?

The work environment you will strive to create

Strengths



Bright Side Strengths

Can you do the job?

Characteristics you possess to create it

Risks



Dark Side Risks

What will get in your way?

Performance risks that could get in the way

The Bright Side of Personality

Hogan Personality Inventory

HPI

**Describes normal, day-to-day
personality characteristics**

Developed specifically for the business community, the HPI predicts the ability to get along and get ahead, which determines success in careers, relationships, education, and life.

Organizations around the world rely on the HPI to provide insight into how people will work, how they will lead, and how successful they will be in their careers.

The Bright Side of Personality

The Hogan Personality Inventory (HPI) assesses the bright side of personality using seven scales to predict how people behave when they are at their best.

Adjustment	Confidence, self-esteem, and composure under pressure
Ambition	Initiative, competitiveness, and desire for leadership roles
Sociability	Extraversion, gregarious, and need for social interaction
Interpersonal Sensitivity	Tact, perceptiveness, and ability to maintain relationships
Prudence	Self-discipline, responsibility, and thoroughness
Inquisitive	Imagination, curiosity, and creative potential
Learning Approach	Achievement orientation, valuing education

The Dark Side of Personality

Hogan Development Survey



**Identifies critical blind spots
that lead to career derailment**

The HDS concerns behavioral tendencies that are strengths under normal circumstances. However, when these behaviors are not being managed and/or are overused, they become problematic, often degrade leadership effectiveness and erode the quality of business and personal relationships.

Organizations around the world rely on the HDS to identify derailers that disrupt or interfere with effective performance.

The Dark Side of Personality

The Hogan Development Survey (HDS) assesses the dark side of personality using **11 scales** that concern how people behave when they stop self-managing.

Excitable	Moody, hard to please, and emotionally volatile
Skeptical	Suspicious, sensitive to criticism, and expecting betrayal
Cautious	Risk averse, resistant to change, and slow to make decisions
Reserved	Aloof, uncommunicative, and indifferent to the feelings of others
Leisurely	Overtly cooperative, but privately irritable, stubborn, and uncooperative
Bold	Overly self-confident, arrogant, and entitled
Mischievous	Charming, risk-taking, and excitement-seeking
Colorful	Dramatic, attention-seeking, and interruptive
Imaginative	Creative, but thinking and acting in unusual or eccentric ways
Diligent	Meticulous, precise, hard to please, and micromanaging
Dutiful	Eager to please and reluctant to act independently or against popular opinion

The Inside of Personality

Motives, Values, Preferences Inventory



**Describes core values
and drivers**

The MVPI concerns personal values and motives.

Organizations around the world use the MVPI to evaluate the fit between individuals and work environments; this fit is critical for engagement and productivity.

The Inside of Personality

The MVPI assesses the inside of personality using 10 scales that concern core values which are often unconscious, but determine career satisfaction.

Recognition	Responsive to attention, approval, and praise
Power	Desiring success, accomplishment, status, and control
Hedonism	Orientated for fun, pleasure, and enjoyment
Altruistic	Wanting to help others and contribute to society
Affiliation	Enjoying and seeking out social interaction
Tradition	Dedicated to strong personal beliefs
Security	Needing predictability, structure, and order
Commerce	Interested in money, profits, investment, and business opportunities
Aesthetics	Needing self-expression, concerned over look, feel, and design of work products
Science	Wanting knowledge, research, technology, and data



QUESTIONS & NEXT STEPS



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PEOPLE ADVISORS



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