



HDS

HOGAN DEVELOPMENT SURVEY (HDS)

“The dark side of personality“

A test identifying the strengths and potential obstacles that may impede an individual's personal and occupational career.

Scales and interpretation

The Hogan Development Survey (HDS) explores eleven inter-personal behaviour patterns usually occurring in situations of stress and high workloads. These behaviour patterns – excitable, sceptical, cautious, reserved, leisurely, bold, mischievous, colourful, imaginative, diligent and dutiful – may affect successful collaboration with others, impede productivity and limit the entire career potential. As soon as these characteristics are recognized we offer measures to cope with them and, as required, compensate for them.

Applications

Personal development – supports reflection on one's own behaviour and change of behaviour patterns that impede collaboration with others

Team development – describes a person's performance as a team member and the performance of executive and decision-making bodies such as executive board, board of directors, supervisory board or project team. Suggests how collaboration and decision-making can be improved also in stress situations and corporate crises

Strategic career planning – combined with HPI and MVPI, provides a thorough analysis of strengths and weaknesses

Employee selection and development – combined with HPI and MVPI, paves the way for important HR decisions, also for large-scale projects

Features/Benefits

- points out inter-personal problems that are difficult to recognize in an interview
- is particularly helpful for executives and employees working in teams or often working in stress situations
- an exceptional tool identifying career barriers and helping to cope with these negative tendencies

