



Background

Origin / Background

Since the 1970s Robert Hogan, Ph.D. and Joyce Hogan, Ph.D. have been developing the Hogan Personality Inventory – a special tool to be applied in organizations for personality measurement. Today Hogan Assessment Systems, Inc. is a world leader in personality-based assessments for organizations. Dr. Robert Hogan is a highly productive author and was presented with many awards as a lecturer. He regularly speaks at events in the U.S.A. , Asia/Pacific and the European Union and often appears as key note speaker at international conferences and conventions. Dr. Joyce Hogan is a renowned scientist and author. She serves on the editorial boards of four scientific psychological publications and works as a consultant to the U.S. Department of Justice against discrimination at work. The Hogan Assessment Systems, Inc. tests:

- are recommended by leading scientists
- recently won the British Psychological Society Award – the most distinguished award presented by BPS
- were audited for adult employees in accordance with Equal Employment Opportunity (EEO) regulations and the stringent anti-discrimination laws and diversity requirements applicable in the U.S.A.
- are completed by approx. 2 million people in over 17 countries every year

All three inventories meet the stringent guidelines of the U.S. Equal Employment Opportunity Commission (EEOC). They do not discriminate against age, sex or race. This is important because the same test is used all over the world and compliance with laws and regulations governing employee selection is mandatory. According to the German anti-discrimination law (Allgemeines Gleichbehandlungsgesetz/AGG), HPI, HDS and MVPI (*geändert gegenüber deutschem Original*) and the related reports are objective procedures. Regarding cost, effort and legal risk, they represent a valuable alternative to interviews, assessment centres and evaluations of potential conducted by superiors. HPI, HDS and MVPI are proven to comply with major parts of the German AGG. They do not discriminate against age, sex or ethnic origin.

Each test is completed online via an encrypted (128-bit SSL) Internet connection and produces different reports. These reports give specific, job-related feedback on development which can also be applied by non-psychologists. Job profiles for individual positions and subsequent validation studies can be drawn up using the Hogan Job Environment Tool (JET). The questionnaires are available in many different European and Asian languages (currently 35). They are constantly being revised in stringent empirical studies and conform to the highest psychometric standards. Robert Hogan runs one of the major testing institutes in the U.S.A. Test scores and results are available via e-mail immediately after completion of the test and can already be used directly in assessments, workshops or coachings. Various assessments across groups of

participants can be made for team coaching or employee development schemes. Plenty of studies conducted by Hogan or independent organizations confirmed the test validity and quality in recent decades.

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