



Hogan® / Objectives

Objectives and applications

Assessments are conducted to enable employees to achieve their own objectives, be successful and get along better with other people. So they can promote their own career and find ways to better adjust to corporate needs. An individual's personality includes potentials, risks and values. The personality structure is stable over a period of time and may well be used to predict success and failure in a person's career.

The assessment serves as a basis for:

- Employee selection for recruitment, promotion, development and special assignments
- Group assessments for departments, divisions and organizations in order to identify the (decision-making) culture and potential deviations from it as well as to reveal potential leadership risks
- Early identification of high potentials and development of the management pipeline years in advance. Our personality forms when we are teenagers, that is to say the tests can already identify and describe potentials, risks and values at an early age (Early Talent Identification).
- Training programmes
- Individual development schemes such as coaching or job rotation
- Outplacement
- Executive / Manager Integration Programmes such as “The First 100 Days”
- etc.

Hogan Assessments are an internationally usable instrument which is available in the following 39 languages:

