



## Hogan®

### Hogan Assessments

Hogan Assessment Systems, Inc. is one of the leading assessment institutes worldwide ([www.hoganassessments.de](http://www.hoganassessments.de)). Every month over 50,000 persons complete the personality-based tests to assess management and leadership potential, leadership risks and values. These online assessments comprise a wealth of evaluation formats, e.g. the extensive reports of HoganLEAD on executive development, shorter reports drawn up as executive summaries or evaluations for crisis managers and first responders.

#### Special features

Hogan Assessments Systems provides reports which are not limited to a description of the personality, but offer concrete advice on how managers can be more successful in their business by using their potentials and despite possible risks. Moreover, job-specific recommendations as to recruitment, promotion and development can be given in separate reports.

#### Methods

The assessment comprises three tests whose results are presented in three different reports.

- 1. The Hogan Personality Inventory (HPI)** assesses the “strengths of the personality” and is based on the “Five Factor Model” used in personality psychology.
- 2. The Hogan Development Survey (HDS)** identifies the “downsides of the personality” and the behavioural risks factors a person displays when under pressure.
- 3. The Motives, Values, Preferences Inventory (MVPI)** looks into the “inside of personality” and reveals the core values of a person based on over 80 years of research.

Each of these tests takes about 15-20 minutes to complete.

**On the following pages you will find important information and detailed answers to the following questions:**

[What are the objectives pursued by the Hogan Assessment?](#)

[What precisely does the HOGAN PERSONALITY INVENTORY \(HPI\) offer?](#)

[What precisely does the HOGAN DEVELOPMENT SURVEY \(HDS\) offer?](#)

[What precisely does the MOTIVES VALUES PREFERENCES INVENTORY \(MVPI\) offer?](#)

[Which reports can be provided for which purposes?](#)

[What is the background of the Hogan Assessment?](#)

[Where can I find further information?](#)