

## HOGAN ASSESSMENTS - HOW DO THEY WORK & WHAT DO THEY MEASURE?

The Hogan Personality Inventory (HPI) and the Hogan Development Survey (HDS) link provide insight regarding your reputation – how others likely describe you. This statement, understandably, confuses many feedback recipients; they often ask, “If I responded to the assessments, how can my assessment results tell me about how other people perceive me”? The answer to this question is as follows:

- When you responded to each assessment item, you provided insight about your identity (how you see yourself).
- Hogan has studied the statistical relationship between employed adults’ (a) assessment responses (self-presentations of identity), (b) how people who know them describe them (their reputation), and (c) indicators of their performance (e.g., supervisory ratings, objective indices, 360 results) for 25+ years.
- Hogan’s research results demonstrate that specific assessment response patterns are consistently related to reputation (e.g., attributions of introversion, achievement-orientation, creativity). As such, we don’t really care what your individual responses tell us; we care about the fact that they predict something important – how others describe your work approach.
- In sum, Hogan results can tell you, with a 95% degree of confidence, when other employed adults responded to the assessment in a manner similar to you, how others described these individuals’ reputation (their job performance).

The HPI and HDS assessments provide insight regarding ingrained and automatic characteristics and tendencies like handedness. Right-handed people can write with their left hands; however, in order to do so, they must concentrate more, proceed slower and more deliberately, and practice in order to improve. If right-handed people practice writing with their left hands long enough, doing so would become more automatic and their handwriting likely would improve; however, when faced with a time-crunch, deadline, etc., these individuals most likely will write with their “natural” hand – they gravitate back towards their ingrained and automatic tendencies. Therefore, it is not surprising that individuals’ assessment results tend to remain relatively stable across time (the average test-retest reliability across the 28 Hogan assessment scales ranges from .75 - .81).

For more information: [www.hoganassessments.com](http://www.hoganassessments.com)