



H I G H L I G H T S

Hogan has set the global standard for predicting job performance for over three decades, building on a reputation of innovative leadership in providing scientifically-based personality assessment solutions for business and industry. Hogan research is widely credited with demonstrating how personality factors influence organizational effectiveness, and that personality testing effectively predicts job performance.

Hogan's assessments and reports represent an integrated system of solutions that are specifically designed to help you to better manage your human resource capital and retain top talent.

PREDICTIVE

Hogan assessments are based on subjective and objective indicators of job performance. Over 450 validation studies demonstrate superior predictive validity regardless of job, job family, or industry.

EFFECTIVE

Hogan typically helps organizations measurably improve the quality of their hiring decisions by 20% to 40%, resulting in reduced turnover, decreased shrinkage, increased customer service/satisfaction ratings, increased sales, reduced accidents, reduced workers compensation claims, etc.

DEFENSIBLE

Hogan assessments do not produce adverse impact based on gender, age, or ethnicity. Hogan's industry-standard validation and documentation procedures have never been successfully legally challenged.

VALID

Hogan's research division is second to none, and all research, recommended implementation strategies, and technical documents conform to guidelines set forth in the *Principles for the Validation and Use of Personnel Selection Procedures* and the *Uniform Guidelines on Employee Selection Procedures*.

COMPREHENSIVE

Hogan's integrated suite of assessments is specifically designed to provide a comprehensive picture of personal characteristics related to business performance and potential.

USER-FRIENDLY

All of Hogan's assessments and reporting options can be accessed online through Hogan Assessment Link Online (HALO). Available 24/7, HALO allows you to easily manage your own account and select assessment/reporting options based on the specific needs of your organization.

CONVENIENT

Reports are generated within within seconds and automatically emailed to the respective party upon the participant's completion. Due to the secure nature of our online delivery platform, participants can complete the HPI, HDS, MVPI and HBRI entirely online.

CLIENT-ORIENTED

Whatever your selection or development needs may be, Hogan's industrial-organizational psychologists, psychometric researchers, and seasoned customer support staff are devoted to easily-accessible and professional consulting and technical support services.

FOR MORE INFORMATION, CALL 800.756.0632, OR VISIT HOGANASSESSMENTS.COM