



HOGANSELECT

ADVANTAGE

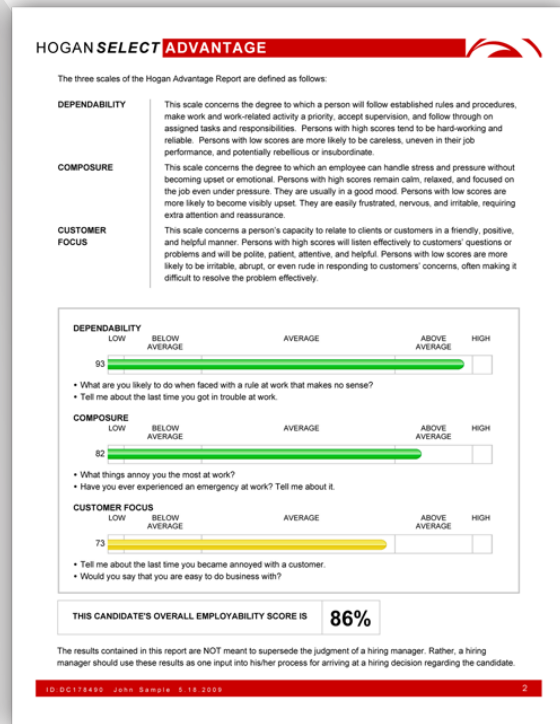
PUT THE HOGAN ADVANTAGE TO WORK FOR YOU

When it comes to a simplified approach to job candidate selection, there is no better option than Hogan's *Advantage* report. *Advantage* combines Hogan's reputation for accurate prediction and exhaustive research with an immediately applicable, low-cost solution targeted at entry- to supervisor-level positions. Designed specifically to function as a pre-hire selection tool, *Advantage* accurately and efficiently predicts a candidate's on-the-job performance.

- Off-the-shelf hiring solution
- Backed by more than 30 years of research and performance data
- 5 minute, 74-question assessment inventory
- Designed to assess general employability
- Based on 3 primary employability scales
- Provides dynamic interview questions
- Provides overall employability score

EMPLOYABILITY SCALES

- **DEPENDABILITY** – Concerns the degree to which a person will follow established rules and procedures, make work and work-related activity a priority, accept supervision, and follow through on assigned tasks and responsibilities.
- **COMPOSURE** – Concerns the degree to which an employee can handle stress and pressure without becoming upset or emotional.
- **CUSTOMER FOCUS** – Concerns a person's capacity to relate to client or customers in a friendly, positive, and helpful manner.



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