

HOGAN**SELECT**

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.



